

EEO Public File Report

Group: KXLF Communications, Inc.					
Stations: KXLF-TV, KBZK-TV					
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 filing its license renewal application.					
A. Job Vacancies Filled Between 2008-12-01 and 2009-11-23					
1. Job Title: Account Executive (J007829)		Date Submitted: 2008-08-27		Date Filled: 2008-12-01	
2. Job Title: News Reporter (J008707)		Date Submitted: 2009-02-10		Date Filled: 2009-03-23	
3. Job Title: Internet Sales Executive (J008992)		Date Submitted: 2009-05-06		Date Filled: 2009-07-27	
4. Job Title: Account Executive (J009177)		Date Submitted: 2009-07-01		Date Filled: 2009-07-15	
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Account Executive				Date Filled: 2008-12-01	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
A.W.A.R.E. Inc. of Bozeman	Vicki DeBoer	420 West Mendenhall Bozeman, MT 59715	406-587-1181	NO	NO
A.W.A.R.E. Inc. of Galen	Terry Galle, P.D.	1400 Lighthouse Lane Galen, MT 59722	406-693-7620	NO	NO
Adult Learning Center	Jake Justin	815 Front Street Helena, MT 59601	406-324-2118	NO	NO
Aero Technicians, Incorporated	Elden Heart	PO Box 7 Rexburg Airport Rexburg, ID 83440	208-356-4446	NO	NO
Anaconda Job Corp Center	Christie Goertel	1407 Foster Creek Road Anaconda, MT 59711	406-563-3476	NO	NO
BOZEMAN DAILY CHRONICLE	Classified	2820 W. College	406-582-9580	NO	NO
BOZEMAN DAILY CHRONICLE	Classified	2820 W. College, Bozeman	406-582-9580	NO	NO
Career Transitions One-Stop Center	Darla Joyner	P.O. Box 145 Belgrade, MT 59714	406-388-6701	NO	NO
Catholic Social Services	Sandy	117 West Church Street Newark, OH 43055		NO	NO
Catholic Social Services	Ondra Penn	645 Nebraska Kansas City, KS 66101		NO	NO

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Catholic Social Services	Ken	409 Olive Street Scranton, PA 18509		NO	NO
Catholic Social Services	Chris Xapangna	1123 South Church Street Charlotte, NC 28203		NO	NO
Center for Independent Living of Freson		3475 West Shaw Avenue Suite 101 Fresno, CA 93771		NO	NO
College-Chief Dull Knife College	Angela Spotted Elk	P.O. Box 98 1 College Dr. Lame Deer, MT 59043		NO	NO
College-Little Big Horn College	Mandy Plainfeather	1 Forest Lane Box 370 Crow Agency, MT 59022	406-638-3187	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Rocky Mountain College	Tracey Tiltz	1511 Poly Dr. Billings, MT 59102	406-657-1039	NO	NO
College-Salish Kootenai College	Roger McClure	Career Center-Paul Charlot Bldg P.O. Box 70 Pablo, MT 59855	406-275-4800	NO	NO
College-Salish-Kootenai College	Ellie Mcleod	P.O. Box 70 Pablo, MT 59855	406-275-4800	NO	NO
Confederated Salish & Kootenai Tribes	Jan Gardipe	P.O. Box 278 Pablo, MT 59855	406-675-2700	NO	NO
Disability Rights Montana	Al Smith	316 North Park, Room 211 P O Box 1681 Helena, MT 59624	406-444-3889	NO	NO
Eagle Mount	Deb Sivumaki	9 3rd Street North Suite 1 Great Falls, MT 59401	406-454-1449	NO	NO
East-Central Idaho WIB (Area 6)	Terry Butikofer	East-Central Idaho Planning & Development Associ 310 North 2nd East, Suite 115 Rexburg, ID 83440	208-356-4524	NO	NO
Eastern Idaho Technical College	Jason Meldrum	1600 S. 25th E. Idaho Falls, ID 83404	208-524-3000	NO	NO
EISSA R.S.V.P.	MARGO DIAL	357 CONSTITUTION WAY IDAHO FALLS, ID 83405	208-522-5391x	NO	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Experience Works - Hamilton	Patti Furniss		406-363-1822	NO	NO

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		333 West Main Street Hamilton, MT 59840			
Experience Works - Helena	Jackie Lynch	501 North Park Avenue Helena, MT 59601	406-457-0656	NO	NO
Families Count-Healthy Mothers, Healthy Babies	Lindsay Baker-Harlan	915 1ST AVE S Great Falls, MT 59405	406-268-6763	NO	NO
Family Connections	Karen Zent	600 Central Avenue Suite 225 Great Falls, MT 59401	406-761-6010	NO	NO
Family Support Network	Nancy Farrar	1211 Grand Avenue Suite 6 Billings, MT 59102	406-256-7783	NO	NO
Fergus County Juvenile Probation Office - District 10	Mike Otto	712 West Main Street Lewistown, MT 59457	406-538-9242	NO	NO
GOOD SAMARITAN-OUTREACH PRGM	MICHELE	840 E. ELVA ST IDAHO FALLS, ID 83401	208-523-4795x	NO	NO
Goodwill Industries	April Sliwoski	1210 9th Street South Great Falls, MT 59405	406-453-0311	NO	NO
Goodwill Industries	Robert Weaver	Retail Store / Community Service 2300 Brooks Street Missoula, MT 59801	406-549-6969	NO	NO
Great Divide Education Services	James McDonald	703 5th Street P O Box 48 Deer Lodge, MT 59722	406-846-2147	NO	NO
Great Falls Community Food Bank	George Paul	1620 12th Avenue North Great Falls, MT 59401	406-452-9029	NO	NO
Great Falls High School	Fred Anderson	1900 2nd Avenue South Great Falls, MT 59405	406-268-6250	NO	NO
Great Falls Schools-Indian Education	Sandra Boham	1100 6th Ave South Great Falls, MT 59405	406-268-6847	NO	NO
HANDS After-School Program	Kim Yarlott	P O Box 2429 Great Falls, MT 59403	406-268-6930	NO	NO
HEALTH & WELFARE DEPT	KEVIN WILLMORE	333 WALKER DR REXBURG, ID 83440	208-359-4750x	NO	NO
Human Resource Council -Butte, Mt	Elissa Mitchel	700 Casey Butte, MT 59701	406-496-1572	NO	NO
Human Resource Council- Missoula, Mt	Maggie Driscoll	1801 S. Higgins Ave. Missoula, MT 59801	406-728-3710	NO	NO

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Idaho Commerce & Labor- Idaho Falls	Ron Greaves	1515 E. Lincoln Rd. STE 13 Idaho Falls, ID 83401	208-557-2500	NO	NO
Idaho Commerce & Labor-Rexburg	Steve Carstad	1133 Stocks Ave. Rexburg, ID 83440	208-557-2501	NO	NO
Idaho Department of Commerce & Labor-Salmon	Merry Logan	1301 Main St. Unit 1 P.O.Box 990 Salmon, ID 83467	208-756-2234	NO	NO
IN-HOUSE				NO	NO
Indian Health Board	Rosemary Simon	915 Broadwater Square Billings, MT 59102	406-245-7318	NO	NO
Job Corp Center-Trapper Creek, Montana	Barbara Ridder	5139 W Fork Rd. Darby, MT 59829	406-821-3286	NO	NO
JOB SERVICE				NO	NO
Job Service Workforce Center -Bozeman, Montana	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	YES	NO
JOB SERVICE WORKFORCE CENTER -BOZEMAN, MONTANA				YES	NO
Job Service Workforce Center-Butte, Montana		2201 White Blvd Butte, MT 59701	406-494-000	NO	NO
Learning Disabilities Association of Montana	John Wathen	1438 Cascade Avenue Billings, MT 59102	406-252-7716	NO	NO
LEMHI COUNTY SOC SVC	SUE DICKENS	206 COURTHOUSE DR SALMON, ID 83467	208-756-2276x	NO	NO
Living Independent for Everyone	Val Johnson	2110 S Rollandent Ave RT 3, Box 301 Idaho Falls, ID 83402	208-529-8610	NO	NO
Lutheran Social Services	Sheila H	501 Central Avenue Suite 201, P O Box 1345 Great Falls, MT 59401	406-761-4341	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Lutheran Social Services	Jennifer Walrod	The Warehouse Mall, 725 West Alder Suite 2 Missoula, MT 59802	406-549-0147	NO	NO
Management and Training Corporation	Marcella Buster	2830 North Ramshorn Drive Laurel, MT 59044	406-628-7850	NO	NO
Maximus, Inc.	Tor Gudmundsen		406-449-8250	NO	NO

