**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, 2025 to and including November 30, 2026 .

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, 2025 to and including November 30, 2026

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 |
|---|---|---|---|

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

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2025 to and including November 30, 2026

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

Section 2: Recruitment Source Information

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for which This Source was Utilized |
|---|---|---|---|
| A | Craigslist<br>Online Classifieds<br>Craigslist.com | | |
| B | Word of mouth, referral | | |
| C | Unsolicited resumes on file | | |
| D | On Air Radio Ads | | |
| E | In-House Posting | | |
| F | Indeed.com | | |
| G | 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, 2025 to November 30, 2026

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

| | **Type of Recruitment Initiative** | **Brief Description of Activity** |
|---|---|---|
| 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. (May 05, 2026 & October 27, 2026) |
| 2 | Internship Program (Sports) | Continuation of a 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. Jan-May & Oct-Dec |
| 3 | Job/Internship Fair | Montana Journalism Job & Internship Fair<br>Our Owner/GM met with interested students throughout the event. March 05, 2026 |
| 4 | Career Fair | UM Hire Griz! Spring Career Fair<br>Our Owner/GM met with interested students throughout the event. March 27, 2026 |
| 5 | Career Fair | Western Montana Career Fair – Job Service<br>Our Owner and Business Manager met with interested attendants throughout the event. April 23, 2026 |
| 6 | Job Fair | Fall Jobs Fest at the University of Montana<br>Our Ops Manager and business manager met with interested students throughout the event. September 08, 2026 |
| 7 | Job Shadow | The stations hosted a recent UM graduate for a day of OJT on 7/1/2026 and a local high school student on 11/17/26 |