

EEO Public File Report

Group: KTVH-DT					
Stations: KTVH-DT-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 2019-05-01 and 2019-11-30					
1. Job Title: Account Executive (J027577)		Date Submitted: 2018-12-27		Date Filled: 2019-05-14	
2. Job Title: Anchor/Producer (J027849)		Date Submitted: 2019-04-11		Date Filled: 2019-09-03	
3. Job Title: Meteorologist (P028438) See Part B, Pages 24, 26, 27		Date Submitted: 2019-08-01		Date Filled: 2019-10-07	
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Account Executive				Date Filled: 2019-05-14	
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 Butte	Carter Anderson	227 East Mercury Street Butte, MT 59701	406-782-2042	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
Associated Press of Montana	Len Iwanski	825 Great Northern Blvd Suite 203 Helena, MT 59601	406-442-7440	NO	NO
Belgrade Chamber of Commerce	Kristi Gee	Ten East Main Street Belgrade, MT 59704	406-388-1616	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
California Chicano News Media Association-USC School of Journalism	Julio Moran/Sylvia Wells	USC Annenberg School of Journalism 3800 South Figueroa Street	213-743-4960	NO	NO

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		Los Angeles, CA 90037			
College-Carroll College	Rosalie Walsh	1601 North Brenton Avenue East Wing-Borromeo Hall-Rooms 102-110 Helena, MT 59625	406-457-5532	NO	NO
College-Community College of Denver	Neil Dominas	111 West Colfax Denver, CO 80217	303-556-2600	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Skagit Valley College-KSVR-91.7 FM	David McConnell	2405 East College Way Mount Vernon, WA 98273	360-416-7711	NO	NO
Cordillera Communications, Incorporated	Terry Hurley	325 Hurley Street Suite 1001 Saint Paul, MN 55101	651-379-0050	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-Great Falls	Deb Sivumaki	9 3rd Street North Suite 1 Great Falls, MT 59401	406-454-1449	NO	NO
Easter Seal Workforce Development Center	Pat Darby	205 9th Ave. S. Great Falls, MT 59405	406-761-3680	NO	NO
Employee Referral	Human Resources	100 W Lyndale Ave, A	406-457-1212	YES	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Families Count-Healthy Mothers, Healthy Babies	Lindsay Baker-Harlan	915 1st Avenue South Great Falls, MT 59405	406-268-6763	NO	NO
Fisher Regional Radio Group	Jenny Kuglin	1300 Central Avenue West Great Falls, MT 59404	406-761-2800	NO	NO
Goodwill Industries in Great Falls Montana	April Sliwoski	1210 9th Street South Great Falls, MT 59405	406-453-0311	NO	NO
Goodwill Industries-Easter Seals of Northern Rocky Mountain in Helena	Chelle Feist	1100 Roadrunner Drive Helena, MT 59602	406-457-1325	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 Tribune	Jenni Starman	205 River Drive South Great Falls, MT 59405	800-438-6000	NO	NO

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HANDS After-School Program	Kim Yarlott	P O Box 2429 Great Falls, MT 59403	406-268-6930	NO	NO
Helena Independent Record	Catie Poteet	317 North Cruse Avenue Helena, MT 59601	406-447-4071	NO	NO
Indeed	Indeed Website	www.indeed.com	xxx-xxx-xxxx	NO	NO
KATC Communications, Incorporated	Andrew Shenken	1103 Eraste Landry Road PO Box 63333 Lafayette, LA 70506	337-235-3333	NO	NO
KCWY-Bozeman Train Communication	J. Beck	141 Progress Circle PO Box 1540 Mills, WY 82644	307-577-0013	NO	NO
KGRG/GREEN RIVER COMM COLL	TOM EVANS KRAUSE	12401 SE 320TH ST AUBURN, WA 98092	253-833-9111	NO	NO
KOAA-TV Sangre de Cristo Communications, Incorporated	Evan Pappas	2200 7th Avenue PO Box 195 Pueblo, CO 81003	719-544-5781	NO	NO
KPAX Communications, Incorporated-CBS	Bob Hermes	1049 West Central Avenue PO Box 4827 Missoula, MT 59801	406-542-4400	NO	NO
KRTV-TV	Connie Walter and Wendy Hill	3300 Old Havre Highway PO Box 2898 Great Falls, MT 59403	406-791-5400	NO	NO
KSBY Communications, Incorporated	Evan Pappas	1772 Call Joaquin San Luis Obispo, CA 93405	805-541-6666	NO	NO
KVOA Communications, Incorporated	Bill Shaw	209 West Elm Street PO Box 5188 Tuscon, AZ 85705	520-792-2270	NO	NO
KXLF-TV	Pat Cooney	1003 South Montana Street PO Box 3500 Butte, MT 59701	406-495-8400	NO	NO
KYMA-Yuma Broadcasting Company	Pam Knight	1385 South Pacific Avenue Yuma, AZ 85365	928-782-1111	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Lutheran Social Services of Great Falls Montana	Sheila Howe	501 Central Avenue Suite 201, P O Box 1345 Great Falls, MT 59401	406-761-4341	NO	NO
Maximus, Inc.	Tor Gudmundsen	100 North Park Avenue Helena, MT 59601	406-449-8250	NO	NO
Montana Broadcasters Association	Dewey Bruce	18 Ruby Mountain Road Clancy, MT 59634	406-431-2139	NO	NO

