

2020 ANNUAL EEO PUBLIC FILE REPORT

Montana State University Billings

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/Lewistown, MT
KYPH(FM) East Helena, MT
KYPM(FM) Livingston, MT
KYPR(FM) Miles City, MT
KYPW(FM) Wolf Point, MT
KYPZ(FM) Fort Benton, MT
KYPX(FM) Helena, MT

Reporting Period: December 1, 2019—November 30, 2020

No. of Full-time Employees: 15
Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

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

The station had interns from the MSU Billings Communications Department during both the Spring and Fall semesters assisting in the news room, working with the News Director and station reporters on editing broadcast stories for the web and using NPR's content management system to upload copy and audio to the station website. Additionally, during the Fall semester, the station had an intern from the Music Department who is majoring in Music Business. The intern learned to write and read copy, worked with both the Director of Development and the Business Manager to learn and understand aspects of fundraising and business management, and worked with the General Manager on field

recording and interview techniques, culminating in an interview conducted and edited by the intern.

*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.

*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 May 5th, 2020, *Morning Edition* Host and Reporter Jess Sheldahl spoke to a virtual gathering of Helena area high school freshman and sophomores participating in the Peak Gifted and Talented Program. Jess discussed careers in public radio as well as best practices for audio recording and editing.

On October 5th, 2020, News Director Nicky Ouellet participated in a virtual panel discussion with first-year students in the University of Montana School of Journalism. Nicky discussed daily audio news reporting and editing, including developing relationships with sources, using sources on background and off the record, developing story ideas, pitching stories, and best interview practices.

On November 9th, 2020, News Director Nicky Ouellet participated in a virtual panel of public radio employees for undergraduate and graduate students in the University of Montana's School of Journalism. Nicky discussed her own career path both in and out of public media, the role of a News Director, and answered career-related questions from students.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
05.13.2020	Statehouse Reporter	Report for America https://www.reportforamerica.org/
05.26.2020	Indigenous Peoples and Tribal Affairs Reporter	Report for America https://www.reportforamerica.org/

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Report for America	5

RECRUITING SOURCES USED

Statehouse Reporter	Date of Hire: 05.13.2020
Indigenous Peoples and Tribal Affairs Reporter	Date of Hire: 05.26.2020

Licensee was under a COVID 19-related hiring freeze for much of the 2020 reporting period. The University agreed to a limited waiver of the freeze for these two reporter positions, based on referral source Report for America’s willingness to pay a portion of their salaries. While the positions are full time, they may not remain filled by these individuals when the cost-sharing funding expires. Depending on the circumstances at that time, Licensee may re-recruit for one or more permanent reporter positions using additional recruitment sources.

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.