Annual EEO Public File Report

The purpose of this EEO Public File 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 Station Employment Unit that is comprised of the following stations: KBBZ-FM (Kalispell Montana), KDBR-FM (Kalispell Montana), KJJR-AM (Whitefish Montana), KHNK-FM (Columbia Falls Montana), and KSAM-AM (Whitefish Montana) and is required to be placed in the public inspection files of the above listed stations and posted on their websites.

The information contained in this Report covers the time period beginning December 1, 2018 to and including November 30, 2019.

Section I – Job Vacancy Information

Stations Comprising Station Employment Unit: KBBZ-(FM), KDBR-(FM), KHNK-(FM), KJJR-(AM), KSAM-(AM)

Covering the Period from December 1, 2018 to November 30, 2019

During the period covered by this Report, there were no vacancies for full-time positions within the employment unit.

Section II – Recruitment Source Information

Stations Comprising Station Employment Unit: KBBZ-(FM), KDBR-(FM), KHNK-(FM), KJJR-(AM), KSAM-(AM)

Covering the Period from December 1, 2018 to November 30, 2019-Recruitment Sources

Name	Contact	Address	City	State	Phone	Total # of interviewees this source has provided during this period	Position referred
LC Staffing Specialist	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Zip Recruiter	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Daily Interlake	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Craig's List	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Flathead Job Service	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Specialist website	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Reader Board	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Express Employment Professionals	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Express Employment Website	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Kalispell Chamber of Commerce	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Whitefish Chamber of Commerce	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Columbia Falls Chamber of Commerce	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Call In / Walk In to Bee Broadcasting	Kate Riggles	2432 Hwy 2 E	Kalispell	MT	406-755-8700		
Referrals	Mark Wagner	2432 Hwy 2 E	Kalispell	МТ	406-755-8700		

Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by : KBBZ-FM, KDBR-FM, KHNK-FM, KJJR-AM, KSAM-AM

- A. The President and Managers review company policies and current EEO laws to see that everything is in compliance.
- B. The Bee Broadcasting Radio Network (Stations) provides tours of the stations facilities to any group or organization requesting one (i.e. The Girls Scouts, The Boy Scouts, Boys and Girls Club, Flathead Valley Pre-Schools, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)
- C. On April 25th, 2019 Bee Broadcasting Co-Sponsored a comprehensive career fair at the Gateway Community Center. Representatives for BBI where there in attendance and to answer any broadcast related questions. Topics that covered were aptitudes, education, certificates, continuing education in communication and other attributes of a career in radio broadcasting. Letter of confirmation attached.
- D. The Bee Broadcasting Radio Network (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, and Kalispell Network Group.