



***Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by: KRVO-FM, KWOL-FM***

- A. The Vice President and CFO review company policies and current EEO laws to see that everything is in compliance.
- B. Rose Communications (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. Rose Communications (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. Rose Communications (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 Rose Communications 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 Rose Communications 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 Rose Communications 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.