

# EEO PUBLIC FILE REPORT

Desert Mountain Broadcasting; Bozeman, MT

KBOZ-FM KBOZ-AM KOBZ-FM KOBZ-AM KOZB-FM KYWL-AM

Dec 1, 2022 – Nov 30, 2023

## Full Time & Part Time Positions Filled

Job	Position Title	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired	Hire Source
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NO new hires Dec 1, 2022 through Nov 30,2023

## Outreach 2023

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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 2023, 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. This airtime is facilitated by Drew Jenkins and Jamey Parsons, Co-Sales Managers.

**Stonick Recruitment and Retention** (participation 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)

October 31, 2023 Chris Stonick did a Recruitment and Retention (<https://www.stonickrecruitment.com/>) seminar with Desert Mountain Broadcasting in Bozeman, MT. Chris talks to local business about help wanted ads, student recruitment for schools, grand opening recruitment, union membership recruitment, clinical research recruitment, plasma and blood donor recruitment, staffing agencies, open houses/career days/job fairs, EOE/affirmative action recruitment, employee recognition/retention, headhunters and search firms, leasing agents for store vacancies, church membership recruitment, exported recruitment/billing to other stations in your group, and digital recruitment. All sales staff in Bozeman were in attendance, along with our owner and Corporate Strategy and Operations Manager.

In conjunction with this seminar, we set up the website: <https://bozemanhelp.com/>

## Information Regarding Recruitment Sources Contacted for Full Time Vacancies 2023

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	0	N	0
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>	0	N	0
3	Internships	Ops Manager (406) 248-7777 School to Work Programs	0	N	0
4	Facebook	Facebook.com	0	N	0

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