

## Annual EEO Public File Report

The purpose of this EEO Public File 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 Station Employment Unit that is comprised of the following stations: KBBZ-FM (Kalispell Montana), KDBR-FM (Kalispell Montana), KJJR-AM (Whitefish Montana), KHNK-FM (Columbia Falls Montana), and KSAM-AM (Whitefish Montana) 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, 2015 to and including November 30, 2016.

### ***Section I – Job Vacancy Information***

Stations Comprising Station Employment Unit: KBBZ-(FM), KDBR-(FM), KHNK-(FM), KJJR-(AM), KSAM-(AM)

Covering the Period from December 1, 2015 to November 30, 2016

|   | <b>Full-time Positions Filled by Job Title</b> | <b>Recruitment Source of Hiree</b> | <b>Total Number of Interviewees from all sources for this Position</b> |
|---|--|------------------------------------|--|
| 1 | Traffic and Office Assistant                   | referral                           | 5  |
|   |  |                                    |  |
|   |  |                                    |  |
|   |  |                                    |  |
|   |  |                                    |  |
|   |  |                                    |  |
|   |  |                                    |  |

**Total Number of Persons Interviewed During Applicable Period: 5**

### ***Section II – Recruitment Source Information***

Stations Comprising Station Employment Unit: KBBZ-(FM), KDBR-(FM), KHNK-(FM), KJJR-(AM), KSAM-(AM)

Covering the Period from December 1, 2015 to November 30, 2016

| <b>Name</b>                      | <b>Contact</b>   | <b>Address</b>            | <b>City</b> | <b>State</b> | <b>Phone</b> | <b>Total # of interviewees this source has provided during this period</b> | <b>Position referred</b> |
|----------------------------------|------------------|---------------------------|-------------|--------------|--------------|--|--------------------------|
| LC Staffing Specialist           | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 | 3  | 1                        |
| Zip Recruiter                    | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| Daily Interlake                  | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| Craig's List                     | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| Flathead Job Service             | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| LC Staffing Specialist website   | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| LC Staffing Reader Board         | Jennifer Neadeau | 702 E Idaho St            | Kalispell   | MT           | 406-752-0191 |  |                          |
| Express Employment Professionals | Amelia Gonzalez  | 4 Sunset Plaza Suite 1011 | Kalispell   | MT           | 406-257-2255 |  |                          |

|                                       |                 |                           |           |    |              |   |   |
|---------------------------------------|-----------------|---------------------------|-----------|----|--------------|---|---|
| Express Employment Website            | Amelia Gonzalez | 4 Sunset Plaza Suite 1011 | Kalispell | MT | 406-257-2255 |   |   |
| Call In / Walk In to Bee Broadcasting | John Piedemonte | 2432 Hwy 2 E              | Kalispell | MT | 406-755-8700 |   |   |
| Referrals                             | John Piedemonte | 2432 Hwy 2 E              | Kalispell | MT | 406-755-8700 | 2 | 1 |
|                                       |                 |                           |           |    |              |   |   |

***Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by : KBBZ-FM, KDBR-FM, KHNK-FM, KJJR-AM, KSAM-AM***

- A. The President, Director of Director of Marketing and Social Media, and CFO review company policies and current EEO laws to see that everything is in compliance.
- B. The Bee Broadcasting Radio Network (Stations) provides tours of the stations facilities to any group or organization requesting one (i.e. The Girls Scouts, The Boy Scouts, Boys and Girls Club, Flathead Valley Pre-Schools, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)
- C. The Bee Broadcasting Radio Network (Stations) looks forward to participating in job fairs, and through membership in the state broadcasters’ association, have access to an active job bank, which contains minority and female job candidates.
- D. The Bee Broadcasting Radio Network (Stations) management and its employees have regular and extensive contact with a broad cross-section of community groups. Examples of such local civic groups/churches include: Bigfork Chamber of Commerce, Columbia Falls Chamber of Commerce, Kalispell Chamber of Commerce, Polson Chamber of Commerce, Whitefish Chamber of Commerce, Whitefish Rotary Club, Kalispell Network Group and the Flathead Business and
- E. On March 28<sup>th</sup>, 2016, Leah gave a Glacier High Student a tour of the studio and did job shadowing on the air.
- F. On April 12<sup>th</sup> 2016 a class of 4<sup>th</sup> graders from Smith Valley School toured the Bee Broadcasting facility to learn about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on air personalities, sales, and administration.
- G. On April 13<sup>th</sup>, 2016, Stephanie Thompson and entertainment editor with the Daily Interlake came into the studios to see how a media company operates on and off the air.
- H. On April 21<sup>st</sup>, 2016 Bee Broadcasting participated in a comprehensive career fair at Flathead Valley Community College. Topics that covered were aptitudes, education, certificates, continuing education in communication and other attributes of a career in radio broadcasting. FVCC phone # (406) 756-3834.
- I. On October 5<sup>th</sup>, 2016 Leaders of Tomorrow, a group of 29 high school juniors from Flathead Valley High Schools, toured the Bee Broadcasting facility to learn about the opportunities and careers in radio broadcasting. Topics covered ranged from careers in engineering, on-air personalities, sales, and administration. Phone number 752-7266.