

**Annual EEO Public File Report**  
**Missoula Office for KDTR, KKVU, KYJK, KKVU-HD3**

The purpose of this EEO Public File Report (“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 Stations Employment Unit that is comprised of the following stations: KDTR, KKVU, KYJK, KKVU-HD3 and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2023 to and including November 30, 2024 .

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2023 to and including November 30, 2024

Stations Comprising Stations Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

Section 1: Vacancy Information

|   | Full-time Positions Filled By Job Title | Recruitment Source of Hiree | Total Number of Interviewees From All Sources for This Position |
|---|---|-----------------------------|---|
| 1 | NONE                                    | NA                          | NA  |

Total Number of Persons Interviewed During Applicable Period: **0**

Appendix 2 to

Annual EEO Public File Report Form  
 Covering the Period from December 1, 2023 to and including November 30, 2024  
 Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3  
 Section 2: Recruitment Source Information

|   | Recruitment Source<br>(Name, Address,<br>Telephone Number,<br>Contact Person)                                      | Total Number of<br>Interviewees This Source<br>Has Provided During This<br>Period (If Any) | Full-time Positions<br>for which This<br>Source was<br>Utilized |
|---|--|--|---|
| A | University of Montana<br>32 Campus Drive<br>Missoula, MT 59812<br><a href="http://handshake.com">handshake.com</a> |  |   |
| B | Montana Broadcasters<br>Association Job Bank<br>HC 70 Box90<br>Bonner, MT 59823<br>Contact: Dewey Bruce            |  |   |
| C | Craigslist<br>Online Classifieds<br>Craigslist.com   |  |   |
| D | Word of mouth, referral  |  |   |
| E | Unsolicited resumes on file  |  |   |
| F | On Air Radio Ads   |  |   |
| G | In-House Posting   |  |   |
| H | Indeed.com   |  |   |
| I | MIC<br>Contact: Zeke Campfield<br>Zeke@micmt.org   |  |   |
| J | Empower MT<br>rajiem@empowermt.org   |  |   |

\*Indicates sources that have requested notification of job openings. N/A

Appendix 3 to

Annual EEO Public File Report Form  
Covering the Period from December 1, 2023 to November 30, 2024

Stations Comprising Station Employment Unit: KDTR, KKVU, KYJK, KKVU-HD3

Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities

Undertaken by KDTR, KKVU, KYJK, KKVU-HD3

|   | <b><u>Type of Recruitment Initiative</u></b>   | <b><u>Brief Description of Activity</u></b>   |
|---|--|---|
| 1 | EEO Training for Management and Staff (x2)   | Management meets bi-annually to discuss methods and tactics to ensure equal employment opportunity and prevention of discrimination as well as brushing up on EEO rules and requirements. Salaries and seniority are also reviewed. We have retained a consultant that is a local expert in the field of equity & impact to ensure we are performing outreach to the best of our capabilities and staff size. (March 26, 2024 & November 4, 2024) |
| 2 | Internship Program (Sports)  | Continuation of the non-traditional paid internship program to get hands-on with all things sports and radio. This includes calling, researching, videography, interviews, podcasting and sports journalism. Oct 2024-Feb 2025.   |
| 3 | Station Tour / Job Shadow  | The stations hosted a client from Opportunity Resources for a full-day job shadowing experience where he was able to learn a little about all of the functions of the stations. He was also a great resource to us for accessibility education.   |
| 6 | Speaking Engagement  | Our sales manager spoke to a large class at the U of M regarding careers in radio as well as the opportunities to intern with us in the upcoming year. 10/07/2024   |
| 7 | Training/Upgrading skills of current employees                                       | Business Manager took a micro-internship training workshop to get better acquainted with all of the changes and challenges in the world of internships. (Dec 04, 2024)  |
| 8 | Establishment of an event specific Internship Program with the University of Montana | We are currently screening and interviewing interested and qualified students for a large-scale event in July 2025. Ideally, we will take on 2-3 part-time interns from 1/1-7/10/25   |

|   |   |  |
|---|---|--|
| 9 | Speaking Engagements & Community Outreach | Our in-house sports broadcaster/journalist spoke at an event hosted by Leadership Missoula about the challenges and opportunities in sports writing and broadcast careers. (Aug 24) A similar talk was given at State of the Community hosted by City Club Missoula. He was also featured 3 different time in U of M print publications commenting on how to become a professional broadcast journalist. |
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