

2017 ANNUAL EEO PUBLIC FILE REPORT

Montana State University Billings

Station(s): KEMC(FM) Billings, MT
KBMC(FM) Bozeman, MT
KPRQ(FM) Sheridan, WY
KYPB(FM) Big Timber, MT
KYPC(FM) Colstrip, MT
KYPF(FM) Stanford/Lewistown, MT
KYPH(FM) East Helena, MT
KYPM(FM) Livingston, MT
KYPR(FM) Miles City, MT
KYPW(FM) Wolf Point, MT
KYPZ(FM) Fort Benton, MT
KYPX(FM) Helena, MT

Reporting Period: December 1, 2016—November 30, 2017

No. of Full-time Employees: 11
Small Market Exemption: Yes

During the Reporting Period, a total of 2 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The station continues an internship program with MSUB Department of Music for their BA in Music (Business Track). The station has also started an internship with the MSUB College of Business with an emphasis on marketing. The internships focus on the skills and knowledge area required for operation and administration of a

radio station.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The Montana University System provides staff with the opportunity to enroll in University courses throughout the year, including administrative management preparation and technology skill-building courses. Station staff members are encouraged to take advantage of these career building opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/5/2017	General Manager	MSUB website (http://msubillings.edu/)
7/5/2017	News Anchor/Reporter	MSUB website (http://msubillings.edu/)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 6

	Number of Persons
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Recruitment Sources Used in Preceding Year	Interviewed that the Source Referred
MSUB website (http://msubillings.edu/)	6
Current (http://current.org)	
Montana Association of Broadcasters	
Billings Gazette	
Bozeman Chronicle	

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: 7/5/17
 Job Title of Position: News Anchor/Reporter Date of Hire: 7/5/17

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB Website	Y	http://msubillings.edu/	Janet Simon	406-657-2278 jsimon@msubillings.edu

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.