

# 2009 ANNUAL EEO PUBLIC FILE REPORT

## Montana State University Billings

Station(s):	KEMC(FM) Billings, Montana KBMC(FM) Bozeman, Montana KYPR(FM) Miles City, Montana KPRQ(FM) Sheridan, Wyoming KYPW(FM) Wolf Point, Montana KYPF(FM) Colstrip, Montana KYPF(FM) Stanford, Montana
Reporting Period:	December 1, 2008 – November 30, 2009
No. of Full-time Employees:	11
Small Market Exemption:	Yes

During the Reporting Period, a total of one full time position was 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):

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

On September 9, 2009, KEMC-FM participated in an organizational promotional event on the campus of Montana State University Billings, designed to promote awareness of and potential employment or volunteer opportunities in local and regional organizations. This event was attended by the Listener Support Manager, the Interim General Manager, and the Underwriting Manager.

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

As a unit of Montana State University Billings, KEMC employees may participate in a number of seminars, day-long courses, and workshops designed to enhance existing skills or foster new skills. KEMC employees participated in such activities on the following topics: distracted driving, improving workplace communication, and financial database reporting.

**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
07.13.2009	Accounting Associate II	Montana State University – Billings Website

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed in Preceding Year: 6

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Billings Job Service <a href="http://wsd.dli.mt.gov/local/billings/">http://wsd.dli.mt.gov/local/billings/</a>	2
<i>The Billings Gazette</i> newspaper	1
Yahoo! Hot Jobs <a href="http://hotjobs.yahoo.com/">http://hotjobs.yahoo.com/</a>	1
Montana State University Billings website <a href="http://www.msubillings.edu/humres/jobs.html">http://www.msubillings.edu/humres/jobs.html</a>	1
Unspecified referral	1

**RECRUITING SOURCES USED**

Job Title of Position: Accounting Associate II      Date of Hire: 07.13.2009

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSU Billings	Y	1500 University Drive Billings, MT 59101	Colleen Splitter	406.657.2278 csplitter@msubillings.edu
Billings Job Service	N	2121 Rosebud Drive Stop B Billings, MT 59102		406.652.3080 billingsjsc@mt.gov
Yahoo! Hot Jobs	N	<a href="http://hotjobs.yahoo.com/">http://hotjobs.yahoo.com/</a>		N/A
<i>Billings Gazette</i>	N	P.O. Box 36300 Billings, MT 59107-6300	Ryan Brosseau	406.657.1340 rbrosseau@billingsgazette.com

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