

CENTRAL MONTANA RADIO
CCR-GREAT FALLS
KMON(AM) – KMON-FM – KVVR(FM) – KLFM(FM) – KAAK(FM)

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(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) and KAAK(FM) (Great Falls, MT) 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, 2007 to and including November 30, 2008 (the “Applicable Period”) for KMON(AM), KMON-FM, KVVR(FM), KLFM(FM) and KAAK(FM).

Section I - Job Vacancy Information

Stations Comprising Station Employment Unit: KMON(AM), KMON-FM, KVVR(FM), KLFM(FM)
and KAAK(FM)

Covering the Period from December 1, 2007 to November 30, 2008

Full Time Positions Filled by Job Title	Recruitment Source Of Hiree	Total Number of Interviewees from All Sources for this Position
Traffic Manager	Internal Promotion	1*
Total number of persons interviewed during applicable period:		1*

* A part-time Receptionist/Administrative Assistant was hired and later began working full-time in this position. This person then became the station's Traffic Manager, due to her specialized knowledge and a sudden vacancy in that position. The current Receptionist/Administrative Assistant works only part time. The market now has a new business manager, and is making all efforts to ensure that EEO policies are followed for all future vacancies.

SECTION II – Recruitment Source Information

Stations Comprising Station Employment Unit: KMON(AM), KMON-FM, KVVR(FM), KLFM(FM)
and KAAK(FM)

Covering the Period from December 1, 2007 to November 30, 2008

Business	Contact	Address	City	State	Zip	# Interviews Full Time Openings	FT Openings-used for
Career Quest / Express Personnel	Grace Grabofsky	220 6th So.	Great Falls	MT	59405		
Experience Works	Rosemary Ladinsky	503 1st. Ave. No.	Great Falls	MT	59401		
Job Service	Linda Haack	1018 7th St. So.	Great Falls	MT	59405		
Snelling Personnel Services	Doug Goossen	#25 5th St. No.	Great Falls	MT	59401		
Workforce Development Center	Maria Winslow	815 2nd St. So.	Great Falls	MT	59405		
Job Corps Requirment	Deborah Lewis	1601 2nd Ave. No.	Great Falls	MT	59401		
Montana United Indian Assoc.	Linda Tongate	105 Smelter Ave.	Great Falls	MT	59404		
Outsources Unlimited	Jim Malatare	1020 Central Ave.	Great Falls	MT	59401		
Rural Employment Opportunities	Sue Pate	1818 10th Ave. So.	Great Falls	MT	59405		
Temp Track	Mike Young	724 1st Ave. So.	Great Falls	MT	59405		
Blackfeet Community College	Angela Johnson	P.O. Box 819	Browning	MT	59417		
Bureau of Indian Affairs	Holly Weatherwax	P.O. Box 880	Browning	MT	59417		
Blackfeet Indian - JTPA	George Kipp	Box 1090	Browning	MT	59417		
University of Great Falls	Twila Croft	1320 20th St. So.	Great Falls	MT	59405		
MSU College of Technology	Sharon Faber	2100 16th Ave. So.	Great Falls	MT	59405		
Brown Institute	Terry Miller	2225 E. Lake Street	Minneapolis	MN	55407		
Montana Broadcasters	Greg McDonald	HC70 box 98	Bonner	MT	59823		
Business and Professional Women	Cande Recke	609 33rd Ave. N.E.	Great Falls	MT	59404		
Opportunities Inc.	Megan Stewart	905 1st Ave. No.	Great Falls	MT	59405		
Women In Networking	Sheila Rice	509 1st Ave. No.	Great Falls	MT	59401		
Women's Entrepreneurial Network	Suzie David	710 1st Ave. No.	Great Falls	MT	59401		

Soroptimist Club of Great Falls	Nancy Clark	P.O. Box 498	Great Falls	MT	59403		
Great Falls Entrepreneurial Network	Suzie David	710 1st Ave. No.	Great Falls	MT	59401		
Central Montana Radio	Linda Howard	P.O. Box 3309	Great Falls	MT	59303		

*No agencies requested notification of vacancies during the period.

***Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by
KMON(AM), KMON-FM, KVVR(FM), KLFM(FM) and KAAK(FM)***

- a. Maintain two positions on the planning committee for the UGF Employer Expo held in April of 2008. Radio Station also has an information booth at the Expo to accept resumes from prospective employees.
- b. Participate in the Montana Broadcasters Association Scholarship program by donation.
- c. Shawn Fladager, Agriculture Director, is Coordinating Judge of Ag Scholarships which are incorporated with the “MAGIE” Ag show held in January of every year. Seven one-hundred dollar scholarships are handed out to high school students who participate in the Ag program competition.