



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, 2008 to and including November 21, 2009 (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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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	Account Executive (KTVH)	Self Referral/Former KMTF Employee	2
2	Director/Videographer	Job Shadow/Self Referral	2
3	Director/Videographer	Former Employee	2
4	Account Executive (KTVH)	Employee Referral	2
5	Reporter/Anchor	Tvjobs.com	3
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Total Number of Persons Interviewed During Applicable Period:

11

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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		5 (Five)
2	U of MT - Helena Kelly McArdle careerservices@umh.umt.edu		5 (Five)
3	Helena Independent Record Catie Poteet 317 N. Cruse Ave Helena, MT 59601 (406) 447-4000		5 (Five)
4	MT Dept of Labor 715 Front Street Helena, MT 59601 (406) 447-3200	2 (Two)	5 (Five)
5	California Chicano News Media Association Sylvia Wells 3800 S Figueroa Street Los Angeles, CA 90037 213-743-4960		5 (Five)
6	Great Falls Tribune Jenni Starman 205 River Dr South Great Falls, MT 59405 800-438-6000 Ext 577		

7	TV JOBS tvjohs.com	3 (Three)	1 (One)
8	Montana Broadcasters Association Greg MacDonald 3914 Rainbow Bend Drive Bonner, MT 59823		5 (Five)
9	Ohio-Illinois Centers for Broadcasting Gary James 9000 W Sweet Valley Drive Valley View, OH 44125		5 (Five)
10	Sierra Broadcasting Company KRVN (Sister Station) Andrea Lee 1790 Vassar Street Reno, NV 86502 775-322-4444		5 (Five)
11	Yuma Broadcasting Company KYMA (Sister Station) Suzanne Stuhr 1385 S Pacific Avenue Yuma, AZ 85365 928-782-1111		5 (Five)
12	Oregon Trail Broadcasting Co KPVI (Sister Station) Bill Fouch 902 E Sherman Street Pocatello, ID 83201 208-232-6666		5 (Five)
13	Two Ocean Broadcasting Co KJWY (Sister Station) Christel Rahme 970 W Broadway Suite 204 Jackson, WY 83001 307-733-2066		5 (Five)
14	Beartooth Communications Co KTVH/KBGF Website beartoothnbc.com Wendy Hill 100 W. Lyndale Ave Helena, MT 59601	1 (One)	5 (Five)

15	Bozeman Trail Communication KCWY (Sister Station) Sara Swanson 141 Progress Circle Mills, WY 82644 307-577-0013		5 (Five)
16	KTVH/KBGF - Walk-Ins <small>Self Referrals/Former Employee/Employee Referral</small> Wendy Hill 100 W. Lyndale Ave Helena, MT 59601 (406) 457-1212	5 (Five)	5 (Five)
17	Internal Promotion Wendy Hill 100 W. Lyndale Ave Helena, MT 59601 (406) 457-1212		
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, 08 Thru November 21, 2009	Contributed to MBA Scholarship Fund	Contribution made to MBA Scholarship Fund
2	January 13, 2009	Station Tour	Erin Yost gave a tour to Helena Christian School 5th graders. They learned about weather forecasting and the newscast.
3	January - May 2009	Internship	Carroll College Senior Kelsey Bjelland completed her internship in the newsroom. She learned how the newsroom operates, including reporting and rolling tapes.
4	March 10, 2009	Tour	Erin Yost gave a tour to Clancy School 5th Graders. The students learned about weather reporting/anchoring and master control.
5	March 26, 2009	Job Shadow	Nicole Riebe had a Helena High Sophomore job shadow; the student learned about producing commercials as well as jobs in all other areas of the station.
6	August - December 2009	Internship	Carroll College Student, Brady Marsh completed his internship in the newsroom. He learned how the newsroom operates, including reporting and rolling tapes.