

EEO Public File Report

Group: Glendive Broadcasting

Stations: KXGN-TV, KXGN-AM, & KDZN-FM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Job Vacancies Filled Between 2007-12-01 and 2008-11-30

N/A--- No Positions were posted between these dates.

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

N/A--- No Positions were posted between these dates.

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2007-12-01 and 2009-11-30: 0

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2007-12-01 and 2008-11-30 Per Recruitment/Referral Sources.

N/A--- No Positions were posted between these dates.

E. Outreach Activities:

KXGN

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 station(s): KXGN, Glendive Broadcasting, Glendive, Montana and is required to be placed in the public inspection files of this station, and posted on their website, if they have websites.

The information contained in this Report covers the time period beginning 12/01/07 to and including 11/30/08 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices A, B, C, D, and E, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix D under the column entitled “Total number of Interviewees for all Full-time vacancies filled per Recruitment/Referral Sources” refers to the number of the full-time job positions listed on Appendix A.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

KXGN Outreach/Recruitment Activities
Appendix E
12/1/07-11/30/08

KXGN provides notification of all full-time job vacancies to organizations who request such notification. The station broadcasts a series of ongoing, on-air announcements notifying groups and organizations that they may request notification of all full-time job vacancies.

Internships, Tours, Career Fairs and Job Shadows

Jan. 2008 Emilie Boyles (News Director) attended the Region Rotary Club meeting. She spoke to a group of members from surrounding communities on "Media Relations".

May 2008 Emilie Boyles (News Director) gave presentations and worked with T.I.P students on what makes good advertising in conjunction with their "Ant-Smoking" Ads.

June 2008 Emilie Boyles (News Director) contacted Jackie Schultz from Dawson Community College for possibility of obtaining a student intern for Fall, 2008 semester. No applicants were found.

Nov. 2008 Emilie Boyles (News Director) contacted Circle High School for possibility of working high school students to train concerning submission of news stories.

EEO Training

On May 14th, Business Manager Loretta Taggert participated in a seminar entitled “Managing in Montana”: by Jim Nys, PHR of Personnel Plus! Consulting Services. This seminar covered Employment Rules in Montana ranging from Montana employment Laws including sources of Regulations, Conflicting State and Federal laws, Employer-Worker Relationships, Full & Part Time Employees, Wage and Hour Issues, as well as EEO requirements Including sections on Protected “classes, Forms of Discrimination, Accommodation for Religious Beliefs & Disabilities, Harassment, Suspect Inquiries, Employer’s Obligation to Act, Employee Privacy, Drug Testing, Smoking In Workplace, and References.

The information derived from this seminar was passed on to KXGN employees at each level of management to insure compliance with equal employment rules and guidelines.

On June 29th, General Manager Paul Sturlaugson and several station management employees participated in an EEO Legal Seminar presented by Employment Law Attorney Maureen Lennon from the firm of Garlington, Lohn and Robinson. This seminar was designed to address Montana employment law issues as well as FCC EEO compliance issues.

Additionally on June 29th, Mr. Sturlaugson and several management employees also attended a seminar presented by David Oxenford, of Davis Wright Tremaine, Washington, D.C. This seminar covered FCC compliance and EEO issues.

The information derived from these seminars was passed on to KXGN employees at each level of management to insure compliance with equal employment rules and guidelines.