

**EEO PUBLIC FILE REPORT**  
**DECEMBER 1, 2021-NOVEMBER 30, 2022**

**I. Employment Unit: Employment Unit: KXGF-AM, KQDI-AM, KQDI-FM, KINX-FM, KIKK-FM, KWGF-FM serving Great Falls, MT**

**II. Vacancies filled in period:**

| Job Title                | Hire Date | Recruitment Sources<br>[Listed by #] | Referred By |
|--------------------------|-----------|--------------------------------------|-------------|
| On-Air Talent            | 2/25/22   | 1                                    |             |
| Administrative Assistant | 9/7/22    | 1                                    |             |
|                          |           |                                      |             |
|                          |           |                                      |             |
|                          |           |                                      |             |

**III. Recruitment Sources**

|   | RS Information   | Entitled to Vacancy<br>Notification (Y/N) | # of Interviewees<br>over 12months |
|---|--|---|------------------------------------|
| 1 | STARadio Corp.<br>1300 Central Avenue West<br>Great Falls, MT 59404  | N   | 8                                  |
| 2 | Employer Support of the<br>Guard and Reserve<br>401 63 <sup>rd</sup> Street South<br>Great Falls, MT 59405 | N   | 0                                  |
| 3 | Express Employment Professionals<br>220 6 <sup>th</sup> Street South<br>Great Falls, MT 59405              | N   | 0                                  |
| 4 | US Dept of Veterans Affairs<br>P.O. Box 188<br>Fort Harrison, MT 59636-0188                                | N   | 0                                  |

|    |   |   |   |
|----|---|---|---|
| 5  | All Access Website<br><a href="http://www.allaccess.com/">http://www.allaccess.com/</a>               | N | 2 |
| 6  | Great Falls Tribune<br>205 River Drive South<br>Great Falls, MT 59401                                 | N | 0 |
| 7  | Society of Broadcast Engineers, Inc<br>9102 North Meridan Street, Suite 150<br>Indianapolis, IN 46260 | N | 0 |
| 8  | MT Dept of Labor<br>P.O. Box 1728<br>Helena, MT 59624-1728  | N | 0 |
| 9  | Carroll College<br>1601 North Benton Avenue<br>Helena, MT 59601                                       | N | 0 |
| 10 | Montana Broadcasters Association<br>18 Ruby Road<br>Clancy, MT 59634                                  | N | 0 |
| 11 | Helena Vo Tech Center<br>1115 North Roberts<br>Helena, MT 59601                                       | N | 0 |
| 12 | University of Great Falls<br>1301 20 <sup>th</sup> Street South<br>Great Falls, MT 59405              | N | 0 |
| 13 | Great Falls Job Service<br>1018 7 <sup>th</sup> Street South<br>Great Falls, MT 59405                 | N | 0 |

#### IV. Recruitment/Other Initiatives.

- From December 1, 2021 thru November 30, 2022, STARadio aired 2184, :30 second EEO related commercials, 364 on each station, M-Su, 6a-7p.

- December 7, 2021 STARadio conducted a job shadow experience for a student in partnership with Power High School.
- From February 15, 2022 thru February 24,2022, STARadio aired 180, :60 second recruitment commercials for an available On-Air Talent position. 30 commercials ran on each station. Letters detailing the position and essential duties/responsibilities were mailed to sources 2,3,4,6,7,8,9,10,11,12,13.
- From June 15, 2022 thru June 30, 2022, STARadio aired 384 recruitment commercials for an available General Manager position. 64 commercials ran on each station.
- On June 14, 2022, notification letters regarding the open position of General Manager outlining the job duties and responsibilities were mailed to sources 2,3,4,7,8,9,10,11,12,13.
- From August 30, 2022 thru 9/16/22, STARadio aired 1404 recruitment commercials for an available Administrative Assistant position. 198 ran on KIKF-FM, 234 on KINX-FM, 270 on KQDI-AM, 216 on KQDI-FM, 216 on KWGF-FM, 270 on KXGF-AM.
- In September 2022, STARadio's Director of Sales and two AE's attended a sales training clinic conducted by the Montana Broadcasters Association.
- STARadio continued its successful intern program with the addition of Clifford Cochran through the United States Air Force Bridge Program, who worked with the production, engineering and programming departments for 14 weeks.

