

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, 2019** to, and including, **November 30, 2020** (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, 2019** to **November 30, 2020**

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		Indeed.com	5	1/20/2020
2. All stations – Account Executive 1 through 26		Indeed.com	8	10/5/2020
3. All stations – Account Executive 1 through 26		Indeed.com	8	11/9/2020

TOTAL INTERVIEWED FOR THIS PERIOD: 13

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2019** to **November 30, 2020**

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

9.MT Dept of Labor PO Box 1728 Helena MT 59624-1728	0	1 through 3
10.Helena Vo Tech Center- Tony Williams 1115 North Roberts Helena MT 59601	0	1 through 3
11.Helena Independent Record -Bev Allison 317 Cruse Avenue Helena, MT 59604	0	1 through 3
12.Carrol College - Lucia Flynn 1601 North Benton Avenue Helena MT 59601	0	1 through 3
13.MT United Indian Assoc. 618 Helena Avenue Helena MT 59601	0	1 through 3
14.Dewey Bruce Montana Broadcasters Association 18 Ruby Mountain Road Clancy, MT 59634	0	1 through 3
15.Nevada Broadcasters Association 1050 Flamingo Road, Suite S-102 Las Vegas, NV 89119	0	1 through 3
16.Utah Broadcasters Association 1600 S. Main Street Salt Lake City, UT 84115	0	1 through 3
17.Washington Broadcasters Association 724 Columbia Street, N.W. Suite 310 Olympia, WA 98501	0	1 through 3
18.NASBA 2333 Wisconsin St., NE Albuquerque, NM 87110	0	1 through 3
19.National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	1 through 3
20.National Lesbian & Gay Journalist Association 2120 L Street NW Suite 850 Washington, DC 20037	0	1 through 3
21.Society of Broadcast Engineers Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	0	1 through 3

22. Washington State University PO Box 641067 Pullman WA 99164-1067	0	1 through 3
23. Career Quest 724 1 st Avenue South Great Falls, MT 59401	0	1 through 3
24. Career Page.org	0	1 through 3
25. Indeed.Com	13	1 through 3
26. Linked-In	0	1 through 3

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2019** to **November 30, 2020**

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 where cancelled this year due to Cascade County Health Department attendance restrictions.

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 members, Ian Daniels, Annie Bryan and Dylan Rachel Nelson with the Radio Advertising Bureau January 20, 2020 through November 29, 2020.

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 political broadcast webinar with David Oxenford on January 22, 2020.

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, Ian Daniels, Annie Bryan and Dylan, Rachel Nelson and Director of Sales Shawn Hertel with Local Broadcast Sales online training and 2nd Tuesday live webinars from September 1, 2020 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 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 2020.

Menu Item #10 STARadio employee Jimmy Wyze worked with the Montana School for the Deaf and Blind to facilitate a young blind man to come in and record a 30-second commercial for the Hi Line Climbing Center. Jimmy forwarded the script to the student's teacher who converted the script into brail. The student took the brail script home and practiced for two-weeks and then came into the radio stations to record the commercial which turned out to be exactly 30-seconds in length with only one take.

Menu Item #10 STARadio employee Kara Kochivar judged the Human Resource program at CM Russell High School on January 20, 2020. 16 Students were registered to give presentations as part of the Regional Business Professionals of America.