

## 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, 2012 to and including November 30, 2013.

### ***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, 2012 to November 30, 2013

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from all sources for this Position</b>
Account Executive	Walk-In	4
Front Desk/Receptionist	Job Services	7

**Total Number of Persons Interviewed During Applicable Period : 11**

### ***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, 2012 to November 30, 2013

<b>Name</b>	<b>Contact</b>	<b>Address</b>	<b>City</b>	<b>State</b>	<b>Phone</b>	<b>Total # of interviewees this source has provided during this period</b>
Bee Broadcasting (Radio Ads, Website, Resume on File, E-Mail)	Kim Holloway	PO Box 5409	Kalispell	MT	406-755-8700	0
Flathead Job Service	Kristina Santee	427 1 <sup>st</sup> Ave E	Kalispell	MT	406-758-6200	7
Montana Broadcasters Assoc.	Greg McDonald	HC 70 Box 78	Bonner	MT	406-244-4622	0
Montana State University	c/o Comm. Dept.	416 Culbertson	Bozeman	MT	406-994-4636	0
University of Montana	c/o Comm. Dept.	U of M	Missoula	MT		0
Flathead Valley Community College	c/o Comm. Dept.	Hwy 93 North	Kalispell	MT	406-756-3822	0
Montana United Indian Assoc.	Linda Tongate	105 Smelter Av	Great Falls	MT	406-771-8722	0
Business & Professional Women	Cande Recke	609 33 <sup>rd</sup> Ave NE	Great Falls	MT	406-761-2464	0
Call In / Walk In to Bee Broadcasting					406-755-8700	2
Express	Tara Tucker		Kalispell	MT	406-257-2255	2

LC Staffing Agency	Patti Johnson	702 E Idaho	Kalispell	MT	406-752-0191	0
Daily Interlake	Classifieds	727 E Idaho	Kalispell	MT	406-755-7000	0

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

- A. The Bee Broadcasting Radio Network (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 General Manager, Sales Manager, and Business Manager Review company policies and current EEO laws to see that everything is in compliance.
- C. 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, Flathead Valley Pre-Schools, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)
- D. The Bee Broadcasting Radio Network (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. 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, Kalispell Network Group and the Flathead Business and Industry Association.