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		100 North Park Avenue Helena, MT 59601			
Missoula Indian Center	Peggy Cochran	Bldg 33 Fort Missoula Rd Missoula, MT 59801	406-829-9515	NO	NO
Montana Advocacy Program (MAP)	Bernadette Franks-Ongoy	400 North Park 2nd Floor Helena, MT 59624	406-449-2344	NO	NO
Montana Department of Labor and Industry	Shaunda Hildebrand	America's Career Resource Network (ACRN) 840 Helena Avenue, P O Box 1728 Helena, MT 59601	406-444-3239	NO	NO
Montana Department of Public Health & Human Services	Nancy Loncki	Human & Community Services Division-Choueau 1020 13th Street, P O Box 459 Fort Benton, MT 59442	406-622-5432	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Wheatland P O Box 4920 Harlowton, MT 59036	406-632-4895	NO	NO
Montana Department of Public Health & Human Services	Gary Huffmaster	Human & Community Services Division-Yellowstone 111 North 31st Street Billings, MT 59101	406-237-0520	NO	NO
Montana Department of Public Health & Human Services	Janet Van Dyke	Missoula Vocational Rehabilitation Services-Regi 2675 Palmer, Suite A Missoula, MT 59808	406-329-5400	NO	NO
Montana Department of Public Health & Human Services	Duane Lutke	Area VI Agency on Aging - Western Montana AAA 110 Main Street, Suite 5 Polson, MT 59860	406-883-7284	NO	NO
Montana Department of Public Health & Human Services	Joe Murphy	Butte Vocational Rehabilitation Services - Regio 700 Casey Street, Suite B Butte, MT 59701	406-496-4925	NO	NO
Montana Department of Public Health & Human Services	Chuck Leggate	Billings Vocational Rehabilitation Services - Re 2121 Rosebud Drive, Suite C Billings, MT 59102	406-248-4801	NO	NO
Montana Department of Public Health & Human Services	Jerry Zook	Hamilton Vocational Rehabilitation Services (Reg 316 North 3rd Street, Suite 109/110 Hamilton, MT 59840	406-375-0203	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Musselshell 26 Main Street Roundup, MT 59072	406-323-2101	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Deer Lodge 307 East Park, Room 305	406-563-3448	NO	NO

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		Anaconda, MT 59711			
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Powell 409 Missouri Deer Lodge, MT 59722	406-846-3680	NO	NO
Montana Department of Public Health & Human Services	Anna Stallings	Human & Community Services Division-Madison 313 East Idaho, P O Box 75 Virginia City, MT 59755	406-843-5324	NO	NO
Montana Department of Public Health & Human Services	Randy Barrett	Area VIII Agency on Aging 501 Bay Drive Great Falls, MT 59404	406-454-6990	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Granite Philipsburg, MT 59858	406-859-0009	NO	NO
Montana Department of Public Health & Human Services	Ann Stallings	Human & Community Services Division-Gallatin 237 West Main Bozeman, MT 59715	406-582-3010	NO	NO
Montana Department of Public Health & Human Services	Patty West	Human & Community Services Division - Ravalli 310 North 3rd Stree Hamilton, MT 59840	406-363-1944	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Fergus, Petr 312 Birch Street, Suite 1 Lewistown, MT 59457	406-538-7468	NO	NO
Montana Department of Public Health & Human Services	Joe Gilboy	Area V Agency on Aging 305 West Mercury , Suite 212 Butte, MT 59701	406-782-5555	NO	NO
Montana Department of Public Health & Human Services	Mark Mahnke	Bozeman Vocational Rehabilitation Services 220 West Lamme, Suite 1E Bozeman, MT 59715	406-587-0601	NO	NO
Montana Department of Public Health & Human Services	Mike Mayer	Summit Independent Living Center 700 South West Higgins, Suite 101 Missoula, MT 59801	406-728-1630	NO	NO
Montana Department of Public Health & Human Services	Cathy Drynan	Helena Vocational Rehabilitation Services 3075 North Montana Avenue, Suite 106 Helena, MT 59601	406-444-1710	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division-Meagher 15 West Main Courthouse, P O Box 514 White Sulphur Springs, MT 59645	406-547-3752	NO	NO
Montana Department of Public Health & Human Services	Kevin Frank	South Central Region III Child & Family Services 2525 4th Avenue North, Suite 309 Billings, MT 59101	406-657-3120	NO	NO
	Barb Gilskey		406-566-2499	NO	NO

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Montana Department of Public Health & Human Services		Human & Community Services Division-Judith Basin P O Box 427 Stanford, MT 59479			
Montana Department of Public Health & Human Services	Marilyn Becker	Human & Community Services Division-Lake 826 Shoreline Drive Polson, MT 59860	406-883-7820	NO	NO
Montana Department of Public Health & Human Services	Karen Erdie	Area II Agency on Aging P O Box 127 Roundup, MT 59072	406-323-1320	NO	NO
Montana Department of Public Health & Human Services	Susan Kohler	Area XI Agency on Aging - Missoula Aging Servc 337 Stephens Street Missoula, MT 59802	406-728-7682	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-South Jeffer 700 Casey Street Butte, MT 59701	406-496-4900	NO	NO
Montana Department of Public Health & Human Services	Darlene Miller	Human & Community Services Division-Teton 20 1st Street North West, P O Box 803 Choteau, MT 59422	406-466-5721	NO	NO
Montana Department of Public Health & Human Services	Tom Osborn	NCILS- North Central Independent Living Services 1120 25th Avenue North East Black Eagle, MT 59414	406-452-9834	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division- Sweet Grass 115th West 5th Avenue, P O Box 489 Big Timber, MT 59011	406-932-5266	NO	NO
Montana Department of Public Health & Human Services	Bob Maffit	MILP - Montana Independent Living Project 1820 11th Avenue Helena, MT 59601	406-442-5755	NO	NO
Montana Department of Public Health & Human Services	Jason Carter	Warm Springs Vocational Rehabilitation Services Program Support Building, Drawer O Warm Spring, MT 59756	406-693-7158	NO	NO
Montana Department of Public Health & Human Services	S. Kevin Howlett	Tribal Health & Human Services Mission Drive, Box 880 St. Ignatius, MT 59865	406-745-3525	NO	NO
Montana Department of Public Health & Human Services	Jennifer Carter	Human & Community Services Division-Missoula 2677 Palmer, Suite 100 Missoula, MT 59808	406-329-1200	NO	NO
Montana Department of Public Health & Human Services	Dave Morey	Human & Community Services Division-Jefferson (N 3075 North Montana Avenue Helena, MT 59620	406-444-1700	NO	NO
Montana Department of Public Health & Human Services	Cory Costello	North Central Region II Child & Family Services 2300 12th Avenue South, Suite 201 Great Falls, MT 59405	406-727-7746	NO	NO

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Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Servics Division-Beaverhead 2 South Pacific #9 Dillon, MT 59725	406-683-3773	NO	NO
Montana Dept. of Labor & Industry - Workforce Services Division	Zanya Betley	Livingston Job Service Workforce Center 220 East Park, Box 1199 Livingston, MT 59047	406-222-0520	NO	NO
Montana Migrant Council	Claudia Stephens	1148 V. Ave. N Billings, MT 59101	406-248-3149	NO	NO
Montana Tech-College Of Technology	Lee Barnett	College of Technology (South Campus) 25 Basin Creek Road Butte, MT 59701	406-496-4477	NO	NO
MONTANA UNIVERSITY SYSTEM-SYSTEM OFFICE				NO	NO
Montana University System-System Office	Sheila Stearns	Office of the Commissioner of Higher Education 46 North Last Chance Gulch Helena, MT 59620	406-444-6570	NO	NO
Montana Veterans Affairs Division	Dave Williamson	Butte Office Butte, MT 59701	406-533-0910	NO	NO
Montana Veterans Affairs Division	Joe Foster	1900 Williams Street P O Box 5715 Helena, MT 59604	406-324-3740x374	NO	NO
Montana Veterans Affairs Division	Kelly Nevin	Belgrade Office 350 Airport Road Belgrade, MT 59714	406-388-4601	NO	NO
Montana Veterans Affairs Division	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montana Veterans Affairs Division	Cheryl Heald	Billings Office 1234 Avenue C Billings, MT 59102	406-248-8579	NO	NO
Montant School for the Deaf & the Blind	Steve Gettel	3911 Central Avenue Great Falls, MT 59405	406-771-6137	NO	NO
Nelson Personnel Employment Agency		3700 South Russell Missoula, MT 59801	406-543-6033	NO	NO
New Directions Center	Kate Gangner	621 First Ave. South Great Falls, MT 59401	406-761-2104	NO	NO
Opportunities, Inc	Dick Boutillier	905 1st Ave. N Great Falls, MT 59401	406-761-0310	NO	NO
Opportunity Resources Inc.	Hal Puling	2821 South Russell Missoula, MT 59801	406-721-2930	NO	NO

