

Annual EEO Public File Report

Helena Office for KIMO(FM), KMXM(FM), KMTX-FM, and KMTX(AM)

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 Stations Employment Unit that is comprised of the following stations: KIMO(FM), KMXM(FM), KMTX-FM, and KMTX(AM) 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, 2012 to and including November 30, 2013.

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 7302080 (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 7302080(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 the purpose 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, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2012 to November 30, 2013

Stations Comprising Stations Employment Unit:
KIMO(FM), KMXM(FM), KMTX-FM, and KMTX(AM)

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	KMTX-FM Station Programmer	1. All Access.com 2. Job posting at career centers around the state	17 Emails 2 Phone interviews
2	KMTX-FM Co-Host	1. All Access.com 2. Craigslist.com 3. Facebook 4. Montana Broadcaster	11 Emails 7 Phone interviews 5 Face to face interviews
3	Sports Director	1. All Access.com 2. Craigslist.com	2 Face to face interviews
4	Board Operator / Part time announcer	1. Radio Ads 2. Job posting at career centers around the state	1 Face to face
5	Sports Board Operators	Carroll College Career Center/ Internship	2 Interviews

Total Number of Persons Interviewed During Applicable Period: 13

Appendix 2 to

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 Covering the Period from December 1, 2012 to November 30, 2013
 Stations Comprising Station Employment Unit:
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Section 2: Recruitment Source Information

A	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source was Utilized
B	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald	0	0
C	Carroll College Career & Testing Center 1601 N. Benton Ave. Helena MT 59625 careers@carroll.edu	2 Interviews	2 (part time)
D	University of Montana 32 Campus Drive Missoula, MT 59812 Contact: Heather Niemeyer hireumgrads@mso.umt.edu	0	0
E	Rocky Mountain College 1511 Poly Drive Billings, Montana 59102 1.406.657.1000 knappb@rocky.edu	0	0
F	Montana State University – Billings 1500 University Dr. Billings, Mt 59101 (406) 657-2011 Ktracy@msubillings.edu	0	0

G	<p>Montana State University</p> <p>P.O. Box 174180 Bozeman, MT 59717-4180</p> <p>(406) 994-4353 Suzanne.thompson@mso.umt.edu</p>	0	0
H	Craigslist.com	<p>10 Emails</p> <p>6 Phone interview</p> <p>5 Face to face</p>	1
I	Facebook.com	<p>1 Email</p> <p>1 Phone interview</p>	0
J	<p>All Access</p> <p>Online Classifieds</p> <p>Allaccess.com</p>	<p>17 Email responses</p> <p>2 Phone interview</p> <p>1 Face to face</p>	1
K	Word of mouth, referral	2 Interviews	2
L	Unsolicited resumes on file	0	0
M	On Air Radio Ads	0	0
N	In-House Posting	1 Interview	0

*Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2012 to November 30, 2013

Stations Comprising Station Employment Unit:

KIMO(FM), KMXM(FM), KMTX-FM, and KMTX(AM)

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities undertaken by KIMO(FM), KMXM(FM), KMTX-FM, and KMTX(AM)

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	Career Fair at Helena High School (x1) February 13 2013	The Montana Radio Company acted as co-sponsor and many full-time employees took turns at the Montana Radio Company booth: greeting students and introducing them to our company and our employment opportunities.
2	Internship Program (x2)	The stations offered a paid internship to 2 Carroll College students during this reporting period. The students received on the job training in all aspects of radio focusing on broadcasting, production as well as administrative duties. (Year-round)
3	Speaking engagements (3x)	Our Program Director of KIMO spoke with Carroll College students about all aspects of the radio industry and the vast career opportunities available in radio on two separate occasions. Our Program Director of KMTX-FM also spoke with students about the radio

		industry.
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	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
4	Office/Studio Tours w/ Q&A (x1)	Scout Career Days Tour 12/2012 and 11/13
5	EEO Training for management	Management meets bi-annually to discuss methods and tactics to ensure equal employment opportunity and prevention of discrimination as well as brushing up on EEO rules and requirements.
6	Job Fair (x2)	Sponsored all the advertising for the Veterans Job Fair (8/21-9/5) Sponsored all the advertising for the Helena Community Job Fair (8/1-8/16)

	<u>Enrichment Training</u>	<u>Brief Description of Activity</u>
1	Sales Training	Monthly enrichment sales training for all sales personal through the Radio Adverting Bureau

2	Sales Management Training	Intensive sales manager training hosted by Radio Adverting Bureau (10/21-10/24)
3	Production training	Periodic enrichment training for all production personal on Adobe and Vcreative software advancements.