



**KTVH, Helena, Montana  
KBGF-LP Great Falls, Montana  
Beartooth Communications Company**

## **ANNUAL 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 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, 2006 to and including November 21, 2007 (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 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 full-time positions listed on Appendix 1.

For purposed 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.



**Appendix 2 to**

**ANNUAL EEO PUBLIC FILE REPORT FORM**

Covering the Period from November 22, 2006 to November 21, 2007

Station Comprising Station Employment Unit: **KTVH, Helena, Montana, & KBGF-LP  
Great Falls, MT**

Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-Time Positions For Which This Source Was Utilized</b>
1	<a href="#"><u>Carroll College</u></a> <a href="#"><u>1601 N. Benton Ave</u></a> <a href="#"><u>Helena, MT 59601</u></a> <a href="#"><u>406-447-4300</u></a>		Ten (10)
2	U of MT - Helena Kelly McArdle mcardlek@umh.umt.edu		Ten (10)
3	<a href="#"><u>Helena Independent Record</u></a> <a href="#"><u>317 N. Cruse Ave</u></a> <a href="#"><u>Helena, MT 59601</u></a> <a href="#"><u>406-447-4000</u></a>	Two(2)	One (1)
4	<a href="#"><u>MT Dept of Labor &amp; Industry</u></a> <a href="#"><u>Helena Job Service</u></a> <a href="#"><u>715 Front Street</u></a> <a href="#"><u>Helena, MT 59601</u></a> <a href="#"><u>406-447-3200</u></a>		Ten (10)
5	<a href="#"><u>California Chicano News Media Assoc.</u></a> <a href="#"><u>3800 So. Figueroa Street</u></a> <a href="#"><u>Los Angeles, CA 90037-1206</u></a> <a href="#"><u>213-743-4960</u></a>		Ten (10)
6	Great Falls Tribune/Careerbuilder.com 205 River Dr South Great Falls, MT 59405 800-438-6600 Ext 577		None (0)
7	TvJobs.com www.tvjobs.com	Thirteen (13)	Seven (7)
8	Sunbelt Communications Co Posting KARNV,KVBC,KYMA,KPVI, KXTF, KJWY, KENV 1500 Foremaster Lane Las Vegas, NV 89101		Ten (10)
9	Self Referral	Six (6)	Seven (7)
10	Montana Broadcasters Assoc		Ten (10)
11	KTVH Website/TV Ad www.ktvh.com	Two (2)	Ten (10)
12	KTVH Internship	One (1)	One (1)
13	Ohio/Illinois Centers for Broadcasting		Nine (9)

**Appendix 3 to**

**ANNUAL EEO PUBLIC FILE REPORT FORM**

Covering the Period from November 22, 2006 to November 21, 2007

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

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

<u>Date</u>	<u>Activity</u>	<u>Type of Activity</u>	<u>Explanation</u>
2007	1	Run MBA Scholarship Spot /contribution	KTVH/KBGF-LP ran a television spot for the MBA Scholarship and made a contribution to the scholarship fund
11/27-29, 2006	2	Peak Presentation	Aaron Ofseyer and Curtis Greventiz gave presentations To 4 <sup>th</sup> Graders regarding Video/audio & broadcasting.
12-05-06	3	School Visit	Brian Rodriguez gave a presentation to Seniors at Helena High School about Being on air and editing.
1-25-07	4	Job Shadow	An 8 <sup>th</sup> grade Peak student Job shadowed Nicole Riebe For two days, learning Commercial production and Newscast production.
1-29-07	5	Station Tour	Curtis Greventiz gave Cub Scouts Pack 223 a tour of the station.
1-24-07	6	School Visit	Curtis Greventiz visited Broadwater School, he answered weather questions and discussed the education needed to become a Meteorologist.
2-21-07	7	Station Tour	Casey Kyler-West gave tours to Kessler School Kindergartners; she taught them about the importance of media.
3-20-07	8	Station Tour	Casey Kyler-West gave a tour to Cub Scout Pack 214. They Learned about News and the Studio.

3-20-07	9	Station Tour	Casey Kyler-West gave a tour to Introduction to Broadcasting students from Carroll College. They learned about television Production.
3-30-07	10	School Visit	Curtis Grevenitz visited Four Georgians school 3 <sup>rd</sup> Graders. They learned about predicting the weather and the equipment used to forecast.
4-04-07	11	Station Tour	Curtis Grevenitz gave a tour to Central School 1 <sup>st</sup> Graders. They learned about all aspects of weather and education needed to become a Meteorologist.
4-09-07	12	Station Tour	Curtis Grevenitz gave a tour to Tiger Scouts, Cub Scout Pack 212; They learned that a lot of work goes into a news broadcast.
4-10-07	13	Station Tour	Curtis Grevenitz gave a tour to Tiger Scouts, Cub Scout Pack 221. They learned how the studio works.
4-18-07	14	Station Tour	Curtis Grevenitz gave a tour to Boy Scouts/Girl Scouts They learned about weather and how local news stories are edited to be on the air.
5-17-07	15	Station Tour	Casey Kyler-West gave a tour of the station to 3 <sup>rd</sup> Graders from Twin Bridges School. They learned about television and programming.
5-17-07	16	Station Tour	Casey Kyler-West gave a tour of the station to students from Fort Shaw Elementary School. They learned about the newscast and television equipment.
5-29-07	17	Station Tour	Curtis Grevenitz gave a tour of the station to Townsend Elementary School 1 <sup>st</sup> Graders. They learned about all aspects of television news.
May07 – July07	18	Internship	Ashleigh Ebert a student at the University of Montana completed her internship in News. She reported, rolled tapes and learned how the newsroom operates.