

# **Annual EEO Public File Report**

**Helena Office for KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM),  
KCAP(AM), and KZMT(FM)**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following stations: KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM) and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2017 to and including November 30, 2018.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1,2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 and 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2017 to November 30, 2018

Stations Comprising Stations Employment Unit:  
KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM) and KZMT(FM)

Vacancy Information and Recruitment Source Information\*

(2) New Hires:

JOB TITLE : Sales Manager

|  | Email Address            | Recruitment Source of Hiree | Total Number of Interviewees From All Sources for This Position |
|--|--------------------------|-----------------------------|---|
|  | Indeed.com               | Indeed.com                  | 0   |
|  | Allaccess.com            | Allaccess.com               | 0   |
|  | Craigslist.com           | Craigslist.com              | 0   |
|  | hireumgrads@umontana.edu | University of Montana       | 0   |
|  | careers@msubillings.edu  | MSU Billings                | 0   |
|  |                          | In House Resume             | 1   |

JOB TITLE : News/ Sports Reporter

|  | Email Address | Recruitment Source of Hiree | Total Number of Interviewees From All Sources for This Position |
|--|---------------|-----------------------------|---|
|  | Indeed.com    | Indeed.com                  | 0   |
|  | Allaccess.com | Allaccess.com               | 2   |

\*Vacancy and recruitment information conducted by Angela Terry:  
angela@montanaradio.com

Total Number of Persons Interviewed During Applicable Period: 3

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2017 to November 30, 2018

Stations Comprising Station Employment Unit:

KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM)

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities undertaken by KIMO(FM), KMXM(FM), KMTX-FM, KBLL(FM), KCAP(AM), and KZMT(FM)

|   | <b><u>Type of Recruitment Initiative</u></b> | <b><u>Brief Description of Activity</u></b>  |
|---|--|--|
| 1 | Studio Tour                                  | Youth tour of radio station studios<br>(3/20/2018)   |
| 2 | Job Shadowing                                | 1 Day Job shadowing with morning DJ's<br>(3/18/2018)                                       |
| 3 | College Training night                       | 1 Night training event for college students interested in a career in radio<br>(11/6/2018) |
| 4 | Voice Talent - Internship                    | Periodic voice opportunities for student actors to participate in community PSA's          |
| 5 | Outreach to Job Referral organizations       | Radio announcements inviting organizations to receive employment vacancy notifications     |
| 6 | Job Fair                                     | DJ's, managers and sales staff participated in the Helena High Job Fair<br>(4/18/2018)     |
| 7 | High School Class Instruction                | 25 High School Students learned about marketing and copywriting<br>(11/26/2018)            |

|   | <b><u>Enrichment Training</u></b> | <b><u>Brief Description of Activity</u></b>                                 |
|---|-----------------------------------|---|
| 1 | News Webinar Training             | Power Of Critical Thinking To Fight Fake News Is Today Webinar (10/11/2018) |
| 2 | HR training                       | Weststaff HR training (2/23/2018)   |
| 3 | Montana Broadcasters Sales Clinic | Intensives Sales training workshop in Bozeman (10/9/18)                     |