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Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Judith Basin P O Box 427 Stanford, MT 59479	406-566-2499	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	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	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	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	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	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-South Jeffer 700 Casey Street Butte, MT 59701	406-496-4900	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-Powell 409 Missouri Deer Lodge, MT 59722	406-846-3680	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	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	Nancy Loncki	Human & Community Services Division-Choueau 1020 13th Street, P O Box 459 Fort Benton, MT 59442	406-622-5432	NO	NO

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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	Mark Beattie	Human & Community Services Division-Deer Lodge 307 East Park, Room 305 Anaconda, MT 59711	406-563-3448	NO	NO
Montana Job Service One-Stop Center-Bozeman	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	NO	NO
Montana Job Service One-Stop Center-Butte	Denise McGivern	2201 White Blvd Butte, MT 59701	406-494-000	NO	NO
Montana Job Service Workforce- One-Stop Center-Great Falls	Debbie Veltkamp	1018 7th Street, South Great Falls, MT 59405	406-791-5804	NO	NO
Montana Job Service Workforce-One-Stop Center-Helena	Roxanne Bullard	715 Front Street PO Box 201505 Helena, MT 59601	406-447-3200	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	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montant School for the Deaf & the Blind	Steve Gettel	3911 Central Avenue Great Falls, MT 59405	406-771-6137	NO	NO
NAACP of Washington in Seattle	Lacey Steel	105 14th Avenue Suite C Seattle, WA 98122	206-324-6600	NO	NO
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708 Washington , DC 20036	202-429-5300	NO	NO
National Lesbian and Gay Journalists Association	Jayson Clements	1420 K Street, NW Suite 910 Washington, DC 20005	202-588-9888	NO	NO
New Directions Center	Kate Gangner	621 First Avenue South Great Falls, MT 59401	406-761-2104	NO	NO
Office of Public Instruction	Dennie Munro	Special Education Division PO Box 202501 Helena, MT 59620	406-444-2673	NO	NO
Ohio and Illinois Centers for Broadcasting	Gary James		216-447-9117	NO	NO

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		9000 Sweet Valley Drive Valley Ciew, OH 44125			
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 3	Michael Gersack	219 5th Street South Suite A Great Falls, MT 59405	406-727-6061	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
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
Salvation Army-Montana-Bozeman Corps Community Center	Hendrick Aalders	32 South Rouse Avenue P O Box 1307 Bozeman, MT 59771	406-586-5813	NO	NO
Salvation Army-Montana-Great Falls Corps Community Center	Joe Huttenlocher	1000 17th Avenue South PO Box 2585 Great Falls, MT 59404	406-453-0391	NO	NO
Salvation Army-Montana-Helena Corps Community Center	Rob Lawler	1905 Henderson Street Helena, MT 59624	406-442-8244	NO	NO
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
TVJobs.com-Broadcast Employment Services	Mark Holloway	PO Box 4116 Ocnaside, CA 92052	800-374-0119	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
United Way of Gallatin County	Carol Townsend	1516 West Babcock Bozeman, MT 59715	406-587-2194	NO	NO
United Way of Missoula County	Susan Hay Cramer	534 North Higgins Ave. Missoula, MT 59807	406-549-6104	NO	NO
University of Montana-Helena	Alan Thompson, Kelly McArdle	115 North Roberts Helena, MT 59601	406-444-0835	NO	NO

