

Annual EEO Public File Report

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

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 KKRK(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, 2014 to and including November 30, 2015.

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, 2014 to November 30, 2015

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

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	Receptionist	A-F, H	3
2	Outside Sales Person	A-I	3
3	Traffic Manager	A-I	2

Total Number of Persons Interviewed During Applicable Period: 8

Appendix 2 to

Annual EEO Public File Report Form
 Covering the Period from December 1, 2014 to November 30, 2015
 Stations Comprising Station Employment Unit:
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Section 2: Recruitment Source Information

	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
A	Montana Broadcasters Association Job Bank www.mtbroadcasters.org	0	0
B	Carroll College Career & Testing Center 1601 N. Benton Ave. Helena MT 59625 careers@carroll.edu	0	0
C	Helena College 1115 N. Roberts Helena, MT 59601 alan.thompson@umhelena.edu	0	0
D	Rocky Mountain College 1511 Poly Drive Billings, Montana 59102 1.406.657.1000 knappb@rocky.edu	0	0

E	Montana State University – Billings 1500 University Dr. Billings, Mt 59101 (406) 657-2011 Ktracy@msubillings.edu	0	0
F	Montana State University P.O. Box 174180 Bozeman, MT 59717-4180 (406) 994-4353 Suzanne.thompson@mso.umt.edu	0	0
G	On Air Radio Ads	4	1
H	All Access Online Classifieds Allaccess.com Craigslist.com	3	1
I	In-House Posting	1	1
J	Unsolicited resumes on file	4	0

Appendix 3 to

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Covering the Period from December 1, 2014 to November 30, 2015

Stations Comprising Station Employment Unit:

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

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

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	Career Fair at Helena High School (x1) February 2015	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 (x1)	The stations offered a paid internship to 1 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 (1x)	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.

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
4	Office/Studio Tours w/ Q&A	Career Day Job Shadow Tour 2/15
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	Sponsored all the advertising for the Veterans Job Fair (Sept 2015)

	<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	Production training	Periodic enrichment training for all production personal on Adobe and Vcreative software advancements.