

KTVH Helena, MT
Beartooth Communications Company

KBGF Great Falls, MT



ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of Station Employment Unit that is comprised of the following stations: KTVH Helena, MT and KBGF-LP Great Falls, MT 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 November 22, 2007 to and including November 21, 2008 (the "Application 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 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 73.2080c(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 73.2080c(s) of the FCC rules.

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

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

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Station Comprising Station Employment Unit: KTVH Helena, MT and KBGF-LP Great Falls, MT

APPENDIX 1**Section 1: Vacancy Information**

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviews from All Sources for This Position
1	Assistant Chief Engineer	Montana Broadcasters Assoc	2
2	KBGF Reporter	tvjobs.com	3
3	News Director	Internal Promotion	9
4	KBGF Account Executive (2)	Self Referral / GF Tribune	3
5	Creative Services Prod/Dir	Helena Independent Record	8
6	Admin Asst / Traffic	Self Referral / Former Employee	1
7	KBGF Reporter	tvjobs.com	3
8	KTVH Weekend Sports	tvjobs.com	3
9	KBGF Account Executive	Great Falls Tribune	4
10	Local Sales Manager	Internal Promotion	2
11	KTVH Account Executive	Helena Independent Record	7
12	News Director	Internal Promotion	1
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Total Number of Persons Interviewed During Applicable Period:

46

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APPENDIX 2**Section 2: Recruitment Source Information**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
1	Carroll College Rosie Walsh 1601 N. Benton Ave Helena, MT 59601 (406)447-4300		11 (Eleven)
2	U of MT - Helena Kelly McArdle careerservices@umh.umt.edu		11 (Eleven)
3	Helena Independent Record Catie Poteet 317 N. Cruse Ave Helena, MT 59601 (406) 447-4000	9 (Nine)	4 (Four)
4	MT Dept of Labor 715 Front Street Helena, MT 59601 (406) 447-3200	1 (One)	11 (Eleven)
5	California Chicano News Media Association Sylvia Wells 3800 S Figueroa Street Los Angeles, CA 90037 213-743-4960		11 (Eleven)
6	Great Falls Tribune Jenni Starman 205 River Dr South Great Falls, MT 59405 800-438-6000 Ext 577	4(Four)	2 (Two)

7	TV JOBS tvjobs.com	14 (Fourteen)	6 (Six)
8	Montana Broadcasters Association Greg MacDonald 3914 Rainbow Bend Drive Bonner, MT 59823	2 (Two)	11 (Eleven)
9	Ohio-Illinois Centers for Broadcasting Gary James 9000 W Sweet Valley Drive Valley View, OH 44125		6 (Six)
10	Sierra Broadcasting Company KRNV (Sister Station) Andrea Lee 1790 Vassar Street Reno, NV 86502 775-322-4444		11 (Eleven)
11	Yuma Broadcasting Company KYMA (Sister Station) Suzanne Stuhr/Paul Heebink 1385 S Pacific Avenue Yuma, AZ 85365 928-782-1111		11 (Eleven)
12	Oregon Trail Broadcasting Co KPVI (Sister Station) Bill Fouch 902 E Sherman Street Pocatello, ID 83201 208-232-6666		11 (Eleven)
13	Two Ocean Broadcasting Co KJWY (Sister Station) Christel Rahme 970 W Broadway Suite 204 Jackson, WY 83001 307-733-2066		11 (Eleven)
14	Beartooth Communications Co KTVH/KBGF Website beartoothnbc.com Wendy Hill 100 W. Lyndale Ave Helena, MT 59601	2 (Two)	11 (Eleven)

15	Bozeman Trail Communication KCWY (Sister Station) Sara Swanson 141 Progress Circle Mills, WY 82644 307-577-0013		11 (Eleven)
16	KTVH/KBGF - Walk-Ins Self Referrals/Former Employee Wendy Hill 100 W. Lyndale Ave Helena, MT 59601 (406) 457-1212	11 (Eleven)	5 (Five)
17	Internal Promotion Wendy Hill 100 W. Lyndale Ave Helena, MT 59601 (406) 457-1212	3 (Three)	2 (Two)
26	KTVH/KBGF On-Air Announcement Wendy Hill 100 W. Lyndale Ave Helena, MT 59601 (406) 457-1212		

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APPENDIX 3**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTVH and KBGF-LP**

#	Date(s)	Type of Activity	Explanation
1	November 22, 07 Thru November 21, 2008	Air MBA Scholarship Spot	PSA re: Jobs in Media
2	December 27, 2008	Contributed to MBA Scholarship Fund Station Tour	Contribution made to MBA Scholarship Fund Casey-Kyler West gave a tour to students from the YMCA. They learned about reporters and the Weather Green Screen
3	January 10, 2008	School Visit	Curtis Grevenitz visited CHS 9th graders They learned about cloud formatin and forecasting the weather.
4	January 2008	Management Training for Dept Heads	All KTVH Department Heads attended management traning sessions with Loretta Lynde.
5	April 2008	Publication	Beartooth Communications placed an ad in the Helena Premier Employees Employment Directory. This publication was inserted in the Helena Independent Record as well as distributed with relocation packets through the Helena Area Chamber of Commerce.
6	April 8, 2008	Career Fair	Andy Ashcraft was a speaker at the Central Montana Career Fair.
7	April 16, 2008	Station Tour	Curtis Grevenitz gave a tour to Central School 1st graders they learned how weather is monitored and reported.
8	May 19, 2008	Station Tour	Curtis Grevenitz gave a tour to Fort Shaw/ Twin Bridges Elementary School Students. They learned about the station and news reporting.
9	September - December 2008	Internship	Carroll College student Patrick Manning spent his Internship at KTVH. Patrick worked all aspects of News including Reporting, shooting, and rolling tapes for newscasts.
10	November 2, 2008	Publication	Beartooth Communications placed an ad in the Discover Helena Publication which is distributed in the Helena Independent Record as well as new residents through the Helena Chamber of Commerce
11	November 13, 2008	Station Tour	Erin Yost gave a station tour to Helena High Freshman, they learned about weather and how the newsroom operates