

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, 2016 to and including November 30, 2017.

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, 2016 to November 30, 2017

	Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from all sources for this Position
1	Sales Rep	referral	3

Total Number of Persons Interviewed During Applicable Period: 3

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, 2016 to November 30, 2017

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	1	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	Kate Riggles	2432 Hwy 2 E	Kalispell	MT	406-755-8700		
Referrals	Reed Trontel	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, 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 20th, 2017 Bee Broadcasting Co-Sponsored a comprehensive career fair at Flathead Valley Community College. The Vice President, Business Manager, on-air talent, and sales representatives for FVCC 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. FVCC phone # (406) 756-3834.
- 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 April 27th, 2017 Bee Broadcasting gave a group of 40 students from the Heritage Academy a tour of the Bee Broadcasting facility 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. In May of 2017, Leah, Doc, and Reed gave a mentally disabled group of high-schoolers a tour of the studio and they did job shadowing on the air.