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Parents Lets Unite for Kids (PLUK)	Bobbie Thurston	516 North 32nd Street Billings, MT 59101	406-255-0540	NO	NO
Quality Life Concepts, Inc.	Bobbie Bevars	600 6th Street North West P O Box 2506 Great Falls, MT 59403	406-452-9531	NO	NO
Rural Employment Opportunities	Lauren Sukut	1739 Grand Ave., Billings, MT 59102	406-671-0255	NO	NO
Rural Employment Opportunities, Inc. (Central District)	Sue Pate	REO Great Falls District 1824 10th Avenue South Great Falls, MT 59405	406-761-1371	NO	NO
Salish Kootenai College	Roy Bigcrane	KSKC-TV Public TV 52000 Highway 93, P O Box 70 Pablo, MT 59855	406-275-4879	NO	NO
Salish Kootenai College	Linda Ornowski	Educational Opportunity Center (EOC) 52000 Highway 93, P O Box 70 Pablo, MT 59855	406-275-4774	NO	NO
Salvation Army	Victor Berg	2960 Prospect Avenue Helena, MT 59601	406-442-8244x22	NO	NO
Salvation Army	Joe Huttenlocher	Great Falls Corps Community Center 1000 17th Avenue South, P O Box 2585 Great Falls, MT 59404	406-453-0391	NO	NO
Salvation Army	Cpts. Dina and Henry Graciani	Missoula Corps Community Center 135 Knowles Street, PO Box 8123 Missoula, MT 59801	406-549-0710	NO	NO
Salvation Army	Major Kieth C. Bottjen	Ministry Corps Community Center 2100 6th Avenue North, P O Box 1903 Billings, MT 59101	406-245-4659	NO	NO
SALVATION ARMY	LORI	605 NORTH BLVD IDAHO FALLS, ID 83402	208-522-7200x	NO	NO
Skyline Alternative High School	Patricia Loucks	Support Personnel Department 3300 3rd Street North East Great Falls, MT 59404	406-268-6400	NO	NO
Society of St. Vincent De Paul, Inc. (Western Region)	Dione Liedholt	Cascade County Council (Great Falls Diocese) 426 Central Avenue West Great Falls, MT 59404	406-761-0870	NO	NO
State Workforce Investment Board	Leisa Smith	P.O. Box 1728 Helena, MT 59624	406-444-1609	NO	NO
The People's Center - Flathead Reservation	Vicki Munson	The Salish, Kootenai & Pen d'Oreille Tribal Nati 53253 Highway 93 West Pablo, MT 59855	406-675-0160x883	NO	NO

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The Rescue Mission	Mr. Eric Burger	326 2nd Avenue South Great Falls, MT 59405	406-761-2653	NO	NO
The Rural Institute	Donna Bainbridge, PT, EdD, ATC	University of Montana, Curry Health Center Lower Leve, 52 Corban Hall Missoula, MT 59812	406-243-5467	NO	NO
Town of West Yellowstone, Gallatin County	Mary Phillips	Job & Social Services Center 200 Yellowstone Avenue, P O Box 626 West Yellowstone, MT 59758	406-646-7311	NO	NO
Trapper Creek Job Corps	John Kastner	5139 West Fork Road Darby, MT 59829	406-821-2107	NO	NO
Tumbleweed	Linda Sowell	626 Central Avenue West Great Falls, MT 59401	406-454-3440	NO	NO
TVJOBS.COM	PO Box 4116	Oceanside, CA 92052	800-374-0119	NO	NO
U S Department of Veterans Affairs	Heather Kohut	Missoula Veterans Center 500 North Higgins Avenue Missoula, MT 59802	406-721-4918	NO	NO
U S Department of Veterans Affairs	Terri Mills	Great Falls Outpatient Clinic 1417 9th Street South, Suite 200 Great Falls, MT 59405	406-761-0179	NO	NO
University of Great Falls	Twila Croft	1301 20th St. S Great Falls, MT 59405	406-791-5216	NO	NO
University of Montana	Barbara Henderson	Native American Studies Dept Missoula, MT 59802	406-543-5831	NO	NO
University of Montana - Missoula	Jim Marks	Disability Services for Students (DSS) Lommasson Center 154 Missoula, MT 59812	406-243-2243	NO	NO
University of Montana, Western	Liane Forrester	Career Services Program 710 South Atlantic Street Dillon, MT 59725	406-683-7143	NO	NO
University of Montana-Helena College Of Technology	Alan Thomspson	115 North Roberts Helena, MT 59601	406-444-0835	NO	NO
University-Montana State University	Marsha Sampson	1500 University Dr. Billings, MT 59101	406-657-2312	NO	NO
University-Montana State University		1500 University Dr. Billings, MT 59101	406-657-2168	NO	NO
University-Montana State University-Center for Native American S	Jim Burns	Wilson Hall Rm 1 Bozeman, MT 59717	406-994-4880	NO	NO
	Vicki Miller		406-994-2484	NO	NO

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University-Montana State University-Media & Theater Arts		P.O. 173350 Bozeman, MT 59717			
US Probation Office	James Patelis	2525 4th Avenue North Suite 100 Billings, MT 59101	406-657-5924	NO	NO
Western Montana Comprehensive Development Center	Chris Volinkaty	T-214 Fort Missoula, MT 59604	406-549-6413	NO	NO
Women's Opportunity & Resource Development, Inc.	Naomi Thornton	2525 Palmer St. Suite #1 Missoula, MT 59808	406-543-3550	NO	NO
Womens Voices for the Earth	Dori Gilels	114 W. Pine St. #10 Missoula, MT 59802	406-543-3747	NO	NO
Youth Court / Supreme Court of Montana	Dennis Dronen	District 8 - Great Falls Municipal Court 325 2nd Avenue North Great Falls, MT 59401	406-454-6880	NO	NO

Total Resources: 154

2. Job Title: News Reporter

Date Filled: 2009-03-23

Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
A.W.A.R.E. Inc. of Anaconda	Larry Noonan	205 East Park Street Anaconda, MT 59711	406-563-8117	NO	NO
A.W.A.R.E. Inc. of Bozeman	Vicki DeBoer	420 West Mendenhall Bozeman, MT 59715	406-587-1181	NO	NO
A.W.A.R.E. Inc. of Galen	Terry Galle, P.D.	1400 Lighthouse Lane Galen, MT 59722	406-693-7620	NO	NO
A.W.A.R.E. Inc. of Helena	Jill Jensen	616 Helena Avenue Suite 305 Helena, MT 59601	406-449-3120	NO	NO
Adult Learning Center	Jake Justin	815 Front Street Helena, MT 59601	406-324-2118	NO	NO
Anaconda Job Corp Center	Christie Goertel	1407 Foster Creek Road Anaconda, MT 59711	406-563-3476	NO	NO
Anaconda Local Development Corporation, Inc. (ALDC)	James H. Davison	118 East Seventh Street Anaconda, MT 59711	406-563-5538	NO	NO
Associated Press of Montana	Len Iwanski	825 Great Northern Blvd Suite 203 Helena, MT 59601	406-442-7440	NO	NO
Big Brothers Big Sisters	Daniel Dolan		406-782-9644	NO	NO

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		405 West Park Street Butte, MT 59701			
Butte North American Indian Alliance	Naomi Longfox	55 E. Galena Butte, MT 59701	406-782-0461	NO	NO
Butte Sheltered Workforce	Amy Birkelo	207 S. Montana Butte, MT 59701	406-723-6501	NO	NO
Career Futures	Lynn Clark	49 Main St. Butte, MT 59701	406-723-9101	NO	NO
Career Transitions One-Stop Center	Darla Joyner	P.O. Box 145 Belgrade, MT 59714	406-388-6701	NO	NO
Catholic Social Services of Montana	Rosemary Miller	1301 11th Avenue P O Box 907 Helena, MT 59624	406-442-4130	NO	NO
College of Eastern Utah-Communications	Troy Hunt	451 East 400 North Price, UT 84501	435-613-5213	NO	NO
College-Carroll College	Rosalie Walsh	100 West Lyndale Ave Suite B Helena, MT 59601	406-457-2713	NO	NO
College-Chief Dull Knife College	Angela Spotted Elk	P.O. Box 98 1 College Dr. Lame Deer, MT 59043		NO	NO
College-Little Big Horn College	Mandy Plainfeather	1 Forest Lane Box 370 Crow Agency, MT 59022	406-638-3187	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Northwest College	Kay Crosby	231 West 6th St Powell, WY 82435	307-754-6061	NO	NO
College-Northwest College-Cody Center	Nancy Gilmore	1501 Stampede Ave. Cody, WY 82414	307-587-3776	NO	NO
College-Northwest College-Extended Campus	Ronda Peer	231 W. 6th St Powell, WY 82435	307-754-7820	NO	NO
College-Northwest College-Powell Valley Community Education	Ingrid Eickstedt	231 W. 6th St Powell, WY 82435	307-754-6469	NO	NO
College-Salish-Kootenai College	Ellie Mcleod	P.O. Box 70 Pablo, MT 59855	406-275-4800	NO	NO
College-Salt Lake Community College-Communications Department	Jay Williams	4600 S Redwood Rd. Salt Lake City, UT 84123	801-957-4631	NO	NO