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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-Missoula-Career Services	Michael Heuring	Lommasson Center 154 University of Montana Missoula, MT 59812	406-243-2022	NO	NO
University of Montana-Missoula-School of Journalism	Wanda LaCroix	32 Campus Drive Missoula, MT 59812	413-545-0883	NO	NO
University of Washington-KEXP 90.3 FM Student Radio	James Utzschneider	113 Dexter Avenue North Seattle, WA 98109	206-520-5800	NO	NO
University-Brigham Young University-KBYU	James Manookin	2000 Ironton Boulevard Provo, UT 84606	801-422-8450	NO	NO
University-California State University-Communications	Liz Wasinger	College of Communication and Education Tehama Hall-Room 203 Chico, CA 95929	530-898-4015	NO	NO
University-California State University-KCSC FM	Jillian Cleveland	4th and Cherry Chico, CA 95929	530-898-6228	NO	NO
University-Central Washington University-Coll. of Business	Debbie Boddy	400 East University Way Shaw-Smyser 129 Ellensburg, WA 98926	509-963-1955	NO	NO
University-Central Washington University-Dept of Comm	Marji Morgan	400 East 8th Avenue Ellensburg, WA 98926	509-963-1066	NO	NO
University-Montana State University	Alyce Mass	125 Strand Union Building Bozeman, MT 59717	406-994-4353	NO	NO
University-Montana State University-Media & Theater Arts	Vicki Miller	PO 173350 Bozeman, MT 59717	406-994-2484	NO	NO
University-Pacific Lutheran University	Amanda Fucci-Bartoszek	School of Business Tacoma, WA 98447	253-535-7445	NO	NO
University-Pennsylvania State University Department of Meteorology	Lynn Persing	503 Walker Building University Park, PA 16802	814-865-0478	NO	NO
University-Washington State University-KUGR	Andrea Sullivan	301 Murrow Communications Center Pullman, WA 99163	509-335-5042	NO	NO
Westaff of Helena	Stephanie Metzger	210 East Lyndale Helena, MT 59601	406-443-7169	NO	NO
Western Montana Comprehensive Development Center	Chris Volinkaty	T-214 Fort Missoula, MT 59604	406-549-6413	NO	NO

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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
YWCA	Alice Hammermeister	220 2nd Street, North Great Falls, MT 59401	406-452-1315	NO	NO
Total Resources: 105					
2. Job Title: Anchor/Producer			Date Filled: 2019-09-03		
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 Butte	Carter Anderson	227 East Mercury Street Butte, MT 59701	406-782-2042	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
Academy of Radio Broadcasting	Rick Buttery	16052 Beach Boulevard Suite 263N Huntington Beach, CA 92647	714-842-0100	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
Associated Press of Montana	Len Iwanski	825 Great Northern Blvd Suite 203 Helena, MT 59601	406-442-7440	NO	NO
Belgrade Chamber of Commerce	Kristi Gee	Ten East Main Street Belgrade, MT 59704	406-388-1616	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
California Chicano News Media Association-USC School of Journalism	Julio Moran/Sylvia Wells	USC Annenberg School of Journalism 3800 South Figueroa Street Los Angeles, CA 90037	213-743-4960	NO	NO
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272	NO	NO

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College of the Canyons-Radio-TV-Film and Broadcast	Jon Amador	26455 North Rockwell Canyon Road Santa Clarita, CA 91355	661-259-7800	NO	NO
College of the Sequoias-Campus Newspaper	Andrea	915 South Mooney Boulevard Visalia, CA 93277	559-730-3844	NO	NO
College of the Sequoias-TV Station	Terry Gray	915 South Mooney Boulevard Visalia, CA 93277	559-737-4864	NO	NO
College-Amarillo College-KACV FM 90	Brian Frank	2201 South Washington P.O. Box 447 Amarillo, TX 79178	806-371-5287	NO	NO
College-Atlanta Metropolitan College	Regina Ray Simmons	1630 Metropolitan Parkway Human Resources Atlanta, GA 30310	404-756-4047	NO	NO
College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-Carroll College	Rosalie Walsh	1601 North Brenton Avenue East Wing-Borromeo Hall-Rooms 102-110 Helena, MT 59625	406-457-5532	NO	NO
College-Chaffey College-Broadcast and Films	Michael Dinielli	School of Visual and Performing Arts 5885 Haven Avenue Rancho Cucamonga, CA 91737	909-652-6057	NO	NO
College-Citrus College-Communications Department	Margaret O'Neil	1000 West Foothill Boulevard Glendora, CA 91741	626-914-8588	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO
College-Community College of Denver	Neil Dominas	111 West Colfax Denver, CO 80217	303-556-2600	NO	NO
College-Consummes River College-Commucations	Gary Martin	8401 Center Parkway Sacramento, CA 95823	916-691-7170	NO	NO
College-Contra Costa College-Media Communications	Ellen Seidler	2600 Mission Bell Drive Office AA-117 San Pablo, CA 94806	510-235-7800	NO	NO
College-Dine College-Adult Basic Ed.	Norman Phillips	1228 Yucca Street PO Box 580 Shiprock, NM 87420	505-368-3500	NO	NO
College-East Los Angeles-Journalism Department	Jean Stapleton	1301 Cesar Chavez Boulevard Monterey Park, CA 91754	323-265-8875	NO	NO
College-Elmhurst College-Communications	Marjorie Goodban		630-617-3198	NO	NO

