

**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-HD3 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, 2021 to and including November 30, 2022.

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, 2021 to and including November 30, 2022

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	NONE	NA	NA

Total Number of Persons Interviewed During Applicable Period: **0**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2021 to and including November 30, 2022  
 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>		
B	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald		
C	Craigslist Online Classifieds Craigslist.com		
D	All Access Online Classifieds Allaccess.com		
E	Word of mouth, referral		
F	Unsolicited resumes on file		
G	On Air Radio Ads		
H	In-House Posting		
I	Indeed.com		
J	MIC		
K	ORI		

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

Appendix 3 to

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Covering the Period from December 1, 2021 to November 30, 2022

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

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

Undertaken by KDTR, KKVU, KYJK, KKVU-HD3

	<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. (April 26, 2022 & Nov 7, 2022)
2	Internship Program	The stations hosted a full-time intern from the University of Montana for 3 1/2 months. During this time, she was able to dive in to all aspects of broadcasting with most of the emphasis on production and being a “DJ”.
3	Job Shadow	The ESPN staff hosted a client from J.O.B.S for a day; teaching him all about sportscasting as well as the technical side of the broadcast. Our stations were able to connect the client with the local minor league baseball team to get him some time in the booth for a full game of play-by-plays as well. (July 01, 2022)
4	Station Tour / Job Shadow	The stations hosted a very interested and enthusiastic, high school student for a tour and mini job shadow experience. The focus of the job shadow was specific to being an on-air talent. (July 12, 2022)
5	ESPN Hosted Career Day at U of M School of Journalism	Our sportscaster hosted a full-day, radio-career centric program giving students an opportunity for mock interviews, plenty of Q & A and the ability to sign-up for job shadow opportunities in the coming year. (November 21, 2022)
6	MIC training program	Provided a training opportunity to outreach coordinators at the Missoula Interfaith Collaborative so that they are better informed and able to refer qualified job candidates to our stations in the future. (April 26, 2022) This training program will be used going forward with other non-profit partners that predominantly serve women and minorities.