

# 2023 ANNUAL EEO PUBLIC FILE REPORT

## Montana State University – Billings d/b/a Yellowstone Public Radio

Stations: KEMC(FM) Billings, MT  
KBMC(FM) Bozeman, MT  
KPRQ(FM) Sheridan, WY  
KYPB(FM) Big Timber, MT  
KYPC(FM) Colstrip, MT  
KYPF(FM) Stanford, MT  
KYPH(FM) Helena, MT  
KYPM(FM) Livingston, MT  
KYPR(FM) Miles City, MT  
KYPW(FM) Wolf Point, MT  
KYPZ(FM) Fort Benton, MT  
KYPX(FM) Helena Valley SE, MT

Reporting Period: December 1, 2022—November 30, 2023

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, no full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is therefore not necessary in this year's report.

### INITIATIVES

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The station had an intern from the MSU Billings Department of Music during the Fall semester assisting in the newsroom, working with the station reporters on updating the station's online reporting and creating social media posts related to regional news stories produced by the news department.

The station had an intern from the MSU Billings College of Business during the Fall semester assisting the Director of Development and Major Giving. The intern developed a marketing plan for increasing the station's profile in Great Falls, as well as assisting in developing social media posts related to fundraising and outreach.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The Montana University System provides staff with the opportunity to enroll in University courses throughout the year, including administrative management preparation and technology skill-building courses. Station staff members are encouraged to take advantage of these career building opportunities. Courses are made available tuition-free except for nominal associated fees. Additionally, MSUB does provide training sessions at no cost on the University's Financial Services platform, called Banner.

Yellowstone Public Radio is a member of the Public Media Journalists Association (PMJA), a national organization. The PMJA hosted its annual conference June 21-23, 2023, in San Antonio. The station's Bozeman Area Reporter attended the conference. At the conference, she attended a workshop on Solutions Journalism. PMJA also offers online training and workshops that are available to station staff in the newsroom.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

The Corporation for Public Broadcasting provided a training session called Preventing Harassment and Discrimination. YPR required all employees to take the training, which included the General Manager, News Director, Development Director, Chief Engineer, and Business Manager, as well as all other full-time and part-time employees not in management roles. The training was conducted virtually between May 2023 and September 2023.

*Participated 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.*

On September 19<sup>th</sup>, 2023, the Underwriting and Community Engagement Manager participated in the Montana Post-Secondary Educational Opportunities (MPSEOC) Career Fair. Over 1,500 Montana high school students participated in the Career Fair. YPR set up an informational table and spoke with students about careers in broadcasting, and specifically public broadcasting.