

***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 were there in attendance and to answer any broadcast related questions. Topics that were 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.