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Department of Workforce Services	Les Brimhall	N. Beckman & 7th St Powell, Wy 82435	307-754-6436	NO	NO
Developmental Disabilities Planning and Advisory Council	Mike Burke	1111 North Last Chance Gulch Unit 1C Helena, MT 59601	406-444-1334	NO	NO
Disability Rights Montana	Al Smith	316 North Park, Room 211 P O Box 1681 Helena, MT 59624	406-444-3889	NO	NO
Division of Vocational Rehabilitation	Schuyler Hinckley	1026 Blackburn St Cody, Wy 82414	307-587-7174	NO	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Experience Works - Butte	Donna Davis	2201 White Boulevard Butte, MT 59701	406-782-7049	NO	NO
Experience Works - Helena	Jackie Lynch	501 North Park Avenue Helena, MT 59601	406-457-0656	NO	NO
Fergus County Juvenile Probation Office - District 10	Mike Otto	712 West Main Street Lewistown, MT 59457	406-538-9242	NO	NO
Great Divide Education Services	James McDonald	703 5th Street P O Box 48 Deer Lodge, MT 59722	406-846-2147	NO	NO
Human Resource Council -Butte, Mt	Elissa Mitchel	700 Casey Butte, MT 59701	406-496-1572	NO	NO
In-house posting				YES	NO
Job Service Workforce Center -Bozeman,Montana	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	NO	NO
Job Service Workforce Center-Helena	Roxanne Bullard	715 Front St. Helena, MT 59601	406-447-3200	NO	NO
Job Service Workforce Center-Lewistown	Ward Jones	300 First Ave. North Lewistown, MT 59457	406-538-8701	NO	NO
Job Service Workforce Center-Livingston	L Maurillo	220 E. Park St Box 1199 Livingston, MT 59047	406-222-0520	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Maximus, Inc.	Tor Gudmundsen	100 North Park Avenue Helena, MT 59601	406-449-8250	NO	NO

EEO Public File Report

Montana Advocacy Program (MAP)	Bernadette Franks-Ongoy	400 North Park 2nd Floor Helena, MT 59624	406-449-2344	NO	NO
Montana Department of Labor and Industry	Shaunda Hildebrand	America's Career Resource Network (ACRN) 840 Helena Avenue, P O Box 1728 Helena, MT 59601	406-444-3239	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division- Sweet Grass 115th West 5th Avenue, P O Box 489 Big Timber, MT 59011	406-932-5266	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Wheatland P O Box 4920 Harlowton, MT 59036	406-632-4895	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Servics Division-Meagher 15 West Main Courthouse, P O Box 514 White Sulphur Springs, MT 59645	406-547-3752	NO	NO
Montana Department of Public Health & Human Services	Dave Morey	Human & Community Servics Division-Jefferson (N 3075 North Montana Avenue Helena, MT 59620	406-444-1700	NO	NO
Montana Department of Public Health & Human Services	Joe Murphy	Butte Vocational Rehabilitation Services - Regio 700 Casey Street, Suite B Butte, MT 59701	406-496-4925	NO	NO
Montana Department of Public Health & Human Services	Bob Maffit	MILP - Montana Independent Living Project 1820 11th Avenue Helena, MT 59601	406-442-5755	NO	NO
Montana Department of Public Health & Human Services	Joe Gilboy	Area V Agency on Aging 305 West Mercury , Suite 212 Butte, MT 59701	406-782-5555	NO	NO
Montana Department of Public Health & Human Services	Mark Mahnke	Bozeman Vocational Rehabilitation Services 220 West Lamme, Suite 1E Bozeman, MT 59715	406-587-0601	NO	NO
Montana Department of Public Health & Human Services	Cathy Drynan	Helena Vocational Rehabilitation Services 3075 North Montana Avenue, Suite 106 Helena, MT 59601	406-444-1710	NO	NO
Montana Department of Public Health & Human Services	Jason Carter	Warm Springs Vocational Rehabilitation Services Program Support Building, Drawer O Warm Spring, MT 59756	406-693-7158	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Powell 409 Missouri Deer Lodge, MT 59722	406-846-3680	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Servics Division-Deer Lodge 307 East Park, Room 305 Anaconda, MT 59711	406-563-3448	NO	NO

EEO Public File Report

Montana Department of Public Health & Human Services	Anna Stallings	Human & Community Services Division-Madison 313 East Idaho, P O Box 75 Virginia City, MT 59755	406-843-5324	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division - Stillwater 43 North 4th Street, P O Box 928 Columbus, MT 59019	406-322-5331	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-South Jeffer 700 Casey Street Butte, MT 59701	406-496-4900	NO	NO
Montana Department of Public Health & Human Services	Ann Stallings	Human & Community Services Division-Gallatin 237 West Main Bozeman, MT 59715	406-582-3010	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Fergus, Petr 312 Birch Street, Suite 1 Lewistown, MT 59457	406-538-7468	NO	NO
Montana Tech-College Of Technology	Lee Barnett	College of Technology (South Campus) 25 Basin Creek Road Butte, MT 59701	406-496-4477	NO	NO
Montana University System-System Office	Sheila Stearns	Office of the Commissioner of Higher Education 46 North Last Chance Gulch Helena, MT 59620	406-444-6570	NO	NO
Montana Veterans Affairs Division	Joe Foster	1900 Williams Street P O Box 5715 Helena, MT 59604	406-324-3740x374	NO	NO
Montana Veterans Affairs Division	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montana Veterans Affairs Division	Kelly Nevin	Belgrade Office 350 Airport Road Belgrade, MT 59714	406-388-4601	NO	NO
Montana Veterans Affairs Division	Dave Williamson	Butte Office Butte, MT 59701	406-533-0910	NO	NO
NAACP	Menola Upshaw	2823 Fairfax ST. Denver, CO 80207	303-333-9013	NO	NO
Office of Public Instruction	Dennie Munro	Special Education Division P O Box 202501 Helena, MT 59620	406-444-2673	NO	NO
Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Blvd Suite 100 Lakewood, CO 80214	303-937-7070	NO	NO
Probation and Parole Bureau-Adult-Region 1	Paul Hawkins	105 West Broadway 2nd Floor Butte, MT 59701	406-723-8911	NO	NO

EEO Public File Report

Probation and Parole Office-Adult-Region 3	Bernie Driscoll	122 East Park Street PO Box 1482 Anaconda, MT 59711	406-563-2560	NO	NO
Probation and Parole Office-Adult-Region 4	Bernie Driscoll	111North Rodney PO Box 201313 Helena, MT 59620	406-444-2482	NO	NO
Salvation Army	Monte Jones	Helena Corps Community Center 1905 Henderson Helena, MT 59624	406-442-8244	NO	NO
Salvation Army, Gallatin County	Frank	Retail Store 425 East Babcock Bozeman, MT 59715	406-586-9051	NO	NO
State Workforce Investment Board	Leisa Smith	P.O. Box 1728 Helena, MT 59624	406-444-1609	NO	NO
Town of West Yellowstone, Gallatin County	Mary Phillips	Job & Social Services Center 200 Yellowstone Avenue, P O Box 626 West Yellowstone, MT 59758	406-646-7311	NO	NO
tvjobs.com				NO	NO
tvjobs.com	POI Box 4116	Oceanside, CA 92052	800-374-0119	NO	NO
tvjobs.com	PO Box 4116	Oceanside, CA 92052	800-374-0119	NO	NO
United Way of Gallatin County	Carol Townsend	1516 West Babcock Bozeman, MT 59715	406-587-2194	NO	NO
University of Montana-Helena College Of Technology	Alan Thomspen	115 North Roberts Helena, MT 59601	406-444-0835	NO	NO
University-Brigham Young University-Communications	Connie Cluff	Harris Fine Arts Center E-509 Provo, UT 84602	801-422-6846	NO	NO
University-Brigham Young University-KBYU	Diena Simmons	2000 Ironton Boulevard Provo, UT 84606	801-422-8450	NO	NO
University-Montana State University-Career Services	Alyce Mass	125 Strand Union Building MSU Bozeman, MT 59717	406-994-4353	NO	NO
University-Montana State University-Center for Native American S	Jim Burns	Wilson Hall Rm 1 Bozeman, MT 59717	406-994-4880	NO	NO
University-Montana State University-Media & Theater Arts	Vicki Miller	P.O. 173350 Bozeman, MT 59717	406-994-2484	NO	NO
University-Washington State University-KUGR	Andrea Sullivan	301 Murrow Communications Center Pullman, WA 99163	509-335-5042	NO	NO
Western Montana Compensive Development Center	Chris Volinkaty		406-549-6413	NO	NO

