

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, 2014 to and including November 30, 2015.

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, 2014 to November 30, 2015

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this Position
1	Assistant to CFO	referral	1
2	Traffic and Office Assistant	referral	4
3	On Air Personality	referral	1

Total Number of Persons Interviewed During Applicable Period : 6

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, 2014 to November 30, 2015

Name	Contact	Address	City	State	Phone	Total # of interviewees this source has provided during this period	Position referred
LC Staffing Specialist	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191	2	2
Zip Recruiter	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
Daily Interlake	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
Craig's List	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
Flathead Job Service	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Specialist website	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Reader Board	Keaton Olser	702 E Idaho St	Kalispell	MT	406-752-0191		
Express Employment Professionals	Amelia Gonzalez	4 Sunset Plaza	Kalispell	MT	406-257-2255		

		Suite 1011					
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	4	1, 2, 3

***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
- F. On April 20th, 2015 a class of 8th graders from Fairmont Egan 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 755-2038.
- G. On April 22, 2015 a high school senior participated in a job shadowing program. They learned about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on-air personalities, sales, and administration. Also covered were how the different departments interact. Phone number 752-7266.
- H. On April 23rd, 2015 Bee Broadcasting participate in a comprehensive career fair at Bigfork High School. Topics that covered were aptitudes, education, certificates, continuing education and other attributes of a career in radio broadcasting. High School phone # 406-837-7420 ext. 232

- I. On August 10th, 2015 two female students arrived at the station a spent the morning with radio host learning about a career as an on air personality and voice over professional.

- J. On October 2nd, 2015 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.