



**Southwestern Montana Radio Network**  
**PO Box 4111 \* Helena, MT \* 59604**  
**Phone: (406) 442-4490 \* Fax: (406) 442-7356**

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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(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: KZMT(FM) (Helena, Montana), KCAP(AM) (Helena, Montana), KHKR-FM (East Helena, Montana), KBLI-FM (Helena, Montana), KBLI(AM) (Helena, Montana) and KHLN(FM) (Helena, Montana) 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 KZMT(FM), KHKR-FM, KCAP(AM), KBLI-FM, KBLI(AM) and KHLN(FM).

**Section I - Job Vacancy Information**

Stations Comprising Station Employment Unit: KZMT(FM), KHKR-FM, KCAP(AM), KBLL-FM,  
KBLL(AM), KHLN(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
Morning Announcer	Regional Help Wanted	3
Total number of persons interviewed during applicable period:		3

SECTION II – Recruitment Source Information

Stations Comprising Station Employment Unit: KZMT(FM), KHKR-FM, KCAP(AM), KBLL-FM, KBLL(AM), KHLN(FM)  
 Covering the Period from December 1, 2007 to November 30, 2008

Agency	Contact					Total # Of Interviewees provided by this source for the time period	Full Time Positions for Which this source was utilized
Southwestern Montana Radio Network	Linda Howard	PO Box 4111	Helena	MT	59604		All openings
Cherry Creek Radio	Rita Calvin	501 S Cherry St	Denver	CO	80246		Announcer
Northern Plains Radio Network	Michele Paulson	PO Box 2048	Williston	ND	58802		
KSIQ-FM/KROP-AM	Sherrian Hess	120 South Plaza	Brawley	CA	92227		
KTHN-FM/KBIJ-AM	Gideon Spaar	PO Box 485	La Junta	CO	81050		
KRLT-FM/KOWL-AM	Jennifer Scanio	2435 E. Venice Dr. STE #120	S. Lake Tahoe	CA	96150		
KLMR-AM/KSNZ-FM	Gideon Spaar	7350 U.S. Highway 50	Lamar	CO	81052		
KWCD-FM/KZMK-FM/KTAN-AM	Jeannie McKinney	PO Box 2770	Sierra Vista	AZ	85636		
KZHR-FM/KONA-FM/KONA-AM	Mary Simms	PO Box 2623	Pasco	WA	99302		
KUBC-AM/KKXK-FM/KBNG-FM	Belinda Haddock	106 Rose Lane	Montrose	CO	81401		
KSTV-AM/KSTV-FM/KYOX-FM	Erin Johnson	3209 W. Washington	Stephenville	TX	76401		
KMXM-KXBN-KNNZ-KSUB-KSFF	Lynne Cribbs	251 W Hilton #200	St. George	UT	84770		
Ohio Center for Broadcasting	Lee Barnhill (Corporate)			CO			Announcer
Helena Job Service	Bryan Birdl	715 Front	Helena	MT	59601		All openings
Regional Help Wanted.Com	Ron Korb (Great Falls)	Acct: 250-13	Pass: Dewron			3	All openings
Helena Independent Record	Classifieds	317 Cruse Avenue	Helena	MT	59601		
Montana Broadcasters Association	Greg McDonald	HC70 box 78	Bonner	MT	59823		
Traffic Directors Guild of America		<a href="http://www.tdga.org">www.tdga.org</a>					
Montana State University	C/o Communications Dept.	416 Culbertson	Bozeman	MT	59717		
University of Montana	C/o Communications Dept.	University of Montana	Missoula	MT	59812		
Helena College of Technology	Kelly E McARDle	1115 North Roberts	Helena	MT	59601		All openings
Carroll College	Student Development Center	1601 North Benton	Helena	MT	59601		All openings
Helena Indian Alliance	Ececutive Director	436 North Jackson	Helena	MT	59601		
Carreer Training Institute	Connie Roope	347 North Last Chance Gulch	Helena	MT	59601		
Westaff	T. Elder	910 East Lyndale Avenue	Helena	MT	59601		ALL OPENINGS
Personnel Express	T. Elder	910 East Lyndale Avenue	Helena	MT	59601		ALL OPENINGS
Vocational Rehabilitation	Kathy Sieminski	3075 N. Montana Avenue	Helena	MT	59601		All openings
Radio Advertising Bereau							
Montana United Indian Assoc.	Linda Tongate	105 Smelter Ave.	Great Falls	MT	59404		Announcer
Blackfeet Community College	Angela Johnson	P.O. Box 819	Browning	MT	59417		All openings
Bureau of Indian Affairs	Holly Weatherwax	P.O. Box 880	Browning	MT	59417		

Blackfeet Indian - JTPA	George Kipp	Box 1090	Browning	MT	59417		All openings
University of Great Falls	Twila Croft	1320 20th St. So.	Great Falls	MT	59405		All openings
MSU College of Technology	Courtney Petersen	2100 16th Ave. So.	Great Falls	MT	59405		All openings
Brown Institute	Terry Miller	2225 E. Lake Street	Minneapolis	MN	55407		Announcer
Business and Professional Women	Cande Recke	609 33rd Ave. N.E.	Great Falls	MT	59404		Announcer
Women In Networking	Sheila Rice	509 1st Ave. No.	Great Falls	MT	59401		Announcer
Women's Entrepreneurial Network	Suzie David	710 1st Ave. No.	Great Falls	MT	59401		All openings
Helena High School	Sarah Berg	1300 Bill Ave	Helena	MT	59601		All openings
Rocky Mountain Christian School		1421 N Roberts	Helena	MT	59601		
Capital High	Jean Braun	100 Valley Drive	Helena	MT	59601		

Station Employees

\*\*All Openings" indicates that a source was used to recruit for both part- and full-time vacancies.

\*\*No agencies requested notification of vacancies during the period.

***Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities***

***Undertaken by***

***KZMT(FM), KHKR-FM, KCAP(AM), KBLL-FM, KBLL(AM) and  
KHLN(FM)***

- a. Participate in the Montana Broadcasters Association Scholarship program by donation.