

2022 ANNUAL EEO PUBLIC FILE REPORT

Montana State University – Billings d/b/a Yellowstone Public Radio

Stations:	KEMC(FM) Billings, MT KBMC(FM) Bozeman, MT KPRQ(FM) Sheridan, WY KYPB(FM) Big Timber, MT KYPC(FM) Colstrip, MT KYPF(FM) Stanford, MT KYPH(FM) Helena, MT KYPM(FM) Livingston, MT KYPR(FM) Miles City, MT KYPW(FM) Wolf Point, MT KYPZ(FM) Fort Benton, MT KYPX(FM) Helena Valley SE, MT
Reporting Period:	December 1, 2021—November 30, 2022
No. of Full-time Employees:	More than 10
Small Market Exemption:	Yes

During the Reporting Period, a total of 3 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The station had an intern from the MSU Billings College of Business during the Spring semester assisting in the news room, working with the News Director and station reporters on creating social media posts related to regional news stories produced by the news department.

The station had an intern from the MSU Billings Department of Music during the Spring semester assisting the Director of Development and Major Giving. The intern learned about developing underwriting contracts, working with proprietary traffic software, and designing and implementing an on-air fundraising campaign.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The Montana University System provides staff with the opportunity to enroll in University courses throughout the year, including administrative management preparation and technology skill-building courses. Station staff members are encouraged to take advantage of these career building opportunities. Courses are made available tuition-free except for nominal associated fees. Additionally, MSUB does provide training sessions at no cost on the University's Financial Services platform, called Banner.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

The Corporation for Public Broadcasting provided a training session called Preventing Harassment and Discrimination. YPR required all employees to take the training, which included the General Manager, News Director, Development Director, Chief Engineer, and Business Manager, as well as all other full-time and part-time employees not in management roles. The training was conducted virtually between May 2022 and September 2022.

*Participated 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.*

On September 20th, 2022, the General Manager and Director of Development and Major Giving participated in the Montana Post-Secondary Educational Opportunities (MPSEOC) Career Fair. Over 1,500 Montana high school students participated in the Career Fair. YPR set up an informational table and spoke with students about careers in broadcasting, and specifically public broadcasting.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
06.02.2022	Statehouse Reporter	Report for America https://www.reportforamerica.org/
10.24.2022	Morning Edition Host/Reporter	Yellowstone Public Radio Website https://ypradio.org
10.26.2022	Underwriting and Community Engagement Manager	MSU Billings website (https://www.msubillings.edu/humres/jobs.htm)

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 4

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Report for America (https://www.reportforamerica.org/)	2
CPB Jobline (https://www.cpb.org/jobline)	0
Public Media Jobs (https://jobs.current.org/)	0
Greater Public Job Line (https://greaterpublic.org/jobs/)	0
MSU Billings Website (https://www.msubillings.edu/humres/jobs.htm)	1
Billings Gazette (https://billingsgazette.com/jobs/)	0
Yellowstone Public Radio Website (https://www.ypradio.org/jobs-eco-financials) [link on website to the MSU Billings Website]	1
National Labor Exchange (https://usnlx.com/)	0
Billings Chamber of Commerce (https://www.billingschamber.com/)	0
Indeed (https://www.indeed.com/)	0
National Association of Hispanic Journalists (https://www.nahjcareers.org/)	0
Native American Journalists Association (https://najanewsroom.com/job-board/)	0

RECRUITING SOURCES USED

Job Title of Position: Statehouse Reporter Date of Hire: 06.02.2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Report for America**	N	https://www.reportforamerica.org/	Kim Klemen, National Director	914-924-3444 kkleman@reportforamerica.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

** Report for America shares the cost of the salary of the reporter for the first three years of employment and supplies the applicant pool for this position. Anyone hired into that position knows that either the position ends, or we have to do another recruitment at the end of the three years for a permanent, full-time position fully funded by the station.

Job Title of Position: Morning Edition Host/Reporter Date of Hire: 10.24.2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSU Billings Website	Y	https://www.msubillings.edu/humres/jobs.htm	Paula Highlander	406-657-2278 leslie.weldon@msubillings.edu
National Association of Hispanic Journalists	N	https://www.nahjcareers.org/		
Native American Journalists Association	N	https://najanewsroom.com/job-board/		
Public Media Jobs	N	https://jobs.current.org		
National Labor Exchange	N	https://usnlx.com/		
Billings Chamber of Commerce	N	https://www.billingschamber.com/		
Indeed	N	https://www.indeed.com/		
Yellowstone Public Radio Website	Y	https://www.ypradio.org/jobs-eeo-financials	Ken Siebert	406-657-2945 ken@ypradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Underwriting and Community Engagement Manager

Date of Hire: 10.26.2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSU Billings Website	Y	https://www.msubillings.edu/humres/jobs.htm	Paula Highlander	406-657-2278 leslie.weldon@msubillings.edu
Billings Gazette Online	N	https://billingsgazette.com/jobs/		
CPB Jobline	N	https://www.cpb.org/jobline		
Public Media Jobs	N	https://jobs.current.org		
National Labor Exchange	N	https://usnlx.com/		
Billings Chamber of Commerce	N	https://www.billingschamber.com/		
Indeed	N	https://www.indeed.com/		
Yellowstone Public Radio website	Y	https://www.ypradio.org/jobs-eeo-financials	Ken Siebert	406-657-2945 ken@ypradio.org

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