

**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.