EEO Public File Report

		T-214 Fort Missoula, MT 59604			
Whitman College - KWCW Radio Station	Alan Blickenstaff	200 Boyer Avenue Walla Walla, WA 99362	509-527-5285	NO	NO
WHITMAN RHETORIC & FILM STUDIES	JIM HANSON	200 E BOYER AVE WALLA WALLA, WA 99362	509-527-5499x	NO	NO
Total Resources: 91					
3. Job Title: Internet Sales Executive			Date Filled: 2009-07-27		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
A.W.A.R.E. Inc. of Anaconda	Larry Noonan	205 East Park Street Anaconda, MT 59711	406-563-8117	NO	NO
A.W.A.R.E. Inc. of Bozeman	Vicki DeBoer	420 West Mendenhall Bozeman, MT 59715	406-587-1181	NO	NO
A.W.A.R.E. Inc. of Galen	Terry Galle, P.D.	1400 Lighthouse Lane Galen, MT 59722	406-693-7620	NO	NO
A.W.A.R.E. Inc. of Helena	Jill Jensen	616 Helena Avenue Suite 305 Helena, MT 59601	406-449-3120	NO	NO
Adult Learning Center	Jake Justin	815 Front Street Helena, MT 59601	406-324-2118	NO	NO
Anaconda Job Corp Center	Christie Goertel	1407 Foster Creek Road Anaconda, MT 59711	406-563-3476	NO	NO
Anaconda Local Development Corporation, Inc. (ALDC)	James H. Davison	118 East Seventh Street Anaconda, MT 59711	406-563-5538	NO	NO
Associated Press of Montana	Len Iwanski	825 Great Northern Blvd Suite 203 Helena, MT 59601	406-442-7440	NO	NO
Big Brothers Big Sisters	Daniel Dolan	405 West Park Street Butte, MT 59701	406-782-9644	NO	NO
Butte North American Indian Alliance	Naomi Longfox	55 East Galena Butte, MT 59701	406-782-0461	NO	NO
Butte Sheltered Workforce	Amy Birkelo	207 South Montana Butte, MT 59701	406-723-6501	NO	NO
Career Futures	Janet Snowberger			NO	NO

EEO Public File Report

		49 Main Street Butte, MT 59701			
Career Transitions One-Stop Center	Darla Joyner	P.O. Box 145 Belgrade, MT 59714	406-388-6701	NO	NO
Catholic Social Services	Ken	409 Olive Street Scranton, PA 18509		NO	NO
Catholic Social Services	Chris Xapangna	1123 South Church Street Charlotte, NC 28203		NO	NO
Catholic Social Services	Sandy	117 West Church Street Newark, OH 43055		NO	NO
Catholic Social Services	Ondra Penn	645 Nebraska Kansas City, KS 66101		NO	NO
Catholic Social Services of Montana	Rosemary Miller	1301 11th Avenue P O Box 907 Helena, MT 59624		NO	NO
Center for Independent Living of Freson		3475 West Shaw Avenue Suite 101 Fresno, CA 93771		NO	NO
College-Carroll College	Rosalie Walsh	100 West Lyndale Ave Suite B Helena, MT 59601	406-457-2713	NO	NO
College-Chief Dull Knife College	Angela Spotted Elk	P.O. Box 98 1 College Dr. Lame Deer, MT 59043		NO	NO
College-Little Big Horn College	Mandy Plainfeather	1 Forest Lane Box 370 Crow Agency, MT 59022	406-638-3187	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Northwest College	Kay Crosby	231 West 6th St Powell, WY 82435	307-754-6061	NO	NO
College-Northwest College-Cody Center	Nancy Gilmore	1501 Stampede Ave. Cody, WY 82414	307-587-3776	NO	NO
College-Northwest College-Extended Campus	Ronda Peer	231 W. 6th St Powell, WY 82435	307-754-7820	NO	NO
College-Northwest College-Powell Valley Community Education	Ingrid Eickstedt	231 W. 6th St Powell, WY 82435	307-754-6469	NO	NO
College-Salish-Kootenai College	Ellie Mcleod	P.O. Box 70 Pablo, MT 59855	406-275-4800	NO	NO

EEO Public File Report

Department of Workforce Services	Les Brimhall	North Beckman and 7th Street Powell, Wy 82435	307-754-6436	NO	NO
Developmental Disabilities Planning and Advisory Council	Mike Burke	1111 North Last Chance Gulch Unit 1C Helena, MT 59601	406-444-1334	NO	NO
Disability Rights Montana	Al Smith	316 North Park, Room 211 P O Box 1681 Helena, MT 59624	406-444-3889	NO	NO
Division of Vocational Rehabilitation	Schuyler Hinckley	1026 Blackburn Street Cody, Wy 82414	307-587-7174	NO	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Experience Works - Butte	Donna Davis	2201 White Boulevard Butte, MT 59701	406-782-7049	NO	NO
Experience Works - Helena	Jackie Lynch	501 North Park Avenue Helena, MT 59601	406-457-0656	NO	NO
Fergus County Juvenile Probation Office - District 10	Mike Otto	712 West Main Street Lewistown, MT 59457	406-538-9242	NO	NO
Great Divide Education Services	James McDonald	703 5th Street P O Box 48 Deer Lodge, MT 59722	406-846-2147	NO	NO
Human Resource Council -Butte, Mt	Elissa Mitchel	700 Casey Butte, MT 59701	406-496-1572	NO	NO
Job Service Workforce Center -Bozeman, Montana	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	NO	NO
Job Service Workforce Center-Dillon	Randy Gustine	730 North Montana CL #4 Dillon, MT 59725	406-683-4259	NO	NO
Job Service Workforce Center-Helena	Roxanne Bullard	715 Front St. Helena, MT 59601	406-447-3200	NO	NO
Job Service Workforce Center-Lewistown	Ward Jones	300 First Ave. North Lewistown, MT 59457	406-538-8701	NO	NO
Job Service Workforce Center-Livingston	L Maurillo	220 E. Park St Box 1199 Livingston, MT 59047	406-222-0520	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Maximus, Inc.	Tor Gudmundsen	100 North Park Avenue Helena, MT 59601	406-449-8250	NO	NO

EEO Public File Report

Montana Advocacy Program (MAP)	Bernadette Franks-Ongoy	400 North Park 2nd Floor Helena, MT 59624	406-449-2344	NO	NO
Montana Department of Labor and Industry	Shaunda Hildebrand	America's Career Resource Network (ACRN) 840 Helena Avenue, P O Box 1728 Helena, MT 59601	406-444-3239	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Powell 409 Missouri Deer Lodge, MT 59722	406-846-3680	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Fergus, Petr 312 Birch Street, Suite 1 Lewistown, MT 59457	406-538-7468	NO	NO
Montana Department of Public Health & Human Services	Ann Stallings	Human & Community Services Division-Gallatin 237 West Main Bozeman, MT 59715	406-582-3010	NO	NO
Montana Department of Public Health & Human Services	Anna Stallings	Human & Community Services Division-Madison 313 East Idaho, P O Box 75 Virginia City, MT 59755	406-843-5324	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-South Jeffer 700 Casey Street Butte, MT 59701	406-496-4900	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division - Stillwater 43 North 4th Street, P O Box 928 Columbus, MT 59019	406-322-5331	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division- Sweet Grass 115th West 5th Avenue, P O Box 489 Big Timber, MT 59011	406-932-5266	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division-Meagher 15 West Main Courthouse, P O Box 514 White Sulphur Springs, MT 59645	406-547-3752	NO	NO
Montana Department of Public Health & Human Services	Jason Carter	Warm Springs Vocational Rehabilitation Services Program Support Building, Drawer O Warm Spring, MT 59756	406-693-7158	NO	NO
Montana Department of Public Health & Human Services	Cathy Drynan	Helena Vocational Rehabilitation Services 3075 North Montana Avenue, Suite 106 Helena, MT 59601	406-444-1710	NO	NO
Montana Department of Public Health & Human Services	Joe Gilboy	Area V Agency on Aging 305 West Mercury , Suite 212 Butte, MT 59701	406-782-5555	NO	NO
Montana Department of Public Health & Human Services	Bob Maffit	MILP - Montana Independent Living Project 1820 11th Avenue Helena, MT 59601	406-442-5755	NO	NO