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		190 Prospect Street Elmhurst, IL 60126			
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect Elmhurst, IL 60126	630-617-3729	NO	NO
College-Ferrum College/ WFFC 89.9 FM		PO Box 1000 Ferrum, VA 24088	540-365-4338	NO	NO
College-Gavilan College	Denise Besson-Silvia	5055 Santa Teresa Blvd Gilroy, CA 95020	408-848-4831	NO	NO
College-Hartnell College/ Communications Department	Britt Govea/ Broadcast	156 Homestead Avenue Salinas, CA 93901	831-755-6905	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO
College-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio Chicago, IL 60616	312-567-3088	NO	NO
College-International College of Broadcasting	Kenny Pyles	6 South Smithville Road Dayton, OH 45431	937-258-8251	NO	NO
College-Ithaca College Television-Radio-WICB Student Run Radio	Peter Johanns	953 Danby Road Ithaca, NY 14850	607-274-3331	NO	NO
College-Lawson State Community College-Radio & Television	Rachel Morgan	3060 Wilson Road SW Birmingham, AL 35221	205-925-2515	NO	NO
College-Missouri Valley College-Communications	Harry Carrell	500 East College Marshall, MO 65340	660-831-4216	NO	NO
College-Montana Technical College	Suzanne Andrews	1300 W. Park Butte, MT 59701	406-496-4280	NO	NO
College-Oxnard College-Communications Department	Kitty Merrill	4000 South Rose Avenue Oxnard, CA 93033	805-986-5817	NO	NO
College-Pueblo Community College-Broadcasting and Production Technology	Jennifer Sherman	900 West Orman Avenue Davis Academic Building-Room 250 E Pueblo, CO 81004	719-549-3410	NO	NO
College-San Bernadino Valley Community College	Dr.Diane Dusic	701 South Mount Vernon Avenue San Bernadino, CA 92410	909-888-6511	NO	NO
College-Scottsdale Community College-MCTV	Rene Blatte	9000 East Chapparral Road Scottsdale, AZ 85253	480-423-6354	NO	NO
	Chuck Boening		205-391-2977	NO	NO

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College-Shelton State Community College Department of Mass Communications		9500 Old Greensboro Road Office 2537 Martin Campus Tuscaloosa, AL 35405			
College-Skagit Valley College-KSVR-91.7 FM	David McConnell	2405 East College Way Mount Vernon, WA 98273	360-416-7711	NO	NO
College-Southwestern College Department of Arts and Communications	Donna Arnold	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6372	NO	NO
College-Stillman College-English Department	Dan Goldfard	P.O. Box 1430 Tuscaloosa, AL 35403	205-366-8867	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
College-West Virginia State College- Communications Department	Dr. David Wohl	P.O. Box 1000 Institute, WV 25112	304-766-3195	NO	NO
College-Yuba College-Communications	Steve Cato	2088 N Beale Rd. Marysville, CA 95901	530-741-6757	NO	NO
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38 Arlington, VA 22202	703-415-7600	NO	NO
Connecticut School of Broadcasting, Cherry Hill	Tom DeFranco	1 Mall Drive 1 Cherry Hill, #203 Cherry Hill, NJ 08002	856-755-1200	NO	NO
Connecticut School of Broadcasting, Dallas	Kenny Fuller	5605 North MacArthur Boulevard Suite 220 Irving, TX 75038	214-441-9941	NO	NO
Connecticut School of Broadcasting, Farmington	John Sheatsley	130 Birdseye Road Farmington, CT 06032	860-677-7577	NO	NO
Connecticut School of Broadcasting, Palm Beach	Dave Duran	3450 Northlake Boulevard Suite 110 Palm Beach Gardens, FL 33403	561-842-2000	NO	NO
Connecticut School of Broadcasting, Stratford	Hank Tenney	80 Ferry Boulevard Stratford, CT 06615	203-378-5155	NO	NO
Connecticut School of Broadcasting, Tampa	Kelly Crain	3901 Coconut Palm Drive, Suite 105 Sabal Business Center II Tampa, FL 33619	813-740-0990	NO	NO
Connecticut School of Broadcasting, Wellesley Hills	Steve Williams	49 Walnut Park Wellesley Hills, MA 02481	781-235-2050	NO	NO
Connecticut School of Broadcasting, Westbury, L.I.	Marty Herstein	1400 Old Country Road Suite 211 Westbury, NY 11590	516-338-1000	NO	NO
Connecticut School of Broadcasting-Hasbrouck Heights	Janet Hutsebaut		201-288-5800	NO	NO

