

KOFI (AM) and KZMN (FM), Kalispell, Montana, and KOLK, Lakeside, Montana

Annual EEO Public File Report

Reporting Period: December 1st 2015, through November 30th 2016

Section I: Full-Time Vacancies Filled:

One full time positions were filled:

1. News Director

Recruitment Source for Hirees:

1. For News Director : \_KOFI\_\_\_\_\_
- 2.

Number of Interviewees:

For News Director – 3

Section II: Recruitment Sources (Each is used for each full-time vacancies. None have specifically requested to be notified of vacancies):

1. Job Service  
Roberta Diegel  
427 First Ave.  
East Kalispell, MT  
Telephone: 406-758-6200  
Interviewees this reporting period: 2
2. L.C. Staffing  
720 East Idaho Street  
Kalispell, MT  
Telephone: 406-752-0141  
Interviewees this reporting period: 0
3. Montana Broadcasters Association  
Dewey Bruce  
18 Ruby Mountain Rd/  
Clancy MT 59634  
Telephone: 406-431-2139  
Interviewees this reporting period: 1
4. All Access  
Internet Source  
All Access dot com  
Interviewees this reporting period: 3
5. On Air  
KOFI/KZMN/KOLK  
317 1st Ave East  
Kalispell MT  
Telephone: 406-755-6690

Interviewees this reporting period: 1

Total Interviewees:3

Section III: Outreach Initiatives:

1. KOFI, Inc. Station staff provides career tours to such groups as the Boy Scouts, this career tour was conducted on May 17th at 2 pm by Scott Davis. Also a career tour for the Big Brothers/Big Sisters was conducted on November 3<sup>rd</sup> at 3:20 pm, by Scott Davis.

2. KOFI, Inc. again participated in our very own intern program. Our **intern** for the period was Mark Bear, who currently works part time !
3. KOFI, Inc. also **co-sponsored** the spring job fair@ the mall conducted by the Flathead Job Service, led by Roberta Diegal of the Flathead Job Service.
4. Established a training program designed for current station personnel to acquire additional skills that could enhance their opportunity for a higher level position