

**EEO PUBLIC FILE REPORT**  
 Desert Mountain Broadcasting; Billings, MT  
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KY YA-AM  
 Dec 1, 2022 – Nov 30, 2023

**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	Voice Tracker	4/15/23	Billings Job Service, Employee and manager referrals	1 1	0 1	0 1
2	Account Executive	10/1/2023	Employee and manager referrals Company web sites	4 2	1 0	1 0
3	Voice Tracker	5/1/23	On air ads, Company web sites, employee and manager referrals	1 0 1	0 0 1	0 0 1
4	Voice Tracker	10/1/23	Billings Job Service, Company web sites, employee and manager referrals	1 1 1	0 0 1	0 0 1
5	Board Op	9/1/23	On air ads, Company web sites, Internship	0 1 1	0 0 1	0 0 1

## Outreach 2023

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The employment unit is located in a “smaller market” for the purposes of the FCC’s EEO rules and the station employment unit is therefore required to complete two outreach initiatives every two years

### Employment Fair with Job Service

We participated in a Large job Fair with the Billings Job Service in the spring. This event is held on March 15, 2023 at the MetraPark Pavilion in Billings, MT from 11:30 am to 6 pm with early entrance for Veteran’s, Guard, Reserve and their families starting at 11am.

There are thousands of employment opportunities in Montana and the Jobs Jamboree is the perfect hiring event to discover which employer is the best fit for you. The Jobs Jamboree offers you the chance to visit face to face with the employer and gain specifics on application processes, workplace cultures and employee benefits. Don’t miss your chance to interview over 100+ employers and discover their mission, professional growth opportunities, and their level of community involvement. Hiring opportunities represent nearly every industry across Montana to include entry-level, apprentice and internships to top career professionals.

The JSEC Jobs Jamboree has 30 years of connecting seekers with the right position and employer, for both current and future job openings!

- There is no cost for seekers to attend
- Whether you are currently employed or in transition, this is a perfect opportunity to find a career that fits your lifestyle and professional goals!
- Discover your first job, next job, second job or part-time job at the Jobs Jamboree
- Retirees, seasonal workers, high school/college students, parents who want to get back in the workforce, this is for you!!!
- Come dressed to impress, ready to shake hands and wear a bright smile! Bring your resume or letter of interest.
- If you are an employer and did not get a chance to register this year, come down and see us.
- If you are a Veteran, in the Guard or Reserves or a family member of, the Mobile Vet bus will be onsite and available to visit with you.
- There are specialized presentations from area subject matter experts instructing on resume creation, interview techniques to include what to wear and social graces.

**Stonick Recruitment and Retention**(participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities)

November 2, 2023 Chris Stonick did a Recruitment and Retention (<https://www.stonickrecruitment.com/>) seminar with Desert Mountain Broadcasting in Billings, MT. Chris talks to local business about help wanted ads, student recruitment for schools, grand opening recruitment, union membership recruitment, clinical research recruitment, plasma and blood donor recruitment, staffing agencies, open houses/career days/job fairs, EOE/affirmative action recruitment, employee recognition/retention, headhunters and search firms, leasing agents for store vacancies, church membership recruitment, exported recruitment/billing to other stations in your group, and digital recruitment. All sales staff in Billings were in attendance, along with our owner and Corporate Strategy and Operations Manager. In conjunction with this seminar, we set up the website: <https://billingshelp.com/>

## Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2023

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	3
2	Desert Mountain Broadcasting Websites	<a href="http://www.my1059.com">www.my1059.com</a> <a href="http://www.planet106.com">www.planet106.com</a> <a href="http://www.941ksky.com">www.941ksky.com</a> <a href="http://www.963thezone.com">www.963thezone.com</a> <a href="http://www.981kbear.com">www.981kbear.com</a> <a href="http://www.espn910.com">www.espn910.com</a> <a href="http://www.lovbillings.org">www.lovbillings.org</a>	4	N	1
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	1	N	1
4	Billings Job Service	State Run Employment Service (406)-652-3080	2	N	0
5	Indeed.com	Indeed.com	0	N	0
6	Facebook group	Facebook.com	0	N	0
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.