

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 filling its license renewal application.

A. Job Vacancies Filled Filled Between 2020-12-01 and 2021-11-30

One employee was hired to fill the position of TV Switcher. This is a full-time position.

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

Job Service in Glendive, MT was utilized to fill the vacancy.

Job Service

211 S. Kendrick Ave

Glendive, MT 59330

406-377-3314

Contact: Dawn Guenzi

The Station does post all job openings internally for staff review and consideration.

When the Stations have an opening for full time employment, it is the practice of Paul Sturlaugson, Glendive Broadcasting's Vice President/Market Manager to meet with the head of the department with the opening. Wayne Harbig, Head Switcher for technical positions and Loretta Taggart, Business Manager, for clerical positions. The job openings are submitted to Glendive Job Service, the MT Broadcasters job bank and depending on the position, other advertising sources to include: Dawson Community College, Miles City Community College, and University of MT and MT State University. All positions are open until filled.

Full time employment openings are also advertised on KXGN-AM and KDZN-FM.

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2020-12-01 and 2021-11-30:

9

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2020-12-01 and 2021-11-30 Per Recruitment/Referral Sources.

Seven applications were received from Job Service, Glendive, MT 59330.

E. Outreach Activities:

1 Date: 05/24/21

EMPLOYEE: Dorothy Sturlaugson, Public Relations Director

Marcy Smith, Bill Harrington, On-Air Talent

EVENT: Glendive Public Schools-- 1st Graders Tour

Five classes from Glendive schools were given a tour through the Glendive Broadcasting studios.

Students had the opportunity to see where television shows are produced locally, see themselves in the TV monitor, learn about how commercials get put into television shows, meet one of the radio personalities, Wild Bill Harrington, and hear how they sound on the radio. They we also told about job opportunities in media including reporting, engineering, and production.

2 Stephen Marks, President; Paul Sturlaugson, Vice President/General Manager; and Andrew Sturlaugson, Production Manager attended the EEO training sessions presented by David Oxenford at the NAB, RAB, and Montana Broadcasters conventions.