



***Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by: KRVO-FM, KWOL-FM***

- A. Rose Communications (Stations) works with local and state college internship programs. Interns have been brought in to assist the on-air staff and to learn all the general aspects of radio broadcasting. The Stations also participate in local grade, middle and high school job shadow programs.
- B. The Vice President and Business Manager review company policies and current EEO laws to see that everything is in compliance.
- C. Rose Communications (Stations) provides tours of the stations facilities to any group or organization requesting one (i.e. The Girls Scouts, The Boy Scouts, Flathead Valley Pre-Schools, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)
- D. Rose Communications (Stations) looks forward to participating in job fairs, and through membership in the state broadcasters' association, have access to an active job bank, which contains minority and female job candidates.
- E. Rose Communications (Stations) management and its employees have regular and extensive contact with a broad cross-section of community groups. Examples of such local civic groups/churches include: Bigfork Chamber of Commerce, Columbia Falls Chamber of Commerce, Kalispell Chamber of Commerce, Polson Chamber of Commerce, Whitefish Chamber of Commerce, Whitefish Rotary Club, Kalispell Network Group and the Flathead Business and
- F. On April 20<sup>th</sup>, 2015 a class of 8<sup>th</sup> graders from Fairmont Egan toured the Rose Communications facility to learn about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on air personalities, sales, and administration. Phone number 755-2038.
- G. On April 22, 2015 a high school senior participated in a job shadowing program. They learned about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on-air personalities, sales, and administration. Also covered were how the different departments interact. Phone number 752-7266.
- H. On April 23<sup>rd</sup>, 2015 Rose Communications participate in a comprehensive career fair at Bigfork High School. Topics that covered were aptitudes, education, certificates, continuing education and other attributes of a career in radio broadcasting. High School phone # 406-837-7420.
- I. On August 10<sup>th</sup>, 2015 two female students arrived at the station a spent the morning with radio host learning about a career as an on air personality and voice over professional.

- J. On October 2<sup>nd</sup>, 2015 Leaders of Tomorrow, a group of 29 high school juniors from Flathead Valley High Schools, toured the Rose Communications facility to learn about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on-air personalities, sales, and administration. Phone number 752-7266.