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		377 Route 17 South Suite 410 Hasbrouck Heights, NJ 07604			
Cordillera Communications, Incorporated	Terry Hurley	325 Hurley Street Suite 1001 Saint Paul, MN 55101	651-379-0050	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	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-Great Falls	Deb Sivumaki	9 3rd Street North Suite 1 Great Falls, MT 59401	406-454-1449	NO	NO
Easter Seal Workforce Development Center	Pat Darby	205 9th Ave. S. Great Falls, MT 59405	406-761-3680	NO	NO
Experience Works - Bozeman	Peter Arnone	1062 Oak Street Bozeman, MT 59715	406-556-0729	NO	NO
Families Count-Healthy Mothers, Healthy Babies	Lindsay Baker-Harlan	915 1st Avenue South Great Falls, MT 59405	406-268-6763	NO	NO
Fisher Regional Radio Group	Jenny Kuglin	1300 Central Avenue West Great Falls, MT 59404	406-761-2800	NO	NO
Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Goggle	Google Search	www.google.com	xxx-xxx-xxxx	YES	NO
Goodwill Industries in Great Falls Montana	April Sliwoski	1210 9th Street South Great Falls, MT 59405	406-453-0311	NO	NO
Goodwill Industries-Easter Seals of Northern Rocky Mountain in Helena	Chelle Feist	1100 Roadrunner Drive Helena, MT 59602	406-457-1325	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 Tribune	Jenni Starman	205 River Drive South Great Falls, MT 59405	800-438-6000	NO	NO
HANDS After-School Program	Kim Yarlott	P O Box 2429 Great Falls, MT 59403	406-268-6930	NO	NO
Helena Independent Record	Catie Poteet	317 North Cruse Avenue Helena, MT 59601	406-447-4071	NO	NO

EEO Public File Report

Indeed	Indeed Website	www.indeed.com	xxx-xxx-xxxx	NO	NO
KATC Communications, Incorporated	Andrew Shenken	1103 Eraste Landry Road PO Box 63333 Lafayette, LA 70506	337-235-3333	NO	NO
KCWY-Bozeman Train Communication	J. Beck	141 Progress Circle PO Box 1540 Mills, WY 82644	307-577-0013	NO	NO
KDVS/UNIV OF CA-DAVIS	JANE KIM	14 LOWER FREEBORN HALL DAVIS, CA 95616	530-752-0728x	NO	NO
KGRG/GREEN RIVER COMM COLL	TOM EVANS KRAUSE	12401 SE 320TH ST AUBURN, WA 98092	253-833-9111	NO	NO
KHSU/HUMBOLDT STATE UNIV	ELIZABETH HANS MCCRONE	1 HARPST ST ARCATA, CA 95521	707-826-4807	NO	NO
KOAA-TV Sangre de Cristo Communications, Incorporated	Evan Pappas	2200 7th Avenue PO Box 195 Pueblo, CO 81003	719-544-5781	NO	NO
KPAX Communications, Incorporated-CBS	Bob Hermes	1049 West Central Avenue PO Box 4827 Missoula, MT 59801	406-542-4400	NO	NO
KRTV-TV	Connie Walter and Wendy Hill	3300 Old Havre Highway PO Box 2898 Great Falls, MT 59403	406-791-5400	NO	NO
KSBY Communications, Incorporated	Evan Pappas	1772 Call Joaquin San Luis Obispo, CA 93405	805-541-6666	NO	NO
KVOA Communications, Incorporated	Bill Shaw	209 West Elm Street PO Box 5188 Tuscon, AZ 85705	520-792-2270	NO	NO
KXLF-TV	Pat Cooney	1003 South Montana Street PO Box 3500 Butte, MT 59701	406-495-8400	NO	NO
KYMA-Yuma Broadcasting Company	Pam Knight	1385 South Pacific Avenue Yuma, AZ 85365	928-782-1111	NO	NO
Lutheran Social Services	Alaina	211 North Grand Suite D Bozeman, MT 59715	406-586-2486	NO	NO
Lutheran Social Services of Great Falls Montana	Sheila Howe	501 Central Avenue Suite 201, P O Box 1345 Great Falls, MT 59401	406-761-4341	NO	NO
Maximus, Inc.	Tor Gudmundsen	100 North Park Avenue Helena, MT 59601	406-449-8250	NO	NO
Montana Broadcasters Association	Dewey Bruce	18 Ruby Mountain Road Clancy, MT 59634	406-431-2139	NO	NO

