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), and KHNK-AM (Columbia Falls 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, 2026 to and including November 30, 2027.

Section I – Job Vacancy Information

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

Covering the Period from December 1, 2026 to November 30, 2027.

	Full-time Positions Filled by Job Title	**Recruitment Source of Hiree**	**Total Number of Interviewees from all sources for this Position**

Total Number of Persons Interviewed During Applicable Period : 0

Section II – Recruitment Source Information

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

Covering the Period from December 1, 2026 to November 30, 2027

Name	**Contact**	**Address**	**City**	**State**	**Phone**	**Total # of interviewees this source has provided during this period**	**Position referred**

Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by : KBBZ-FM, KDBR-FM, KHNK- AM, KJJR-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. Home Schooling, Boys and Girls Clubs, Flathead Valley Pre-Schools, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)

C. The Bee Broadcasting network established a comprehensive Marketing Internship Program designed to provide hands-on training across multiple facets of broadcast marketing. During the reporting period, the intern received instruction and practical experience in documenting station monitoring, various admin duties such as filing and compiling an e-mail data base from station form submissions. The internship was created to promote career development and encourage future employment opportunities within broadcasting.

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: Christ Lutheran Church, Calvary Chapel of Whitefish, Bigfork Chamber of Commerce, Columbia Falls Chamber of Commerce, Evergreen Chamber of Commerce, Kalispell Chamber of Commerce, Whitefish Chamber of Commerce,.

E. Bee Broadcasting sponsored the Spring NW Montana Job and Opportunity Fair Event at the Expo Center at the Flathead County Fairgrounds on April 16th, 2026, from 2PM – 5PM. The Sales Manager, Sales Representative and On Air Talent participated in the event.

F. Bee Broadcasting Sales Manager participated in the Whitefish Middle School Career Fair May 28th, 2026 from 8:30 AM – 11:30 PM at the school. The Sales Manager offered and presented an inside look at "A Typical Day" for on air talent, admin, sales duties and responsibilities required for Bee Broadcasting and answered any questions.

G. Bee Broadcasting sponsored the Fall NW Montana Job and Opportunity Fair Event at the Expo Center at the Flathead County Fairgrounds on September 23rd, 2026, from 2:00 PM – 5:00 PM. The Sales Manager, Sales Representative and On Air Talent participated in the event.