

**Annual EEO Public File Report**  
**Missoula Office for KDTR, KKVU, KYJK, KKVU-HD3**

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: KDTR, KKVU, KYJK, KKVU-HD4 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, 2019 to and including November 20, 2020.

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, 2019 to and including November 20, 2020

Stations Comprising Stations Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

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	Office Staff	Internal promotion from PT to FT	1

Total Number of Persons Interviewed During Applicable Period: **1**

Appendix 2 to

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Covering the Period from December 1, 2019 to and including November 20, 2020  
Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

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	University of Montana 32 Campus Drive Missoula, MT 59812 <a href="http://handshake.com">handshake.com</a>	0	0
B	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald	0	0
C	Craigslist Online Classifieds Craigslist.com	0	0
D	All Access Online Classifieds Allaccess.com	0	0
E	Word of mouth, referral	0	0
F	Unsolicited resumes on file	0	0
G	On Air Radio Ads	0	0
H	In-House Posting	1	1
I	Indeed.com	0	0

\*Indicates sources that have requested notification of job openings. N/A

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2019 to November 20, 2020

Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD4

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities

Undertaken by KDTR, KKVU, KYJK, KKVU-HD4

	<b><u>Type of Recruitment Initiative</u></b>	<b><u>Brief Description of Activity</u></b>
1	EEO Training for Management (x2)	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.
2	Implementation of an in-house training/mentoring program with an emphasis on engineering.	Our chief engineer has dedicated time each week to training interested employees the day-to-day tasks of a station engineer. This gives employees a chance to expand their resumes and become qualified for pay increases.
3	Created a community partnership with the Missoula Interfaith Collaborative to expand our employment opportunity outreach.	MIC serves our disadvantaged community; many transitioning from homelessness. A majority of the clientele are single mothers and minorities. We are hoping to turn this relationship into an internship program.
4	Speaking Engagements (x4)	Our ESPN host gave 2 guest lectures about careers in radio with an emphasis on sports casting/reporting at the Journalism School at the UofM. Our chief engineer spoke to a class of local, high school students interested in the technical/engineering side of radio. 3 on-air talent employees sat on an all day panel at the Journalism School at the UofM to answer student's questions and encourage future graduates to consider careers in radio.