

2016 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

Reporting Period: December 1, 2015—November 30, 2016

No. of Full-time Employees: 10
Small Market Exemption: Yes

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 the MSUB Department of Music for their BA in Music (Business Track). The internship for the degree focuses 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
12.28.2015	Business Manager	MSUB website (http://msubillings.edu/)
02.08.2016	Development Manager	MSUB website (http://msubillings.edu/)
08.01.2016	News Anchor/Reporter	MSUB website (http://msubillings.edu/)
08.08.2016	Underwriting Manager	MSUB website (http://msubillings.edu/)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 8

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
MSUB website (http://msubillings.edu/)	8

RECRUITING SOURCES USED

Job Title of Position: Business Manager	Date of Hire: 12.28.2016
Job Title of Position: Development Manager	Date of Hire: 02.08.2016
Job Title of Position: News Anchor/Reporter	Date of Hire: 08.01.2016
Job Title of Position: Underwriting Manager	Date of Hire: 08.08.2016

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.