



The information in this Report covers the time period beginning December 1, 2014 – November 30, 2015,

### Section I – Job Vacancy Information

Stations Included in hiring group: KERR-AM, KQRK-FM, KIBG-FM, KKMT-FM, KQJZ-AM, KZJZ-FM, KZXT-FM

Full-time Positions Filled by Job Title	Recruitment Source	Total Number of Interviewees from all sources for this position
Sales Representative/On-Air	A/D/G	2

### Section II – Recruitment Source Information

Resource Name	Resource Contact & Contact Information	# of Interviewees provided from this source
(A) Lake County Workforce Center	Blakely, 417 B Main Street Polson, MT 59860 (406) 883-7880	0
(B) LC Staffing	Marcie Bochman, 702 East Idaho Street, Kalispell, MT 59901 (406) 752-0191	0
(C) Salish Kootenai College	P.O. Box 70, Pablo, MT 59855 (406) 275-4865	0
(D) Chamber of Commerce	Polson, Plains/Paradise, Ronan, Bigfork, Kalispell	1
(E) Montana Broadcaster Association	Greg McDonald, 3914 Rainbow Bend Drive, Bonner, MT 59823 (406) 244-4622	0
(F) Employee Referrals		0
(G) Self Referrals		1
(H) Anderson Radio Broadcasting (Radio ads, Website, Resume file)	Dennis Anderson or Dean August, 36581 North Reservoir Road, Polson, MT 59860 (406) 883-5255	0

### **Section III – Other Non-Specific Recruitment Sources**

Anderson Radio Broadcasting Inc. works with local high schools in Polson, Ronan, Plains, Kalispell, Eureka, and Bigfork as well as Flathead Valley Community College and Salish Kootenai Collage which all offer large access to both females and minorities. Anderson Radio Broadcasting Inc. accomplishes this by use of career day presentations as well as job shadowing opportunities.

Anderson Radio Broadcasting Inc. is a member of the state broadcasters association, Polson Chamber of Commerce, Ronan Chamber of Commerce, Kalispell Chamber of Commerce, Plains Chamber of Commerce, Bigfork Chamber of Commerce, and Eureka Chamber of Commerce. We participate in job fairs, maintain access to the local job banks in Lake, Sanders, Flathead, and Lincoln Counties, the job bank through the Traffic Directors Guild, the Montana Broadcasters Association, and All Access websites which provide a wide variety of candidates including both minorities and women.

The stations offer in writing, both in postings, and during the interview process that we participate in EEO and encourage minorities and females to apply for all positions within the company. The stations management and staff maintain active memberships in a variety of community groups in our service area whose membership includes minority and female members.

Anderson Radio Broadcasting Inc. is satisfied with our recruitment efforts in reaching and attracting minority and female candidates.