

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, 2015 to and including November 30, 2016.

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, 2015 to November 30, 2016

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this Position
1	Traffic and Office Assistant	referral	5

Total Number of Persons Interviewed During Applicable Period: 5

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, 2015 to November 30, 2016

Name	Contact	Address	City	State	Phone	Total # of interviewees this source has provided during this period	Position referred
LC Staffing Specialist	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191	3	1
Zip Recruiter	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
Daily Interlake	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
Craig's List	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
Flathead Job Service	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Specialist website	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Reader Board	Jennifer Neadeau	702 E Idaho St	Kalispell	MT	406-752-0191		
Express Employment Professionals	Amelia Gonzalez	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		

Express Employment Website	Amelia Gonzalez	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		
Call In / Walk In to Bee Broadcasting	John Piedemonte	2432 Hwy 2 E	Kalispell	MT	406-755-8700		
Referrals	John Piedemonte	2432 Hwy 2 E	Kalispell	MT	406-755-8700	2	1

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

- A. The President, Director of Director of Marketing and Social Media, and CFO 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. 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.
- 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, Kalispell Network Group and the Flathead Business and
- E. On March 28th, 2016, Leah gave a Glacier High Student a tour of the studio and did job shadowing on the air.
- F. On April 12th 2016 a class of 4th graders from Smith Valley School toured the Bee Broadcasting facility to learn about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on air personalities, sales, and administration.
- G. On April 13th, 2016, Stephanie Thompson and entertainment editor with the Daily Interlake came into the studios to see how a media company operates on and off the air.
- H. On April 21st, 2016 Bee Broadcasting participated in a comprehensive career fair at Flathead Valley Community College. Topics that covered were aptitudes, education, certificates, continuing education in communication and other attributes of a career in radio broadcasting. FVCC phone # (406) 756-3834.
- I. On October 5th, 2016 Leaders of Tomorrow, a group of 29 high school juniors from Flathead Valley High Schools, toured the Bee Broadcasting 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.