

**EEO PUBLIC FILE REPORT**  
 Desert Mountain Broadcasting; Billings, MT  
 KWMY-FM, KPLN-FM, KRZN-FM, KRKX-FM, KBLG-AM, KY YA-AM  
 Dec 1, 2019 – Nov 30, 2020

**Full Time & Part Time Positions Filled**

Job Opening	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired	Hire Source
1	FT Sales person	4/15/2020	On Air Recruiting Ads, Desert Mountain Broadcasting Websites, General Manager Referral, Facebook, Internships	5 All from source 1	1	1
2	FT Sales person	4/15/2020	On Air Recruiting Ads, Desert Mountain Broadcasting Websites, General Manager Referral, Facebook, Internships	5 All from source 1	1	1
3	FT On-air	8/1/2020	On Air Recruiting Ads, Desert Mountain Broadcasting Websites, General Manager Referral, Facebook, Internships	3 All from source 1	1	1
4	FT Sales person	7/15/2020	On Air Recruiting Ads, Desert Mountain Broadcasting Websites, General Manager Referral, Facebook, Internships, LinkedIn.com	1 From LinkedIn	1	7
5	FT Sales person	9/8/2020	On Air Recruiting Ads, Desert Mountain Broadcasting Websites, General Manager Referral, Facebook, Internships	2 All from source 1	1	1

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**Internships**

Our Internship program goes through three different venues. MSU-B, a local college; HRDC, a program for at-risk youth; and the local high schools. In 2020 we did not have an intern due to the Covid pandemic.

**School Visits / Events with educational institutions relating to broadcasting career opportunities**

Our staff members have made several visits to schools in Billings and surrounding areas to help promote knowledge of our Industry and to find how we can better serve the needs of these schools through Promotion and Public service. In addition, Desert Mountain Broadcasting continued our “Love Billings, Not Bullying” campaign with support of the Billings Police Department, Yellowstone County Sheriff, School District 2 Super Intendant and community officials. The program provides a source of info for students and parents to identify and stop various forms of bullying and gives students a forum to get help in handling being bullied. The time period in this report, we did not do any in school events due to Covid-19.

**Community events regarding broadcasting career opportunities**

Through the Spring, Summer and Fall of 2020, DBA members were allowed access to the stations for promotions of their events and to discuss plans for future items. In past years we helped host many events. Due to Covid-19, all events were cancelled this year

**Employment Fair with Job Service**

We usually participated in a Large job Fair with the Billings Job Service in the spring. It was cancelled this year due to Covid-19.

**Online EEO training for Managers.**

Conducted EEO training in 2020, training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination using online training methods.

## Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2019

Number	Recruitment Source	Contact	Total Interviewed	Entitled to Notification	Used to Fill
1	Desert Mountain Broadcasting , LLC "On Air Recruiting Ads" 2075 Central Ave Billings, MT 59102	General Manager (406) 248-7777 Employee Referrals	15	N	4
2	Desert Mountain Broadcasting Websites	<a href="http://www.my1059.com">www.my1059.com</a> <a href="http://www.planet106.com">www.planet106.com</a> <a href="http://www.941ksky.com">www.941ksky.com</a> <a href="http://www.963thezone.com">www.963thezone.com</a> <a href="http://www.981kbear.com">www.981kbear.com</a> <a href="http://www.espn910.com">www.espn910.com</a>	0	N	0
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	0	N	0
4	Billings Job Service	State Run Employment Service (406)-652-3080	0	N	0
5	Indeed.com	Indeed.com	0	N	0
6	Facebook group	Facebook.com	0	N	0
7	Linkedin.com	Linkedin.com	1	N	1

\*Desert Mountain Broadcasting has not been specifically asked to keep any agency or entity on a list for future openings.

**FCC Form 396 Employment Program Report  
Desert Mountain Broadcasting Licenses,  
LLC**

**KYYA(AM), KBLG(AM), KPLN(FM),  
KRZN(FM), KWMY(FM), KRKX(FM)**

**Narrative Statement**

Desert Mountain Broadcasting Licenses, LLC (“Licensee”) is an Equal Opportunity Employer. Licensee believes that the collaboration achieved through a diverse workforce enhances our ability to positively impact the community we now serve. We are committed to growing and maintaining a workforce that is representative of our service area and encompasses our differences including, but not limited to, race, ethnicity, gender, age, sexual orientation, religion, socio-economic status, physical ability, marital status, and veteran status. Licensee is committed to providing equal employment opportunities, and it has achieved broad and inclusive outreach during the past two years in connection with its recruitments for full-time job vacancies and its completion of various non-vacancy specific employment initiatives and activities.

As full-time job vacancies occur at the station, Licensee utilizes a variety of recruitment sources to widely disseminate information about the openings and to seek qualified candidates. For instance, Licensee regularly uses on-air recruiting advertisements, station websites, online sources like Indeed.com and Facebook, and the Billings Job Service. As a result of using these various organizations, Licensee has interviewed and hired for open positions from a variety of sources in recent years.

In addition to its recruitment, interviewing and hiring efforts for open positions, Licensee regularly undertakes various non-vacancy-specific employment activities to supplement its EEO outreach efforts. During the past two years, such efforts have included:

**Licensee has an established intern program.** We consistently have area high school and college students working with us in many areas of production. Since the summer of 2013, we have had interns from Montana State University-Billings. They worked in the Programming Department and the Administrative Department.

**Station staff make frequent school visits.** Station staff members have made several visits to schools in Billings and surrounding areas to help introduce students to the broadcasting industry and to learn how the stations can better serve the needs of the schools and the students.

**Licensee participates in local job fairs.** Station staff often participate in local job fairs. Indeed, the stations have interviewed multiple candidates that submitted resumes at various job fairs.

**Online EEO training for Managers.** Conducted EEO training in 2020, training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination using online training methods.