

**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, 2020 to and including November 30, 2021.

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, 2020 to and including November 30, 2021

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

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees From All Sources for This Position
1	Account Executive	Resume On File	2
2	Admin / Front Desk	WOM	1
3	Admin / Front Desk	Indeed	5

Total Number of Persons Interviewed During Applicable Period: **8**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2020 to and including November 30, 2021  
 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>	1	3
B	Montana Broadcasters Association Job Bank HC 70 Box90 Bonner, MT 59823 Contact: Greg McDonald	0	0
C	Craigslist Online Classifieds Craigslist.com	1	3
D	All Access Online Classifieds Allaccess.com	0	0
E	Word of mouth, referral	1	3
F	Unsolicited resumes on file	1	1
G	On Air Radio Ads	1	3
H	In-House Posting	0	3
I	Indeed.com	2	3
J	MIC	1	3
K	ORI	0	3

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

Appendix 3 to

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Covering the Period from December 1, 2020 to November 30, 2021

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. (May 10, 2021 & Nov 5, 2021)
2	FCC EEO Training Webinar	3 members of management attended an FCC EEO webinar by IBA, TLP Law and Broadcast1Source on May 6, 2021. This was followed up by an immediate meeting.
3	In-House Training/Mentor Program 1 Sports - Programming	Our ESPN PD initiated a mentorship program for a new employee to qualify them to take over the program director duties and title that ultimately resulted in career advancement and increased pay.
4	Employee Training Program 2	Created a training program to entry level employee with an emphasis on Graphic Design and digital media in addition to board operation to enhance our radio station's reach in the community. This program will allow our staff member to advance in the company and qualify for a pay increase.
5	Community Partnership with Missoula Interfaith Collaborative	Increasing our employment opportunity outreach to underprivileged and minority communities. .MIC serves our disadvantaged community; many transitioning from homelessness. A majority of the clientele are single mothers and minorities
6	Non-Employee Mentoring & Internship Program	Our Sportscaster has been mentoring 2 interns in all areas of radio, sportscasting and podcast hosting and editing. This endeavor will hopefully lead to employment with our stations when need arises and budget allows.

	<b><u>Type of Recruitment Initiative</u></b>	<b><u>Brief Description of Activity</u></b>
7	Speaking Engagements x2	Our ESPN host gave 2 guests lectures about careers in radio with an emphasis on sportscasting/reporting to students at the Journalism School at the UofM (Dec 2020 & March 2021)
8	Speaking Engagement	Our ESPN participated in a panel/talk about careers in radio with an emphasis on sportscasting at the Big Sky Kickoff Media Summit (July 2021)
9	Created a community partnership with Opportunity Resources Inc.	Expanding our employment opportunity outreach to our differently-abled community
10	Job Shadow	On March 25 <sup>th</sup> , 2021 a young man with exceptionalities spent the day at our stations learning about all aspects of radio and the day-to-day duties of each position.