

2011 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, 2010—November 30, 2011

No. of Full-time Employees: 9
Small Market Exemption: Yes

During the Reporting Period, a total of two (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 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. The General Manager continues to complete coursework toward a Master's in Public Administration from MSU Billings.

June 23-25, 2011, the News Director participated in the Public Radio News Directors Incorporated conference, where she completed training in voice coaching and production.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

The General Manager is the staff advisor to an MSUB student group that produces podcasts and short video features. Members of this group have been instructed on writing for broadcast, audio production techniques, and the use of editing software with the purpose of educating them about the skills necessary for a career in broadcasting.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04.23.2011	Broadcast Operations Specialist II	MSUB website (http://www.msubillings.edu/)
12.21.2010	Technical Director/Chief Engineer	unknown

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
MSUB website (http://www.msubillings.edu/)	1
Billings Gazette	unknown

RECRUITING SOURCES USED

Job Title of Position: Broadcast Operations Specialist II Date of Hire: 04.23.2011
 Chief Engineer/Technical Director

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB website	Y	http://www.msubillings.edu/	Janet Simon	406.657.2278 employment@msubillings.edu

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