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, 2017 to and including November 30, 2018.

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, 2017 to November 30, 2018

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, 2017 to November 30, 2018-Recruitment Sources

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		
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	Kate Riggles	2432 Hwy 2 E	Kalispell	MT	406-755-8700		
Referrals	Reed Trontel	2432 Hwy 2 E	Kalispell	MT	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, National Sales Director, and Business Manager 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 24th, 2018 Bee Broadcasting Co-Sponsored a comprehensive career fair at the Gateway Community Center. The VP of Sales, Business Manager, on-air talent, and sales 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, Kalispell Network Group and the Flathead Business and
- E. In May of 2018, 7th Graders from Marion Middle School received a tour of the Bee Broadcasting facility by the Business Manager, Kate Riggles, to learn about the opportunities for a career in radio broadcasting and digital media. Topics covered ranged from engineering, on-air personalities, sales, social media, and digital technology.
- F. On Oct. 3rd 2018, Kate Riggles and Reed Trontel gave a tour to the Leaders of Tomorrow group of about 30 students. Topics covered ranged from engineering, on-air personalities, sales, management, social media, and digital technology.