

KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM / KWGF FM

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“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 station(s): KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM KWGF FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **December 1, 2018** to, and including, **November 30, 2019** (the “Applicable Period”)

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

## Appendix 1

### Annual EEO Public File Report Form

Covering the Period from **December 1, 2018** to **November 30, 2019**

Station(s) Comprising Station Employment Unit: KXGF-AM / KQDI-AM /  
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Position/job title	Recruitment source	Referred hiree	Interviewed	Date Hired
1. All stations – Director of Sales	1 through 24	In house	6	12/6/18
2. All stations – Account Executive	1 through 25	Indeed.com	13	10/1/19
3. All stations – Account Executive	1 through 25	Indeed.com	13	10/28/19
4. All stations – Announcer	1 through 24	Radio Ads	10	9/26/18

TOTAL INTERVIEWED FOR THIS PERIOD: 29

## Appendix 2

### Annual EEO Public File Report

Covering the Period from **December 1, 2018** to **November 30, 2019**

Station(s) Comprising Station Employment Unit: **KQDI-AM / KXGF-AM / KQDI-FM / KINX-FM / KIKF-FM / KWGF FM**

#### Appendix- 2 Section 2 Recruitment Source Information

	<b>Total Number of Interviewees Referred</b>	<b>Vacancies for which this source was utilized</b>
1.Great Falls Tribune- Craig Cook 791-1420 205 River Drive South Great Falls, MT 59401	0	1 through 4
2.Great Falls Job Service -Betty Peterson -791-5800 1018 7th Street South Great Falls, MT 59405	0	1 through 4
3.Great Falls College MSU-771-4300 Lew CArd- 2100 16th Avenue So. Great Falls, MT 59405	0	1 through 4
4.University of Providence - 791-5308 1301 20th Street South Great Falls, MT 59405	0	1 through 4
5.Stone Child College- Tracy Broncho 395-4313 Box 1082 Rural Rte #1 Box Elder MT 59521	0	1 through 4
6.YWCA- Lynn 452-1315 220 2nd Street North Great Falls, MT 59401	0	1 through 4
7.Opportunities Inc. - Kurt Campbell 761-0310 905 1st Avenue North Great Falls, MT 59401	0	1 through 4
8.STARadio Stations- Great Falls- General Manager Radio Ads / In House Posting/referral 1300 Central Avenue West Great Falls, MT 59404	17	1 through 4

9.MT Dept of Labor PO Box 1728 Helena MT 59624-1728	0	1 through 4
10.Helena Vo Tech Center- Tony Williams 1115 North Roberts Helena MT 59601	0	1 through 4
11.Helena Independent Record -Bev Allison 317 Cruse Avenue Helena, MT 59604	0	1 through 4
12.Carrol College - Lucia Flynn 1601 North Benton Avenue Helena MT 59601	0	1 through 4
13.MT United Indian Assoc. 618 Helena Avenue Helena MT 59601	0	1 through 4
14.Dewey Bruce Montana Broadcasters Association 18 Ruby Mountain Road Clancy, MT 59634	1	1 through 4
15.Nevada Broadcasters Association 1050 Flamingo Road, Suite S-102 Las Vegas, NV 89119	0	1 through 4
16.Utah Broadcasters Association 1600 S. Main Street Salt Lake City, UT 84115	0	1 through 4
17.Washington Broadcasters Association 724 Columbia Street, N.W. Suite 310 Olympia, WA 98501	0	1 through 4
18.NASBA 2333 Wisconsin St., NE Albuquerque, NM 87110	0	1 through 4
19.National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	1 through 4
20.National Lesbian & Gay Journalist Association 2120 L Street NW Suite 850 Washington, DC 20037	0	1 through 4
21.Society of Broadcast Engineers Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	0	1 through 4

22. Washington State University PO Box 641067 Pullman WA 99164-1067	0	1 through 4
23. Career Quest 724 1 <sup>st</sup> Avenue South Great Falls, MT 59401	0	1 through 4
24. Career Page.org	0	1 through 4
25. Indeed.Com	10	1 through 4
26. Linked-In	1	1 through 4

Appendix 3  
Annual EEO Public File Report

Covering the Period from **December 1, 2018** to **November 30, 2019**

Station(s) Comprising Station Employment Unit: KXGF-AM / KQDI-AM / KQDI-FM /  
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM and KWGF FM

**Menu Item #7** Participated in the Montana Broadcasters Association Statewide Outreach Scholarship program directed at students wishing to pursue a career in broadcasting. Aired radio announcements encouraging students interested in a career in broadcasting to contact the radio stations. STARadio Corp. partially funded the scholarship.

**Menu Item #3** Co-sponsoring at least one job fair with organizations in the business and professional community whose memberships include substantial participation of women and minorities. STARadio Corp co-sponsored the Youth Job Fair with Job Service Great Falls, Great Falls Public School District, Great Falls College MSU and the United Way on April 17, 2019.

**Menu Item #12** listed each position opening in a job bank in the following broadcast associations; Montana Broadcasters Association, Nevada Broadcasters Association, Utah Broadcasters Association, and the Washington Broadcasters Association.

**Menu Item #8** Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Provided sales and management training for sales staff members Melissa Farrell and Dylan Bigelow with the Radio Advertising Bureau October 28, 2019 through November 29, 2019.

**Menu Item #7** STARadio General Manager Jim Senst, Board Member of the Montana Broadcasters Association is the chair for the committee for the Montana Broadcasters to implement an Engineering accreditation course through the Cleveland Institute of Technology. The committee awarded two new engineering scholarships in June of 2019.

STARadio employees Troy Mellinger and Shawn Hertel participated in the 2019 L.I.F.E. event on October 24, 2019. An event for students to **Learn** about their options, **Interact** with careers, **Formulate** a preliminary plan, and **Educate** themselves and their families on what steps to take next. The goal is for students to be exposed, in a broad way, to a variety of career options. Remember that this is slated to be a hands-on, interactive event where students do more than just walk to a table and have a conversation. You should have something that will capture initial interest and let them experience whatever it is your career field encompasses.

STARadio General Manager Jim Senst on November 7, 2019 lead a discussion with Leadership Great Falls on Business Development and current economic conditions for local businesses as well as informing the class on Broadcast scholarships and on broadcast job opportunities available for the Great Falls Community.