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## Annual EEO Public File Report

The purpose of this EEO Public File Report("REPORT") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KMON(AM) (Great Falls, MT), KMON(FM) (Great Falls, MT), KVVR(FM) (Dutton, MT), KLFM(FM) (Great Falls, MT), KAAK(FM) (Great Falls, MT), K260AU, K280GG and K298BL and is required to be placed in the public inspection files of the above listed stations and posted on their websites.

The information contained in this Report covers the time period beginning December 1, 2019 to and including November 30, 2020 (the "Applicable Period") KMON(AM), KMON(FM), KVVR(FM), KLFM(FM), KAAK(FM), K260AU, K280GG and K298BL.

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM),  
KLFM(FM), KAAK(FM), K260AU, K280GG and K298BL  
Covering the Period from December 1, 2019 to November 30, 2020

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	RS that Referred the hiree
ENGINEER	8, 9, 12, 15, 23, 28	Employee Referrals/word mouth
ADMIN ASSISTANT	6, 7, 8, 9, 10, 15	Employee Referrals/word mouth

**SECTION 2 - RECRUITMENT SOURCE LIST**

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM), KLFM(FM)  
 KAAK(FM), K260AU, K280GG and K298BL  
 Covering the Period from December 2019 to November 30, 2020.

<b>Ref #</b>	<b><u>Business</u></b>	<b><u>Contact</u></b>	<b><u>City</u></b>	<b><u>State</u></b>	<b><u>Zip</u></b>	<b><u># Intvws provided by source</u></b>	<b><u>Position Source used for</u></b>
1	Blackfeet Community College	Angela Johnson	Browning	MT	59417	0	
2	Blackfeet Indian - JTPA	George Kipp	Browning	MT	59417	0	
3	Bismarck Tribune	Darcie Meyer	Bismarck	ND	58501	0	
4	Brown Institute	Mike Kronforst	Minneapolis	MN	55407	0	
5	Bureau of Indian Affairs	Holly Weatherwax	Browning	MT	59417	0	
6	Business and Professional Women	Cande Recke	Great Falls	MT	59404	0	ADMIN
7	Career Quest/Express Personnel	Grace Grabofsky	Great Falls	MT	59405	0	ADMIN
8	Central Montana Radio Network	Ron Korb	Great Falls	MT	59403	2	ENG ADMIN
9	Cherry Creek Radio	Travis Cronen	Denver	CO	80246	1	ENG ADMIN
10	Great Falls Job Service	Various contacts	Great Falls	MT	59405	1	ADMIN
11	Illinois Center for Broadcasting	Don Clark	Chicago	Il	60605	0	
12	Montana Broadcasters Assoc	Dewey Bruce	Clancy	MT	59634	0	ENG
13	Media Staffing Network	Kate Glenn	Scottsdale	AZ	85266	0	
14	National Assn. State Broadcasters	Dewey Bruce	Clancy	MT	59634	0	
15	Employee Referrals/word mouth	Staff Members				3	ENG ADMIN
16	Opportunities Inc	Cherrie Kelly	Great Falls	MT	59405	0	
17	Outsources Unlimited	Jim Maiatare	Great Falls	MT	59401	0	

18	Rapid City Journal	Cathy Dabney	Rapid City	SD	57701	0	
19	Montana Help Wanted.Com	Shelby Marion	Engelwood	CO	80112	0	
20	Spokesman Review	Jean Robinson	Spokane	WA	99210	0	
21	Snelling Personnel Service	Doug Goossen	Great Falls	MT	59401	0	
22	Temp Track	Mike Young	Great Falls	MT	59405	0	
23	Montana Tech Career Services		Butte	MT	59701	0	ENG
24	University of Great Falls	Twila Croft	Great Falls	MT	59405	0	
25	Workforce Development Ctr	Maria Winslow	Great Falls	MT	59405	0	
26	All Access.com	Mark Capuano	Malibu	CA	90265	0	
27	Facebook (Radio Peeps)	Mark Elliott	Denver	CO	80111	0	
28	Linkedin.com	Mark Elliott	Denver	CO	80111	0	ENG

Total number of interviews over 12 mo period: 7

No agencies requested notification of vacancies during the period.

SECTION 3 - RECRUITMENT INITIATIVES

KMON(AM), KMON(FM), KVVR(FM), KLFM(FM), KAAK(FM)  
K260AU, K280GG and K298BI

Covering the Period from December 2019 to November 30, 2020.

PARTICIPATED IN EVENTS SPONSORED BY CHERRY CREEK MEDIA:

Stations established a training program designed to enable station engineering personnel to acquire skills that could qualify them for higher level positions. The program included assistance for an employee to advance engineering skills.