EEO Public File Report

Montana Department of Public Health & Human Services	Mark Mahnke	Bozeman Vocational Rehabilitation Services 220 West Lamme, Suite 1E Bozeman, MT 59715	406-587-0601	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Deer Lodge 307 East Park, Room 305 Anaconda, MT 59711	406-563-3448	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Wheatland P O Box 4920 Harlowton, MT 59036	406-632-4895	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Beaverhead 2 South Pacific #9 Dillon, MT 59725	406-683-3773	NO	NO
Montana Department of Public Health & Human Services	Joe Murphy	Butte Vocational Rehabilitation Services - Regio 700 Casey Street, Suite B Butte, MT 59701	406-496-4925	NO	NO
Montana Department of Public Health & Human Services	Dave Morey	Human & Community Services Division-Jefferson (N 3075 North Montana Avenue Helena, MT 59620	406-444-1700	NO	NO
Montana Tech-College Of Technology	Lee Barnett	College of Technology (South Campus) 25 Basin Creek Road Butte, MT 59701	406-496-4477	NO	NO
Montana University System-System Office	Sheila Stearns	Office of the Commissioner of Higher Education 46 North Last Chance Gulch Helena, MT 59620	406-444-6570	NO	NO
Montana Veterans Affairs Division	Dave Williamson	Butte Office Butte, MT 59701	406-533-0910	NO	NO
Montana Veterans Affairs Division	Kelly Nevin	Belgrade Office 350 Airport Road Belgrade, MT 59714	406-388-4601	NO	NO
Montana Veterans Affairs Division	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montana Veterans Affairs Division	Joe Foster	1900 Williams Street P O Box 5715 Helena, MT 59604	406-324-3740x374	NO	NO
Office of Public Instruction	Dennie Munro	Special Education Division PO Box 202501 Helena, MT 59620	406-444-2673	NO	NO
Probation and Parole Bureau-Adult-Region 1	Paul Hawkins	105 West Broadway 2nd Floor Butte, MT 59701	406-723-8911	NO	NO
Probation and Parole Bureau-Adult-Region 2	Bernie Driscoll	730 North Montana Street Suite 15 Dillon, MT 59725	406-683-9237	NO	NO

EEO Public File Report

Probation and Parole Office-Adult-Region 3	Bernie Driscoll	122 East Park Street PO Box 1482 Anaconda, MT 59711	406-563-2560	NO	NO
Probation and Parole Office-Adult-Region 4	Bernie Driscoll	111North Rodney PO Box 201313 Helena, MT 59620	406-444-2482	NO	NO
Salvation Army	Victor Berg	2960 Prospect Avenue Helena, MT 59601	406-442-8244x22	NO	NO
Salvation Army	Hendrick Aalders	32 South Rouse Avenue P O Box 1307 Bozeman, MT 59771	406-586-5813	NO	NO
State Workforce Investment Board	Leisa Smith	P.O. Box 1728 Helena, MT 59624	406-444-1609	NO	NO
Town of West Yellowstone, Gallatin County	Mary Phillips	Job & Social Services Center 200 Yellowstone Avenue, P O Box 626 West Yellowstone, MT 59758	406-646-7311	NO	NO
United Way of Gallatin County	Carol Townsend	1516 West Babcock Bozeman, MT 59715	406-587-2194	NO	NO
University of Montana, Western	Liane Forrester	Career Services Program 710 South Atlantic Street Dillon, MT 59725	406-683-7143	NO	NO
University of Montana-Helena College Of Technology	Alan Thomspson	115 North Roberts Helena, MT 59601	406-444-0835	NO	NO
University-Montana State University	Alyce Mass	125 Strand Union Building Bozeman, MT 59717	406-994-4353	YES	NO
University-Montana State University-Center for Native American S	Jim Burns	Wilson Hall Rm 1 Bozeman, MT 59717	406-994-4880	NO	NO
University-Montana State University-Media & Theater Arts	Vicki Miller	P.O. 173350 Bozeman, MT 59717	406-994-2484	NO	NO
Western Montana Comphensive Development Center	Chris Volinkaty	T-214 Fort Missoula, MT 59604	406-549-6413	NO	NO
Total Resources: 87					
4. Job Title: Account Executive			Date Filled: 2009-07-15		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
A.W.A.R.E. Inc. of Anaconda	Larry Noonan	205 East Park Street Anaconda, MT 59711	406-563-8117	NO	NO

EEO Public File Report

A.W.A.R.E. Inc. of Bozeman	Vicki DeBoer	420 West Mendenhall Bozeman, MT 59715	406-587-1181	NO	NO
A.W.A.R.E. Inc. of Galen	Terry Galle, P.D.	1400 Lighthouse Lane Galen, MT 59722	406-693-7620	NO	NO
Adult Learning Center	Jake Justin	815 Front Street Helena, MT 59601	406-324-2118	NO	NO
Anaconda Job Corp Center	Christie Goertel	1407 Foster Creek Road Anaconda, MT 59711	406-563-3476	NO	NO
Anaconda Local Development Corporation, Inc. (ALDC)	James H. Davison	118 East Seventh Street Anaconda, MT 59711	406-563-5538	NO	NO
Associated Press of Montana	Len Iwanski	825 Great Northern Blvd Suite 203 Helena, MT 59601	406-442-7440	NO	NO
Big Brothers Big Sisters	Daniel Dolan	405 West Park Street Butte, MT 59701	406-782-9644	NO	NO
Butte North American Indian Alliance	Naomi Longfox	55 East Galena Butte, MT 59701	406-782-0461	NO	NO
Butte Sheltered Workforce	Amy Birkelo	207 South Montana Butte, MT 59701	406-723-6501	NO	NO
Career Futures	Janet Snowberger	49 Main Street Butte, MT 59701		NO	NO
Career Transitions One-Stop Center	Darla Joyner	P.O. Box 145 Belgrade, MT 59714	406-388-6701	NO	NO
Catholic Social Services	Chris Xapangna	1123 South Church Street Charlotte, NC 28203		NO	NO
Catholic Social Services	Ondra Penn	645 Nebraska Kansas City, KS 66101		NO	NO
Catholic Social Services	Sandy	117 West Church Street Newark, OH 43055		NO	NO
Catholic Social Services	Ken	409 Olive Street Scranton, PA 18509		NO	NO
Catholic Social Services of Montana	Rosemary Miller	1301 11th Avenue P O Box 907 Helena, MT 59624		NO	NO
Center for Independent Living of Freson		3475 West Shaw Avenue Suite 101 Fresno, CA 93771		NO	NO

EEO Public File Report

College-Carroll College	Rosalie Walsh	100 West Lyndale Ave Suite B Helena, MT 59601	406-457-2713	NO	NO
College-Chief Dull Knife College	Angela Spotted Elk	P.O. Box 98 1 College Dr. Lame Deer, MT 59043		NO	NO
College-Little Big Horn College	Mandy Plainfeather	1 Forest Lane Box 370 Crow Agency, MT 59022	406-638-3187	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Northwest College	Kay Crosby	231 West 6th St Powell, WY 82435	307-754-6061	NO	NO
College-Northwest College-Cody Center	Nancy Gilmore	1501 Stampede Ave. Cody, WY 82414	307-587-3776	NO	NO
College-Northwest College-Extended Campus	Ronda Peer	231 W. 6th St Powell, WY 82435	307-754-7820	NO	NO
College-Northwest College-Powell Valley Community Education	Ingrid Eickstedt	231 W. 6th St Powell, WY 82435	307-754-6469	NO	NO
College-Salish-Kootenai College	Ellie Mcleod	P.O. Box 70 Pablo, MT 59855	406-275-4800	NO	NO
Department of Workforce Services	Les Brimhall	North Beckman and 7th Street Powell, WY 82435	307-754-6436	NO	NO
Department of Workforce Services	Les Brimhall	1026 Blackburn Street Suite 1 Cody, WY 82414	307-587-4241	NO	NO
Developmental Disabilities Planning and Advisory Council	Mike Burke	1111 North Last Chance Gulch Unit 1C Helena, MT 59601	406-444-1334	NO	NO
Disability Rights Montana	Al Smith	316 North Park, Room 211 P O Box 1681 Helena, MT 59624	406-444-3889	NO	NO
Division of Vocational Rehabilitation	Schuyler Hinckley	1026 Blackburn Street Cody, WY 82414	307-587-7174	NO	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Experience Works - Butte	Donna Davis	2201 White Boulevard Butte, MT 59701	406-782-7049	NO	NO
Experience Works - Helena	Jackie Lynch	501 North Park Avenue Helena, MT 59601	406-457-0656	NO	NO

