

Fisher Regional Radio Group
KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM

EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 12/1/2008 to, and including, 11/30/2009 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

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EEO Public File Report
Appendix 1

Covering the Period from 12/1/2008 to 11/30/2009
 Station(s) Comprising Station Employment Unit:
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Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Candidate Hired	Total Number of Interviewees from All Sources for this Position
1	Chief Engineer	Fisher Regional Radio Group Website	3
2	On-Air Announcer	National Alliance of State Broadcasters Associations (NASBA)	6
3	Account Executive	Fisher Regional Radio Group Website	4
4	Account Executive	Fisher Regional Radio Group On-Air Announcement	7
5	Programming Coordinator	Internal Employee	4
6	On-Air Announcer	Internal Employee	5

Total Number of Persons Interviewed During Reporting Period: 29

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Appendix 2

Covering the Period from 12/1/2008 to 11/30/2009
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Section 2: Recruitment Source Information

	Recruitment Source (Name, Contact Person, Address, Telephone Number)	Did Source Request Notification of Job Vacancies?	Total Number of Interviewees Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
A	California Chicano News Media Association Sylvia Wells, Office Manager CCNMA USC Annenberg School of Journalism 300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071 (213) 437-4408 ccnmainfo@ccnma.org http://www.ccnma.org	No	0	Jobs 2 through 6 inclusive
B	Carrol College Mary Kunnary, mkunnary@carroll.edu (406)447-5474 1601 North Benton Avenue Helena, MT 59625	No	0	Job 1
C	Craig's List- Montana http://montana.craigslis.org	No	9	Jobs 2 through 6 inclusive
D	Collegiate Broadcasters, Inc. Randyll Yoder, Secretary/Treasurer PO Box D Austin, TX 78713 (877) ASK-CBI1 yoderr@etown.edu	No	0	Jobs 2 through 6 inclusive
E	Fisher Regional Radio Group Website Amanda Kraske, HR Generalist 140 N. 16 th Street Boise, ID 83702 (208) 472-2222 http://www.fsci.com/jobslis.asp?Location=3	No	2	Jobs 1 through 6 inclusive
F	Fisher Regional Radio Group On-Air Announcement Keith Teske, General Manager kteske@q106rocks.com (406) 761-2800 1300 Central Avenue West Great Falls, MT 59404	No	3	Jobs 2 through 6 inclusive

G	Fisher Regional Radio Group Company Bulletin Board Keith Teske, General Manager kteske@q106rocks.com (406) 761-2800 1300 Central Avenue West Great Falls, MT 59404	No	0	Jobs 2 through 6 inclusive
H	Great Falls Tribune/Career Builder Grant Bebee, gbebee@greatfal.gannett.com (406)791-6520 205 River Drive South Great Falls, MT 59401	No	0	Job 1
I	Job Fair 2009 Employer Expo Twila Croft, Director of Student & Career Services University of Great Falls 1301 20 th Street South Great Falls, MT 59405 (406) 791-5216 troft@ugf.edu	No	1	Job 3
J	Montana Broadcasters Association Gregory Macdonald, President/CEO HC 70 Box 98 Bonner, Mt 59823 (406) 244-4622 mba@mtbroadcasters.org	No	0	Jobs 2 through 6 inclusive
K	Montana Department of Labor Great Falls Job Service Workforce Center 1018 7th Street S. Great Falls, MT 59405 (406) 791-5800 https://jobs.mt.gov/jobs/login.seek	No	3	Jobs 2 through 6 inclusive
L	Montana State University MSU Career Services Sharon Falkenstein, Employment Coordinator 177 Strand Union Building Bozeman, MT 59717-4180 (406) 994-4353 (406) 994-5488 https://jobs.uloop.com/contact.php	No	0	Jobs 1 through 6 inclusive
M	National Alliance of State Broadcasters Associations (NASBA) 3914 Rainbow Bend Drive Bonner, MT 59823 (406) 244-4622 http://www.careerpage.org	No	2	Jobs 2 through 6 inclusive
N	National Association of Hispanic Journalists Iván Román, Executive Director 1000 National Press Building 529 14th St., NW Washington, DC 20045-2001 (202) 662-7145 jobbank@nahj.org http://www.nahj.org/jobbank/jobbank.shtml	No	0	Jobs 2 through 6 inclusive

