

**EEO PUBLIC FILE REPORT**  
 Desert Mountain Broadcasting; Billings, MT  
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KYA-AM  
 Dec 1, 2021 – Nov 30, 2022

**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	Digital Sales	1/15/2022	Employee and manager referrals	1	1	1
2	Account Executive	1/15/2022	Employee and manager referrals	4	1	1
3	Account Executive	5/15/2022	On air ads, Company web sites, Indeed.com employee and manager referrals	4 3 2 2	2 0 0 0	1 0 0 0
4	Voice Tracker	3/15/2022	On air ads, Company web sites, employee and manager referrals	2 1 0	1 0 0	1 0 0
5	Board Op	4/1/2022	On air ads, Company web sites, employee and manager referrals	3 0 2	1 0 0	1 0 0
6	Receptionist	4/1/2022	Facebook	6	1	6
7	Board Op	5/15/2022	On air ads, Company web sites, employee and manager referrals	1 2 0	0 1 0	0 2 0
8	Voice Tracker	10/15/2022	On air ads	2	1	1
9	Digital Assistant	6/15/2022	Employee and manager referrals	3	1	1
10	Digital Assistant	10/1/2022	Indeed.com	4	1	5
11	Digital Assistant	11/1/2022	Indeed.com	5	1	5

**Outreach 2022**

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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 16th 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 29 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, highschool/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.

### **Online EEO training for Managers.**

Conducted EEO training in 2022, training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination using online training methods. This was an online training course put on by Michelle Edmunds, SPHR, SHRM-SCP, 1 406 925 3761 *HR Support Team* 210 E. Lyndale, Helena MT [michelle@westaffmt.com](mailto:michelle@westaffmt.com) | WeStaffMT.com Taken 12/15/2021.

### **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” campaign with support of the Billings Community, Billings School District 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.

## Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2022

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	19	N	8
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>	12	N	1
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	0	N	0
4	Billings Job Service	State Run Employment Service (406)-652-3080	0	N	0
5	Indeed.com	Indeed.com	10	N	2
6	Facebook group	Facebook.com	6	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.