

## 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: KRVO-FM (Columbia Falls Montana), and KWOL-FM (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, 2018 to and including November 30, 2019.

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

Stations Comprising Station Employment Unit: KRVO-(FM), KWOL-(FM)

Covering the Period from December 1, 2018 to November 30, 2019

During the period covered by this report, there were no vacancies for full-time positions within the employment unit.

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

Stations Comprising Station Employment Unit: KRVO-(FM), KWOL-(FM)

Covering the Period from December 1, 2018 to November 30, 2019

<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	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Zip Recruiter	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Daily Interlake	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Craig’s List	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Flathead Job Service	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Specialist website	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
LC Staffing Reader Board	Katie Elletson	702 E Idaho St	Kalispell	MT	406-752-0191		
Express Employment Professionals	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Express Employment Website	Porsche Keller	4 Sunset Plaza Suite 101	Kalispell	MT	406-257-2255		
Call In / Walk In to Bee Broadcasting	Kate Riggles	2432 Hwy 2 E	Kalispell	MT	406-755-8700		
Referrals	Cassie Bee	2432 Hwy 2 E	Kalispell	MT	406-755-8700		

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

- A. The President and Business Manager 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) sponsors the Spring Flathead Valley job fair, and through membership in the state broadcasters' association, have access to an active job bank, which contains minority and female job candidates.
- D. On April 25th, 2019 Rose Communications Co-Sponsored a comprehensive career fair at Gateway Community Center. Topics that covered were aptitudes, education, certificates, continuing education in communication and other attributes of a career in radio broadcasting. Letter on confirmation attached.
- E. 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, and Kalispell Network Group.