

EEO PUBLIC FILE REPORT
 Desert Mountain Broadcasting; Billings, MT
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KY YA-AM
 Dec 1, 2020 – Nov 30, 2021

Full Time & Part Time Positions Filled

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired	Hire Source
1	General Manager	2/1/2021	On air ads, Company web sites, employee and manager referrals	1	1	1
2	Account Executive	3/1/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
3	Account Executive	5/15/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
4	Account Executive	8/1/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
5	Account Executive	9/15/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
6	Receptionist	7/23/2021	Facebook, Job Service, Indeed.com	8	1	6
7	Account Executive	6/1/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
8	Account Executive	6/1/2021	On air ads, Company web sites, employee and manager referrals	11	1	1
9	Board Operator	5/15/2021	College internship, Company web sites	2	1	3
10	Digital Assistant	9/1/2021	On air ads, Company web sites, employee and manager referrals	2	1	1

Outreach 2021

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Internships

Our Internship program goes through three different venues. MSU-B, a local college; HRDC, a program for at-risk youth; and the local high schools. In 2021 we did not have an intern due to the Covid pandemic.

School Visits / Events with educational institutions relating to broadcasting career opportunities

Our staff members have made several visits to schools in Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools through Promotion and Public service. In addition, Desert Mountain Broadcasting continued our “Love Billings, Not Bullying” campaign with support of the Billings Police Department, Yellowstone County Sheriff, School District 2 Super Intendant and community officials. The program provides a source of info for students and parents to identify and stop various forms of bullying and gives students a forum to get help in handling being bullied. The time period in this report, we did not do any in school events due to Covid-19.

Community events regarding broadcasting career opportunities

Through the Spring, Summer and Fall of 2021, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In past years we helped host many events. Due to Covid-19, all events were cancelled this year

Employment Fair with Job Service

We usually participated in a Large job Fair with the Billings Job Service in the spring. It was cancelled this year due to Covid-19.

Online EEO training for Managers.

Conducted EEO training in 2021, training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination using online training methods.

Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2021

Number	Recruitment Source	Contact	Total Interviewed	Entitled to Notification	Used to Fill
1	Desert Mountain Broadcasting , LLC "On Air Recruiting Ads" 2075 Central Ave Billings, MT 59102	General Manager (406) 248-7777 Employee Referrals	8	N	8
2	Desert Mountain Broadcasting Websites	www.my1059.com www.planet106.com www.941ksky.com www.963thezone.com www.981kbear.com www.espn910.com	6	N	0
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	2	N	1
4	Billings Job Service	State Run Employment Service (406)-652-3080	0	N	0
5	Indeed.com	Indeed.com	3	N	0
6	Facebook group	Facebook.com	5	N	1
7	Linkedin.com	Linkedin.com	0	N	0

*Desert Mountain Broadcasting has not been specifically asked to keep any agency or entity on a list for future openings.