

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, 2020**, to, and including, **November 30, 2021** (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, 2020**, to **November 30, 2021**

Station(s) Comprising Station Employment Unit: KXGF-AM / KQDI-AM /
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Position/job title	Recruitment sources	Referred hiree	Interviewed	Date Hired
1. All stations – Account Executive	1 through 26	Job Fair	6	10/04/2021
2. All stations – Programming Assistant	1 through 26	Radio Ad	8	10/26/2021

TOTAL INTERVIEWED FOR THIS PERIOD: 14

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2020**, to **November 30, 2021**

Station(s) Comprising Station Employment Unit: KQDI-AM / KXGF-AM / KQDI-FM /
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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 2
2.Great Falls Job Service -Betty Peterson -791-5800 1018 7th Street South Great Falls, MT 59405	0	1 through 2
3.Great Falls College MSU-771-4300 Lew Card- 2100 16th Avenue So. Great Falls, MT 59405	0	1 through 2
4.University of Providence - 791-5308 1301 20th Street South Great Falls, MT 59405	0	1 through 2
5.Stone Child College- Tracy Broncho 395-4313 Box 1082 Rural Rte. #1 Box Elder MT 59521	0	1 through 2
6.YWCA- Lynn 452-1315 220 2nd Street North Great Falls, MT 59401	0	1 through 2
7.Opportunities Inc. - Kurt Campbell 761-0310 905 1st Avenue North Great Falls, MT 59401	0	1 through 2
8.STARadio Stations- Great Falls- General Manager Radio Ads / In House Posting/referral/Job Fair 1300 Central Avenue West Great Falls, MT 59404	11	1 through 2

9.MT Dept of Labor PO Box 1728 Helena, MT 59624-1728	0	1 through 2
10.Helena Vo Tech Center- Tony Williams 1115 North Roberts Helena, MT 59601	0	1 through 2
11.Helena Independent Record -Bev Allison 317 Cruse Avenue Helena, MT 59604	0	1 through 2
12.Carrol College - Lucia Flynn 1601 North Benton Avenue Helena, MT 59601	0	1 through 2
13.MT United Indian Assoc. 618 Helena Avenue Helena, MT 59601	0	1 through 2
14.Dewey Bruce Montana Broadcasters Association 18 Ruby Mountain Road Clancy, MT 59634	0	1 through 2
15.Nevada Broadcasters Association 1050 Flamingo Road, Suite S-102 Las Vegas, NV 89119	0	1 through 2
16.Utah Broadcasters Association 1600 S. Main Street Salt Lake City, UT 84115	0	1 through 2
17.Washington Broadcasters Association 724 Columbia Street, N.W. Suite 310 Olympia, WA 98501	0	1 through 2
18.NASBA 2333 Wisconsin St., NE Albuquerque, NM 87110	0	1 through 2
19.National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	1 through 2
20.National Lesbian & Gay Journalist Association 2120 L Street NW Suite 850 Washington, DC 20037	0	1 through 2
21.Society of Broadcast Engineers Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	0	1 through 2

22. Washington State University PO Box 641067 Pullman WA 99164-1067	0	1 through 2
23. Career Quest 724 1 st Avenue South Great Falls, MT 59401	0	1 through 2
24. Career Page.org	0	1 through 2
25. Indeed.Com	3	1 through 2
26. Linked-In	0	1 through 2

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2020**, to **November 30, 2021**

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 Due to Covid-19 job fairs STARadio typically sponsors many where cancelled this year due to Cascade County Health Department attendance restrictions. STARadio promoted and attended the Vets 4 Vets Stand Down and job Fair on September 23 and 24, 2021.

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 member Taylor Poitra with the Radio Advertising Bureau October 1 through October 31, 2021.

Menu Item #8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Provided Sexual Harassment Prevention Training for General Manager Jim Senst on December 18, 2020.

Menu Item #8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. On January 21, 2021, General Manager Jim Senst participated in the Wilkinson, Barker Knauer LLP for a preview of the broadcast regulation likely to be on the agenda of the FCC, Congress and others in Washington in the time of change.

Menu Item #8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. General Manager Jim Senst participated in a "Staying on top of your broadcast FCC EEO Obligation with David Oxenford of Wilkinson Barker Knauer on March 24, 2021.

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 members Kara Kochivar, Rachel Nelson Taylor Poitra and Director of Sales Shawn Hertel with Local Broadcast Sales online training and 2nd Tuesday live webinars from January 1, 2021, to current. The Local Broadcast Sales training was reviewed and recommended to the Board of Directors of the Montana Broadcasters Association by General Manager Jim Senst. The Montana Broadcasters Association funded the sales training program state-wide.

Menu Item #7 Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. STARadio General Manager Jim Senst, Board Member of the Montana Broadcasters Association is the chair for the committee for the Montana Broadcasters to implement an Engineering accreditation course through the Cleveland Institute of Technology. The committee awarded three new engineering scholarships in June of 2021.

Menu Item #5 Establishment of an intern program designed to asst members of the community to acquire skills needed for broadcast employment. On November 3, 2021, STARadio accepted Clifford Cochran into an internship through the United States Air Force Skill Bridge Program, a 103-day internship, a total of 3.5 months or 14 weeks. Radio communications: apprentice for radio production, on-air personality, engineering, and sales internship across six radio stations owned by STARadio.