

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, 2022 to and including November 30, 2023.

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, 2022 to November 30, 2023

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this Position
1	Sales Manager	referral	2
2	Traffic/Office Assistant	referral	6
3	Sports Announcer/Sales	referral	2

Total Number of Persons Interviewed During Applicable Period : 10

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, 2022 to November 30, 2023

Name	Contact	Address	City	State	Phone	Total # of interviewees this source has provided during this period	Position referred
Express Employment Professionals	Lindsay P. Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255	2	1
Zip Recruiter	Lindsay Pl Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		
Daily Interlake	Lindsay Pl Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		
Craig's List	Lindsay Pl Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		
Flathead Job Service	Lindsay Pl Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		
Express Employment Website	Lindsay Pl Mayer	4 Sunset Plaza Suite 1011	Kalispell	MT	406-257-2255		

Call In / Walk In to Bee Broadcasting	Mark Wagner	2432 Hwy 2 E	Kalispell	MT	406-755-8700	2	3
Referrals	Mark Wagner	2432 Hwy 2 E	Kalispell	MT	406-755-8700	6	1, 2, 3

***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 complies.
- B. The Bee Broadcasting Radio Network (Stations) provides tours of the station’s 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 an intern program to produce local sports coverage and on-air talent. Intern received training on all aspects of airing local content and sports broadcasts. Getting games on air, playing commercial breaks, and returning station back to regular programing. Reports to John Michaels and Mike Brouelette 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.
- E. Bee Broadcasting sponsored NW Montana Job and Opportunity Fair Event at the Expo Center at the Flathead County Fairgrounds on April 6th, 2022, from 2:30 pm – 6:00 pm. The General Manager and Traffic Manager participated in the event.
- F. Bee Broadcasting General Manager, Traffic Manager and On air Talent participated in Whitefish Middle School Career Fair May 22nd from 8:30 am – 11:30 am at the school.