

**EEO PUBLIC FILE REPORT**  
 Desert Mountain Broadcasting; Bozeman, MT  
 KBOZ-FM KBOZ-AM KOBB-FM KOBB-AM KOZB-FM KYWL-AM/FM  
 Dec 1, 2021 – Nov 30, 2022

**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	Sales Manager	8/15/2022	On air ads, Company web sites, Indeed.com employee and manager referrals	0 0 1 1	0 0 0 1	0 0 0 1
2	Account Executive	4/1/2022	On air ads, Company web sites, Indeed.com employee and manager referrals	1 1 1 2	0 0 0 1	0 0 0 1
3	DJ/Programming	5/1/2022	On air ads, Company web sites, Indeed.com employee and manager referrals	2 2 0 0	1 0 0 0	1 0 0 0
4	Account Executive	11/1/2022	On air ads Company web sites, Indeed.com employee and manager referrals	1 0 1 1	0 0 0 1	0 0 0 1
5	DJ/Programming	8/15/2022	On air ads, Company web sites Indeed.com employee and manager referrals	0 2 1 0	0 1 0 0	0 2 0 0

## **Outreach 2022**

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The employment unit is located in a “smaller market” for the purposes of the FCC’s EEO rules and the station employment unit is therefore required to complete two outreach initiatives every two years

### **Community events regarding broadcasting career opportunities**

Through out 2022, Bozeman Chamber of Commerce members were allowed access to the stations for promotions of their events and to discuss plans for future items. Every weekday morning on KBOZ-FM between 8:30 and 9:00, we dedicate five minutes to the Bozeman Area Chamber of Commerce. This segment is called “The Chamber 5.” Monday, Wednesday, and Friday, we get updates from Daryl Schliem (President/CEO) about what is going on in our area, hot topics, and how the chamber is involved. Tuesdays and Thursdays are dedicated to chamber members. It is a basic question and answer format to let the community know exactly what their business does or offers.

### **Online EEO training for Managers.**

Conducted EEO training in 2022, training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination using online training methods. This was an online training course put on by Michelle Edmunds, SPHR, SHRM-SCP, 1 406 925 3761 *HR Support Team* 210 E. Lyndale, Helena MT [michelle@westaffmt.com](mailto:michelle@westaffmt.com) | WeStaffMT.com Taken 12/15/2021.

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

Our staff members have made several visits to schools in Bozeman 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 Bozeman” campaign with support of the Bozeman Community, Bozeman School District 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.

## Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2022

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	7	N	4
2	Desert Mountain Broadcasting Websites	<a href="https://999kbear.com/">https://999kbear.com/</a> <a href="https://937theriverfm.com/">https://937theriverfm.com/</a> <a href="https://thezone975.com/">https://thezone975.com/</a> <a href="https://1041espn.com">https://1041espn.com</a> <a href="https://lovebozeman.org">https://lovebozeman.org</a> <a href="https://bidonbozeman.com">https://bidonbozeman.com</a>	5	N	1
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	0	N	0
4	Bozeman Job Service	State Run Employment Service	0	N	0
5	Indeed.com	Indeed.com	4	N	0
6	Facebook group	Facebook.com	0	N	0
7	Linkedin.com	Linkedin.com	0	N	0

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