

# 2019 ANNUAL EEO PUBLIC FILE REPORT

## Montana State University Billings

Station(s): 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, 2018—November 30, 2019

No. of Full-time Employees: 16  
Small Market Exemption: Yes

During the Reporting Period, a total of 5 full time positions were filled. 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 has an intern from the MSUB College of Business with an emphasis on marketing. The internships focus on the skills and knowledge area required for operation and administration of a radio station.

Over the past year the News Department has employed student interns to help with news gathering and digital news production.

*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.*

Yellowstone Public Radio has a full time Community Engagement Director who has set up informational booths at numerous educational and community events throughout our region during the past year. The conversation and engagement with listeners and community members also included the opportunities for employment at Yellowstone Public Radio.

The station engaged with a Marketing Research Class at MSU Billings for the purpose of a research project in March 2019. This research project included multiple meetings with students and conversation about jobs and employment were discussed. We eventually hired one of the students from the class for a paid internship at YPR.

YPR News Reporter Rachel Cramer spoke to Jean Arthur's upper level journalism class at Montana State University in Bozeman to answer questions about my work as a reporter, discuss the differences between communicating a story through audio vs. print journalism, share how YPR works as a news team and give advice for people who want to get into journalism. There were 15 students in the class.

The General Manager spoke to a group of community leaders at the Morning Exchange Club in Billings that took place on November 1<sup>st</sup> at the Billings Metra Park. The topic included conversation about jobs and opportunities for employment at Yellowstone Public Radio.

On November 19<sup>th</sup> Reporter Jessica Sheldahl gave three presentations to three separate classes of students at Skyview High School about her job at Yellowstone Public Radio. She presented as a part of Skyviews STEAM day program where students are encouraged to explore different careers in STEM and Arts. During each 30 minute presentation she explained her job as host and reporter as well as explain other broadcasting opportunities at the station such as engineering, website building and maintenance and community outreach positions. She presented to about 75 students.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/18/19	Bozeman Reporter	MSUB website ( <a href="http://msubillings.edu/">http://msubillings.edu/</a> )
3/25/19	News Director	MSUB website ( <a href="http://msubillings.edu/">http://msubillings.edu/</a> )
6/3/19	News Reporter/Host	MSUB website ( <a href="http://msubillings.edu/">http://msubillings.edu/</a> )
6/24/19	News Reporter Tribal Issues	Report for America
7/10/19	Director of Development and Major Gifts	MSUB website ( <a href="http://msubillings.edu/">http://msubillings.edu/</a> )

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 18

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
MSUB website ( <a href="http://msubillings.edu/">http://msubillings.edu/</a> )	6
Current ( <a href="http://current.org">http://current.org</a> )	4
Report for America	4
Corporation for Public Broadcasting Job Line	4

RECRUITING SOURCES USED

Job Title of Position: Bozeman Reporter                      Date of Hire: 3/18/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB Website	Y	<a href="http://msubillings.edu/">http://msubillings.edu/</a>	Jody Stahl	406-657-2278 jody.stahl@msubillings.edu
Current	N	publicmediajobs.org		860-437-5700
Corporation for Public Broadcasting	N	cpb.org/jobline		202-879-9600
Billings Gazette	N	billingsgazette.com	Matthew Headlee	406-657-1200

Job Title of Position: News Director Date of Hire: 3/25/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB Website	Y	<a href="http://msubillings.edu/">http://msubillings.edu/</a>	Jody Stahl	406-657-2278 jody.stahl@msubillings.edu
Billings Gazette	N	Billingsgazette.com	Matthew Headlee	406-657-1200
Current	N	publicmediajobs.org		860-437-5700
Corporation for Public Broadcasting	N	cpb.org/jobline		202-879-9600

Job Title of Position: News Reporter/Host Date of Hire: 6/3/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB Website	Y	<a href="http://msubillings.edu/">http://msubillings.edu/</a>	Jody Stahl	406-657-2278 jody.stahl@msubillings.edu
Current	N	publicmediajobs.org		860-437-5700
Corporation for Public Broadcasting	N	cpb.org/jobline		202-879-9600
Billings Gazette	N	billingsgazette.com	Matthew Headlee	406-657-1200

Job Title of Position: News Reporter Tribal Issues Date of Hire: 6/24/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Report for America	Y	10 Guest Street, Boston MA 02135	Maggie Messitt	mmessitt@reportforamerica.org

Job Title of Position: Director of Development and Major Gifts Date of Hire: 7/10/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MSUB Website	Y	<a href="http://msubillings.edu/">http://msubillings.edu/</a>	Jody Stahl	406-657-2278 jody.stahl@msubillings.edu
Billings Gazette	N	Billingsgazette.com	Matthew Headlee	406-657-1200

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