O	National Lesbian And Gay Journalist Association Angie Young, Programs Coordinator 1420 K Street NW Suite 910 Washington D.C. 20005 (202) 588-9888 info@nlgja.org http://www.nlgja.org/membership/faq_job_board.html	No	0	Jobs 2 through 6 inclusive
P	Nevada Broadcasters Association Robert D. Fisher, NBA President/CEO 1050 E. Flamingo Road Ste 110 Las Vegas, NV RDFNBA@aol.com http://www.nevadabroadcasters.org	No	0	Jobs 2 through 6 inclusive
Q	North American Agricultural Journalists Kathleen Phillips, Executive Secretary/Treasurer Texas A&M University 6434 Hurta Lane Bryan, Texas 77808 (979) 845-2872 ka-phillips@tamu.edu http://www.naaj.net	No	0	Jobs 2 through 6 inclusive
R	Oregon Association Of Broadcasters Bill Johnston, President/CEO 7150 S.W. Hampton Street, Suite 240 Portland, OR 97223 (503) 443-2299 theoab@theoab.org http://www.theoab.org	No	0	Jobs 2 through 6 inclusive
S	Referrals , including word of mouth and/or employee	No	6	Jobs 1 through 6 inclusive
T	Society of Broadcast Engineers Scott Jones, Database Manager 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 kjones@sbe.org	NO	0	Job 1
U	Internal Employee , employee working for Fisher Radio in another position, Part-time, or on a temporary position.	No	3	Jobs 2 through 6 inclusive
V	University of Great Falls Twila Croft, Director of Student and Career Services 1301 20th Street South Great Falls, MT 59405 (406) 791-5216 tcroft@ugf.edu	No	0	Job 1
W	Utah Broadcasters Association Mr. Dale Zabriski, President/CEO 1600 S Main Street Salt Lake City, UT 84115 (801) 476-8789 jobsuba@gmail.com www.utahbroadcasters.com	No	0	Jobs 2 through 6 inclusive
X	Walk-in	No	0	N/A
Y	Washington State Association of Broadcasters Mark Allen, President & CEO	No	0	

	724 Columbia Street N.W., Suite 310 Olympia, WA 98501-1249 (360) 705-0774 sandiewsab@earthlink.net http://www.wsab.org/index.html			Jobs 2 through 6 inclusive
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Appendix 3

Covering the Period from 12/1/2008 to 11/30/2009

Station(s) Comprising Station Employment Unit:

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM and KIKF-FM

- April 7, 2009: Participated in one Job Fair. In collaboration with the Employer Expo, we attempted to bring employers and prospective employees together in one setting. It was estimated that 62 participants participated in the Expo. We had a booth set up from 9:00AM until 4:00PM, staffed by Bonita Smith, Traffic Coordinator, Trista Foot, Sales Manager, and Troy Mellinger, On-Air Announcer. We spoke specifically with approximately 32 individuals, providing information for available positions and general broadcasting opportunities.
- Job banks, internet programs to promote outreach generally. Providing five websites (one for each station) where every job available was posted to ensure and encourage Equal Opportunity Employment.
- Participated in the Job Shadow Program on 7/14/2009 with a sophomore High School student. The student was given a tour of the Fisher Regional Radio Group facilities by the General Manager, spent some time in the radio studios with the Operations Manager, whom demonstrate all on air systems, as well as spent some time with a few Account Executives, learning about sales of radio advertising.
- Participated in the Montana Broadcasters Association Statewide outreach Scholarship program directed at students wishing to pursue a career in broadcasting. Ran 450 radio announcements from February 2009 until August 2009, encouraging students interested in a career in broadcasting to contact the station. Fisher Radio Regional Group partially funded the scholarship and participated in the review and selection of scholarship applicants.
- Educated the public on employment opportunities. On 5/27/2009 Troy Mellinger, On-Air Announcer, and Trista Foot, Sales Manager, met with 20 members of the Exchange Club of Great Falls, MT to educate them in what Fisher Regional Radio Group has to offer for employment; possible upcoming opportunities for employment in radio with our business and the sale of properties.