

KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM / KWGF FM

Annual EEO Public File Report

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 Station Employment Unit that is comprised of the following station(s): KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM KWGF FM 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, 2015** to, and including, **November 30, 2016** (the “Applicable Period)

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 73.2080(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 73.2080(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 purposes 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 and/or over the telephone.

Appendix 1

Annual EEO Public File Report Form

Covering the Period from **December 1, 2015** to **November 30, 2016**

Station(s) Comprising Station Employment Unit: **KXGF-AM / KQDI-AM /
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Position/job title	Recruitment source	Interviewed	Date Hired
1. All stations – Announcer	1 through 24	7	4/24/16
2. All stations – Announcer	1 through 24	7	5/31/16
3. All stations – Account Executive	1 through 24	3	6/9/16
4. All stations Traffic Manager	1 through 24	3	9/7/16

TOTAL INTERVIEWED FOR THIS PERIOD: 20

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2015** to **November 30, 2016**

Station(s) Comprising Station Employment Unit: **KQDI-AM / KXGF-AM / KQDI-FM / KINX-FM / KIKF-FM / KWGF FM**

Appendix- 2 Section 2 Recruitment Source Information

	Total Number of Interviewees Referred	Vacancies for which this source was utilized
1.Great Falls Tribune- Craig Cook 791-1420 205 River Drive South Great Falls, MT 59401	0	1 through 4
2.Great Falls Job Service -Betty Peterson -791-5800 1018 7th Street South Great Falls, MT 59405	1	1 through 4
3.M.S.U College of Technology- Mary Orham 771-4300 Courtney Peterson- 2100 16th Avenue So. Great Falls, MT 59405	0	1 through 4
4.University of Great Falls - Twila Croft 791-5308 1301 20th Street South Great Falls, MT 59405	0	1 through 4
5.Stone Child College- Tracy Broncho 395-4313 Box 1082 Rural Rte #1 Box Elder MT 59521	0	1 through 4
6.YWCA- Lynn 452-1315 220 2nd Street North Great Falls, MT 59401	0	1 through 4
7.Opportunities Inc. - Kurt Campbell 761-0310 905 1st Avenue North Great Falls, MT 59401	0	1 through 4
8.STARadio Stations- Great Falls- General Manager Radio Ads / In House Posting/referral 1300 Central Avenue West Great Falls, MT 59404	12	1 through 4

9.MT Dept of Labor PO Box 1728 Helena MT 59624-1728	0	1 through 4
10.Helena Vo Tech Center- Tony Williams 1115 North Roberts Helena MT 59601	0	1 through 4
11.Helena Independent Record -Bev Allison 317 Cruse Avenue Helena, MT 59604	0	1 through 4
12.Carrol College - Lucia Flynn 1601 North Benton Avenue Helena MT 59601	0	1 through 4
13.MT United Indian Assoc. 618 Helena Avenue Helena MT 59601	0	1 through 4
14.Dewey Bruce Montana Broadcasters Association 18 Ruby Mountain Road Clancy, MT 59634	0	1 through 4
15.Nevada Broadcasters Association 1050 Flamingo Road, Suite S-102 Las Vegas, NV 89119	0	1 through 4
16.Utah Broadcasters Association 1600 S. Main Street Salt Lake City, UT 84115	0	1 through 4
17.Washington Broadcasters Association 724 Columbia Street, N.W. Suite 310 Olympia, WA 98501	0	1 through 4
18.NASBA 2333 Wisconsin St., NE Albuquerque, NM 87110	0	1 through 4
19.National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	1 through 4
20.National Lesbian & Gay Journalist Association 2120 L Street NW Suite 850 Washington, DC 20037	0	1 through 4
21.Society of Broadcast Engineers Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	0	1 through 4

22. Washington State University PO Box 641067 Pullman WA 99164-1067	0	1 through 4
23. Career Quest 724 1 st Avenue South Great Falls, MT 59401	0	1 through 4
24. Career Page.org	0	1 through 4

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2015** to **November 30, 2016**.

Station(s) Comprising Station Employment Unit: KXGF-AM / KQDI-AM / KQDI-FM /
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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM and KWGF FM**

Menu Item #7 Participated in the Montana Broadcasters Association Statewide outreach Scholarship program directed at students wishing to pursue a career in broadcasting. Aired radio announcements encouraging students interested in a career in broadcasting to contact the radio stations. STARadio Corp. partially funded the scholarship.

Menu Item #3 Co-sponsoring at least one job fair with organizations in the business and professional community whose memberships include substantial participation of women and minorities. STARadio Corp co-sponsored the Great Falls Job Service Workforce center 2016 Youth Job Fair on Wednesday, June 1, 2016

STARadio Corp co-sponsored the Montana Air National Guard Community Job Fair on March 29, 2016. During the job fair discussed job opportunities with STARadio with 14 individuals.

Menu Item #4 Participation in at least four events sponsored by community groups active in broadcast employment issues (conventions, career days, workshops and similar activities) STARadio participated in the Great Falls Advertising Federation's Business, Advertising Marketing program on September 4, 2016 at Great Falls College MSU. Approximately 145 students participated in the event with a presentation by STARadio employee Tammie Toren on careers in radio broadcasting.

STARadio established a high school radio show on Friday afternoons on KWGF with student disc jockeys, sponsored by the United Way of Cascade County and the Great Falls School District.

Ongoing on-air graduation matters announcements with students from three local high schools voicing the announcements.

Jim Sargent Farm Director met with students at the statewide FFA & 4H Convention in Billings, Montana and discussed career opportunities in radio broadcasting for Farm/Ranch reporting.

Menu Item #12 listed each position opening in a job bank in the following broadcast associations; Montana Broadcasters Association, Nevada Broadcasters Association, Utah Broadcasters Association, and the Washington Broadcasters Association.

Menu Item #8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Provided sales and management training for sales staff with Chris Lytle Training January 2016 through November 2016.

Menu Item #8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. STARadio General Manager Jim Sens participated in the 2016 Pillsbury webinar "When taking care of business requires working overtime". Shared and discussed the knowledge with STARadio Department Head members.

General Manager Jim Sens, Sports Director Troy Mellinger and Operations Manager Jimmy Wyze participated in the "Preparing for your ABIP Inspection Webinar" with Charlie Cannaliator on April 29, 2016 at 10am. Knowledge gained from the presentation was shared with STARadio Department Head members.