EEO Public File Report

Fergus County Juvenile Probation Office - District 10	Mike Otto	712 West Main Street Lewistown, MT 59457	406-538-9242	NO	NO
Great Divide Education Services	James McDonald	703 5th Street P O Box 48 Deer Lodge, MT 59722	406-846-2147	NO	NO
Human Resource Council -Butte, Mt	Elissa Mitchel	700 Casey Butte, MT 59701	406-496-1572	NO	NO
Job Service Workforce Center -Bozeman, Montana	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	YES	NO
Job Service Workforce Center-Dillon	Randy Gustine	730 North Montana CL #4 Dillon, MT 59725	406-683-4259	NO	NO
Job Service Workforce Center-Helena	Roxanne Bullard	715 Front St. Helena, MT 59601	406-447-3200	NO	NO
Job Service Workforce Center-Lewistown	Ward Jones	300 First Ave. North Lewistown, MT 59457	406-538-8701	NO	NO
Job Service Workforce Center-Livingston	L Maurillo	220 E. Park St Box 1199 Livingston, MT 59047	406-222-0520	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Maximus, Inc.	Tor Gudmundsen	100 North Park Avenue Helena, MT 59601	406-449-8250	NO	NO
Montana Advocacy Program (MAP)	Bernadette Franks-Ongoy	400 North Park 2nd Floor Helena, MT 59624	406-449-2344	NO	NO
Montana Department of Labor and Industry	Shaunda Hildebrand	America's Career Resource Network (ACRN) 840 Helena Avenue, P O Box 1728 Helena, MT 59601	406-444-3239	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Servicis Division-Fergus, Petr 312 Birch Street, Suite 1 Lewistown, MT 59457	406-538-7468	NO	NO
Montana Department of Public Health & Human Services	Ann Stallings	Human & Community Servicis Division-Gallatin 237 West Main Bozeman, MT 59715	406-582-3010	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Servicis Division-South Jeffer 700 Casey Street Butte, MT 59701	406-496-4900	NO	NO
Montana Department of Public Health & Human Services	Anna Stallings	Human & Community Servicis Division-Madison 313 East Idaho, P O Box 75	406-843-5324	NO	NO

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		Virginia City, MT 59755			
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Powell 409 Missouri Deer Lodge, MT 59722	406-846-3680	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division - Stillwater 43 North 4th Street, P O Box 928 Columbus, MT 59019	406-322-5331	NO	NO
Montana Department of Public Health & Human Services	Mark Mahnke	Bozeman Vocational Rehabilitation Services 220 West Lamme, Suite 1E Bozeman, MT 59715	406-587-0601	NO	NO
Montana Department of Public Health & Human Services	Dave Morey	Human & Community Services Division-Jefferson (N 3075 North Montana Avenue Helena, MT 59620	406-444-1700	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Deer Lodge 307 East Park, Room 305 Anaconda, MT 59711	406-563-3448	NO	NO
Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Wheatland P O Box 4920 Harlowton, MT 59036	406-632-4895	NO	NO
Montana Department of Public Health & Human Services	Joe Murphy	Butte Vocational Rehabilitation Services - Regio 700 Casey Street, Suite B Butte, MT 59701	406-496-4925	NO	NO
Montana Department of Public Health & Human Services	Cathy Drynan	Helena Vocational Rehabilitation Services 3075 North Montana Avenue, Suite 106 Helena, MT 59601	406-444-1710	NO	NO
Montana Department of Public Health & Human Services	Jason Carter	Warm Springs Vocational Rehabilitation Services Program Support Building, Drawer O Warm Spring, MT 59756	406-693-7158	NO	NO
Montana Department of Public Health & Human Services	Bob Maffit	MILP - Montana Independent Living Project 1820 11th Avenue Helena, MT 59601	406-442-5755	NO	NO
Montana Department of Public Health & Human Services	Mark Beattie	Human & Community Services Division-Beaverhead 2 South Pacific #9 Dillon, MT 59725	406-683-3773	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division-Meagher 15 West Main Courthouse, P O Box 514 White Sulphur Springs, MT 59645	406-547-3752	NO	NO
Montana Department of Public Health & Human Services	Nancy Ambrose	Human & Community Services Division- Sweet Grass 115th West 5th Avenue, P O Box 489 Big Timber, MT 59011	406-932-5266	NO	NO

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Montana Department of Public Health & Human Services	Joe Gilboy	Area V Agency on Aging 305 West Mercury , Suite 212 Butte, MT 59701	406-782-5555	NO	NO
Montana Tech-College Of Technology	Lee Barnett	College of Technology (South Campus) 25 Basin Creek Road Butte, MT 59701	406-496-4477	NO	NO
Montana University System-System Office	Sheila Stearns	Office of the Commissioner of Higher Education 46 North Last Chance Gulch Helena, MT 59620	406-444-6570	NO	NO
Montana Veterans Affairs Division	Dave Williamson	Butte Office Butte, MT 59701	406-533-0910	NO	NO
Montana Veterans Affairs Division	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montana Veterans Affairs Division	Joe Foster	1900 Williams Street P O Box 5715 Helena, MT 59604	406-324-3740x374	NO	NO
Montana Veterans Affairs Division	Kelly Nevin	Belgrade Office 350 Airport Road Belgrade, MT 59714	406-388-4601	NO	NO
Office of Public Instruction	Dennie Munro	Special Education Division PO Box 202501 Helena, MT 59620	406-444-2673	NO	NO
Probation and Parole Bureau-Adult-Region 1	Paul Hawkins	105 West Broadway 2nd Floor Butte, MT 59701	406-723-8911	NO	NO
Probation and Parole Bureau-Adult-Region 2	Bernie Driscoll	730 North Montana Street Suite 15 Dillon, MT 59725	406-683-9237	NO	NO
Probation and Parole Office-Adult-Region 3	Bernie Driscoll	122 East Park Street PO Box 1482 Anaconda, MT 59711	406-563-2560	NO	NO
Probation and Parole Office-Adult-Region 4	Bernie Driscoll	111North Rodney PO Box 201313 Helena, MT 59620	406-444-2482	NO	NO
Salvation Army	Monte Jones	Helena Corps Community Center 1905 Henderson Helena, MT 59624	406-442-8244	NO	NO
Salvation Army	Hendrick Aalders	32 South Rouse Avenue P O Box 1307 Bozeman, MT 59771	406-586-5813	NO	NO
State Workforce Investment Board	Leisa Smith	P.O. Box 1728 Helena, MT 59624	406-444-1609	NO	NO
Town of West Yellowstone, Gallatin County	Mary Phillips	Job & Social Services Center 200 Yellowstone Avenue, P O Box 626 West Yellowstone, MT 59758	406-646-7311	NO	NO

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United Way of Gallatin County	Carol Townsend	1516 West Babcock Bozeman, MT 59715	406-587-2194	NO	NO
University of Montana, Western	Liane Forrester	Career Services Program 710 South Atlantic Street Dillon, MT 59725	406-683-7143	NO	NO
University of Montana-Helena College Of Technology	Alan Thomspen	115 North Roberts Helena, MT 59601	406-444-0835	NO	NO
University-Montana State University	Alyce Mass	125 Strand Union Building Bozeman, MT 59717	406-994-4353	NO	NO
University-Montana State University-Center for Native American S	Jim Burns	Wilson Hall Rm 1 Bozeman, MT 59717	406-994-4880	NO	NO
University-Montana State University-Media & Theater Arts	Vicki Miller	P.O. 173350 Bozeman, MT 59717	406-994-2484	NO	NO
Western Montana Compensive Development Center	Chris Volinkaty	T-214 Fort Missoula, MT 59604	406-549-6413	NO	NO

Total Resources: 87

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2008-12-01 and 2009-11-23 (this will be a raw number):

26

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2008-12-01 and 2009-11-23 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
BOZEMAN DAILY CHRONICLE	Classified	2820 W. College	406-582-9580	1	
IN-HOUSE				1	
Job Service Workforce Center -Bozeman, Montana	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	12	
MONTANA UNIVERSITY SYSTEM-SYSTEM OFFICE	Sheila Steams	Office of the Commissioner of Higher Education 46 North Last Chance Gulch Helena, MT 59620	406-444-6570	2	
In-house posting				2	
tvjobs.com				2	
University-Montana State University	Alyce Mass	125 Strand Union Building Bozeman, MT 59717	406-994-4353	6	

