



P.O. Box 3309 Great Falls, Montana 59403 Tel:406.761.7600 Fax:406.761.5511

Annual EEO Public File Report

The purpose of this EEO Public File Report("REPORT") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KMON(AM) (Great Falls, MT), KMON(FM) (Great Falls, MT), KVVR(FM) (Dutton, MT), KLFM(FM) (Great Falls, MT), KAAK(FM) (Great Falls, MT), K260AU, K280GG and K298BL and is required to be placed in the public inspection files of the above listed stations, and posted on their websites.

The information contained in this Report covers the time period beginning December 1, 2017 to and including November 30, 2018 (the "Applicable Period") KMON(AM), KMON(FM), KVVR(FM), KLFM(FM), KAAK(FM), K260AU, K280GG and K298BL.

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM),
KLFM(FM), KAAK(FM), K260AU, K280GG and K298BL
Covering the Period from December 1, 2017 to November 30, 2018

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
ACCOUNT EXECUTIVE #1	8	CENTRAL MONTANA RADIO NETWORK
ACCOUNT EXECUTIVE #2	8, 15	EMP REFERRAL - WORD OF MOUTH
ACCOUNT EXECUTIVE #3	8	CENTRAL MONTANA RADIO NETWORK
PROGRAM DIRECTOR	26, 27, 28	ALL ACCESS.COM

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM), KLFM(FM)
 KAAK(FM), K260AU, K280GG and K298BL
 Covering the Period from December 2017 to November 30, 2018.

Ref #	<u>Business</u>	<u>Contact</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u># Intvws provided by source</u>	<u>Position Source used for</u>
1	Blackfeet Community College	Angela Johnson	Browning	MT	59417	0	
2	Blackfeet Indian - JTPA	George Kipp	Browning	MT	59417	0	
3	Bismarck Tribune	Darcie Meyer	Bismarck	ND	58501	0	
4	Brown Institute	Mike Kronforst	Minneapolis	MN	55407	0	
5	Bureau of Indian Affairs	Holly Weatherwax	Browning	MT	59417	0	
6	Business and Professional Women	Cande Recke	Great Falls	MT	59404	0	
7	Career Quest/Exress Personnel	Grace Grabofsky	Great Falls	MT	59405	0	
8	Central Montana Radio Network	Dan Manella	Great Falls	MT	59403	5	AE1, AE2, AE3
9	Cherry Creek Radio	Travis Cronen	Denver	CO	80246	0	
10	Great Falls Job Service	Various contacts	Great Falls	MT	59405	0	
11	Illinois Center for Broadcasting	Don Clark	Chicago	Il	60605	0	
12	Montana Broadcasters Association	Dewey Bruce	Clancy	MT	59634	0	
13	Media Staffing Network	Kate Glenn	Scottsdale	AZ	85266	0	
14	National Assn. State Broadcasters	Dewey Bruce	Clancy	MT	59634	0	
15	Employee Refferals/word mouth	Staff Members				2	AE2
16	Opportunities Inc	Cherrie Kelly	Great Falls	MT	59405	0	

17	Outsources Unlimited	Jim Maiatare	Great Falls	MT	59401	0	
18	Rapid City Journal	Cathy Dabney	Rapid City	SD	57701	0	
19	Montana Help Wanted.Com	Shelby Marion	Engelwood	CO	80112	0	
20	Spokesman Review	Jean Robinson	Spokane	WA	99210	0	
21	Snelling Personnel Service	Doug Goossen	Great Falls	MT	59401	0	
22	Temp Track	Mike Young	Great Falls	MT	59405	0	
23	Traffic Directors Guild of America					0	
24	University of Great Falls	Twila Croft	Great Falls	MT	59405	0	
25	Workforce Development Ctr	Maria Winslow	Great Falls	MT	59405	0	
26	All Access.com	Mark Capuano	Malibu	CA	90265	5	PD
27	Facebook (Radio Peeps)	Mark Elliott	Denver	CO	80111	1	PD
28	Linkedin.com	Mark Elliott	Denver	CO	80111	2	PD

Total number of interviews over 12 mo period: 15

No agencies requested notification of vacancies during the period.

SECTION 3 - RECRUITMENT INITIATIVES
KMON(AM), KMON(FM), KVVR(FM), KLFM(FM), KAAK(FM)
K260AU, K280GG and K298BL

PARTICIPATED IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS:

MARCH 9, 2018 UNIVERSITY OF MONTANA JOB FAIR
NEWS DIRECTOR PARTICIPATED IN A JOB AND INTERNSHIP FAIR. HE TALKED WITH JOB SEEKERS AND ANSWERED QUESTIONS.

OCTOBER 8, 2018 FALL JOB & INTERNSHIP FAIR --
GENERAL MANAGER PARTICIPATED IN A JOB AND INTERNSHIP FAIR AT THE UNIVERSITY OF PROVIDENCE LIBRARY.

OCTOBER 25, 2018 UNITED WAY CAREER FAIR --
GENERAL MANAGER, SALES AND PROGRAMMING PARTICIPATED IN A JOB FAIR AT THE NORTH MIDDLE SCHOOL.

ESTABLISHMENT OF TRAINING PROGRAMS:

STAFF ATTENDED WEBINAR SERIES ESTABLISHED BY OUR CORPORATE OFFICE DESIGNED TO EDUCATE THEM ON THE SKILLS NEEDED TO MOVE THEIR CAREERS FORWARD.

OCTOBER 17, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO INTERVIEW FOR BETTER HIRING.

OCTOBER 31, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON COMPENSATION AND ON-BOARDING

NOVEMBER 14, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO ATTRACT NEW EMPLOYEES.

NOVEMBER 16 , 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO RECRUIT AND HIRE NEW SALES TEAM MEMBERS.

NOVEMBER 28, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON WHAT THE SALES TEAM OF THE FUTURE LOOKS LIKE.