

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), KDDBR-FM (Kalispell, Montana), KJJR-AM (Whitefish, Montana), KHNK-FM (Columbia Falls, Montana), and KSAM-AM (Whitefish, Montana). This Report 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, 2020 to and including November 30, 2021.

Section I – Job Vacancy Information

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

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

	Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from all sources for this Position
1	Office Assistant	Express Employment Professionals	3
		Referrals	
		Express.com website	
		Job Service	
		Media Sources	

Total Number of Persons Interviewed During Applicable Period: 3

Section II – Recruitment Source Information

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

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

BBI has outsourced its recruiting to Express Employment Professionals. Express undertakes the interviews and provides BBI with a candidate. The candidate works as a temp and BBI has the option of making him/her a full-time employee.

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

- A. The President and Managers 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. Established intern program to produce local sports coverage. Has received training on all aspects of airing a local sports broadcasts. Getting games on air, playing commercial breaks and returning station back to regular programing. Reports to John Michaels Program Director.
- 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, and Kalispell Network Group.