E. Outreach Activities:

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Date	Other Outreach Activity	Description of Activity
12/01/2008	Internships - 2008	KXLF and KBZK have internships available each year. During 2008, KBZK had three interns from Montana State University. KXLF had an intern who was a student from Montana Tech and a part-time employee.
12/01/2008	KXLF Tours - 2008	<p>1. March 21, 2008 -- A 7th grade class from Boulder Elementary School with seven students, three adults toured KXLF and watched a live broadcast of the 5:30 p.m. news. 2. May 19, 2008 â Pack 8 Tiger Cubs from Butte (5 Tiger Scouts with 5 adults) toured the station and were filmed against the blue screen by producer Chris Johnson. 3. May 22, 2008 â A Butte High history class of about 25 Butte High Montana History class students toured the building, including the historically original upstairs occupied by GCM. 3. July 7, 2008 â Daisies Program with four adults and 10 children toured the building and met the news team. 4. July 29, 2008 â Acadia Day Program (two adults and eight children) toured the building. 5. August 4, 2008 â YMCA Day Camp (two adults and twelve children) toured the building inside and out. 6. September 18, 2008 â About 40 Premier Party guests toured the station, and several watched the live broadcast of the 5:30 p.m. news. 7. October 27, 2008 â About 25 Butte High German exchange students and a teacher from Germany toured the station and watched the live broadcast of the 5:30 p.m. news. Two students returned the next day to appear on the â Montana Spotlightâ public service program. 8. Many local individuals and tourists stopped in throughout the year to observe the building or receive a brief tour. One autistic youth, who had moved here from Great Falls and was familiar with KRTV and its news team, came in with his aide to meet the KXLF news crew.</p>
12/01/2008	Scholarships - 2008	<p>The Montana Broadcasters Association provides funds each year to match the scholarships of the local MBA members. This year, a student from Montana State University and one from the University of Montana were recipients. KXLF/KBZK participates in this promotion by airing about 800 public service ads encouraging high school students to seek a career in broadcasting. KXLF/KBZK also participates by funding of this matching scholarship program. KXLF/KBZK sponsors a â Student of the Weekâ Program. Each week during the school year, schools from the area send information on a senior boy and senior girl that are deserving of recognition. Then, at the end of the school year, KXLF/KBZK gives a \$500 scholarship to a senior boy and girl from the weekly pool. KXLF/KBZK donates to the Butte High and Butte Central High school "Chemical Free" graduation parties.</p>
11/01/2009	KXLF Tours - 2009	<p>1. February 5, 2009 â Tiger Cub Scouts of Butte, with about 40 first graders and adults, were given a station tour by the production assistant. They visited points of interest in the building, were shown different filming techniques, viewed the backroom technical equipment, and watched the Butte portion of the 5:30 news broadcast. 2. February 18, 2009 â A Butte Cub Scout pack with about 15 boys and adults toured the station with the production assistant and watched the Butte portion of the 5:30 news broadcast. 3. June 19, 2009 â About 150 members of the Milwaukee Railroad Association toured the station on its main floor and upstairs where GCM is located. Their interest mainly was in the stationâs history as a Milwaukee depot. Retired station manager Ron Cass, who worked on the Milwaukee as a young man and comes from a family of railroaders, the current manager, and the receptionist assisted with the tour. Preparation for the tour included researching the stationâs train history and making a picture board of the building prior to its 1970s remodeling when it retained many of its original features. 4. August 4, 2009 â Five children and four adults from the Butte AWARE summer program toured the station inside and out with the receptionist. An engineer worked the cameras in the studio so the children could see themselves on TV by standing against the blue screen. All five took a winter coat from the stationâs â Coats for Kidsâ donation box. The group also enjoyed cherries the station manager had brought from Flathead. 5. August 4, 2009 â Ten children and four adults from the Anaconda AWARE summer program toured the station. The production assistant set the cameras in the studio so the children could see themselves on a TV screen, and he moved the I-Cam so the background behind them kept changing. A switcher demonstrated some of his equipment and gave a detailed explanation of what he does to the older children in the tour. The group enjoyed cherries the station manager had brought from Flathead when the tour was over. 6. October 15, 2009 â About 15 children and six adults from Butte Tiger Cub Pack #3 toured the station. They met anchor Laurel Staples, news director John Sherer, and the daytime switcher. They also watched themselves on TV in front of different backgrounds, thanks to the production assistant. The group received candy treats when the tour was over. 7. Numerous individual visitors to Butte stopped in KXLF throughout the year to learn of the building's history and about the station</p>

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		operations. All those interested in doing so were taken on tours of the building and shown points of interest outside. 9. KBZK in Bozeman offered numerous tours to youth groups during the year. Meteorologists Adam Bell and Mike Heard and news anchor Donna Kelley spearheaded these tours, many of which included the students observing the live evening news broadcasts.
11/23/2009	Internships - 2009	KXLF and KBZK have internship programs available. In 2009, KBZK had two interns from Montana State University.
11/23/2009	Scholarships - 2009	KXLF/KBZK sponsors a Student of the Week Program. Each week during the school year, schools from the area send information on a senior boy and senior girl that are deserving of recognition. Then, at the end of the school year, KXLF/KBZK gives a \$500 scholarship to a senior boy and girl from the weekly pool. KXLF/KBZK is a member of the Montana Broadcasters Association, which provides funds each year to match the scholarships of the local MBA members. The MBA currently offers the following scholarships to qualified individuals: Joe Durso Memorial Scholarship for an outstanding student entering the senior year in the broadcast journalism program at the University of Montana. (\$5,000) The MBA Diversity Scholarship is available to any minority applicant attending a broadcast or communication program at any accredited Montana College or University, including tribal colleges. (\$5,000) The MBA MSU Scholarship is available to any Montana resident entering the senior year in television production or broadcast engineering at Montana State University. (\$5,000) MBA Engineering Scholarship is available to any Montana resident studying broadcast engineering at any accredited college or university. (\$2,000) Two MBA Directors Scholarships are available to any employee of a Montana Broadcasters Association member station to attend management development training at Georgetown University. (2 scholarships at \$3200 each) KXLF/KBZK participates in this promotion by airing about 800 public service ads encouraging high school students to seek a career in broadcasting. KXLF/KBZK also participates by funding of this matching scholarship program. KXLF/KBZK donates to the Butte High and Butte Central High school "Chemical Free" graduation parties and provides support in the form of money and/or air time to numerous activities of the local schools and non-profit organizations.

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.208(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 stations: KXLF/KBZK Communications, Inc., Butte, Montana, 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 the Report covers the period beginning 12/01/08 to and including 11/30/09 (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 Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(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, over the telephone or by e-mail.

KXLF/KBZK EEO NARRATIVE STATEMENT

Period from December 1, 2008 - November 30, 2009

According to the KXLF/KBZK Mission Statement, our goal is “*to inform, educate, and entertain. We strive to mirror the unique communities we serve and offer responsible public forum. We respect the dignity and creative potential of every employee and recognize that success is a journey as well as a destination. We are committed to achieve excellence and provide sustained superior value to our customers, employees, and shareholders.*”

This letter focuses on the importance of the employee part of the aforementioned mission statement.

Although we are a very small television station, we strive to offer the same services to the public and to our employees as much larger stations. A key to our success is the fact that we recruit, hire, and train the best possible candidates available for each position. We advertise openings throughout our viewing area, within our company, and through Broadcast Compliance Service, an industry source that sends our job openings throughout the country as well as to state women’s groups, Native American schools and organizations, and universities, colleges and technical schools, to name a few.

Because of the small size of our broadcast area, it can prove very challenging to find the most qualified people to fill jobs that are extremely specialized and unique. Therefore, it is in our best interest to search far and wide for prospective employees. It also is to our advantage to develop interest in broadcasting careers right here in our own communities.

To this end, we welcome community groups to tour the station, extensively air the “career in broadcasting” promotions which encourage people to consider a future in our industry, and donate funds to the Montana Broadcast Association’s scholarship programs for students in broadcast curriculums.

Many of our part-time employees are fulltime students at Montana Tech of the University of Montana in Butte or Montana State University in Bozeman. When the opportunity presents itself, we have provided internships to students from these and other universities and high schools.

Because we are a small market, KXLF/KBZK provides a first job in broadcasting for at least 90 per cent of our employees. We offer these employees a solid start in the business and a chance to learn as much as possible before they advance into other jobs or larger markets. For both their sake and ours, we emphasize training and cross training. These efforts make each and every employee more valuable to us and, in turn, more marketable for future job opportunities, be they with us or with other organizations.

EEO makes good sense for us and for the marketplace. The common sense principles required by EEO rules are simply that – good, common sense. They help us find, recruit, and hire the best candidates. And, it is only with such candidates that we can reach those all-important goals cited in our mission statement.