EEO Public File Report

Montana Department of Public Health & Human Services	Barb Gilskey	Human & Community Services Division-Judith Basin P O Box 427 Stanford, MT 59479	406-566-2499	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	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	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	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	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	Mark Beattie	Human & Community Services Division-Granite Philipsburg, MT 59858	406-859-0009	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	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	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	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	Darlene Miller	Human & Community Services Division-Teton 20 1st Street North West, P O Box 803 Choteau, MT 59422	406-466-5721	NO	NO

EEO Public File Report

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 Mahnke	Bozeman Vocational Rehabilitation Services 220 West Lamme, Suite 1E Bozeman, MT 59715	406-587-0601	NO	NO
Montana Job Service One-Stop Center-Bozeman	Mike Pennington	121 N Willson Ave Bozeman, MT 59715	406-582-9200	NO	NO
Montana Job Service One-Stop Center-Butte	Denise McGivern	2201 White Blvd Butte, MT 59701	406-494-000	NO	NO
Montana Job Service Workforce- One-Stop Center-Great Falls	Debbie Veltkamp	1018 7th Street, South Great Falls, MT 59405	406-791-5804	NO	NO
Montana Job Service Workforce-One-Stop Center-Helena	Roxanne Bullard	715 Front Street PO Box 201505 Helena, MT 59601	406-447-3200	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	Ruddy Reilly / Pat Crowley-RSO	Helena Office VARO Ft. Harrison, Room 107 Helena, MT 59604	406-443-8756	NO	NO
Montant School for the Deaf & the Blind	Steve Gettel	3911 Central Avenue Great Falls, MT 59405	406-771-6137	NO	NO
Moorpark College/Media Arts Center	B Goodman	7075 Campus Rd. Moorpark, CA 93021	805-378-1400x014	NO	NO
NAACP	James Wilson	8823 South Central Avenue Los Angeles, CA 90002	323-587-2114	NO	NO
NAACP		3910 Martin Luther King Junior Boulevard Suite 202 Los Angeles, CA 90008	323-296-2630	NO	NO
NAACP	Robin Scott King	1200 E. Market St. Greensboro, NC 27401	336-273-1222	NO	NO
NAACP	Judith Hanson	2034 Metropolitan Parkway Atanta, GA 30315	404-761-1266	NO	NO
NAACP	Donald Craig		714-543-3637	NO	NO

EEO Public File Report

		1233 West 5th Street PO Box 3141 Santa Ana, CA 92703			
NAACP	Amina Turner	114 West Parish St. 2nd Floor Durham, NC 27701	919-682-4700	NO	NO
NAACP	Wayne Jennings	393 Francestown Road New Boston, NH 03070	603-487-2349	NO	NO
NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP of Daytona Beach	Cynthia Slater	308 South Martin Luther King Boulevard Daytona Beach, FL 32114	386-255-3736	NO	NO
NAACP of Georgia in Columbus	Ernestine Mattis	514 1st Avenue Columbus, GA 31901	703-322-8702	NO	NO
NAACP of Montoe, Louisiana-Lafayette Branch	Charles Heckard	1615 Jackson Street Monroe, LA 70806	318-325-0399	NO	NO
NAACP of Pennsylvania in Bensalem	Dorothy Foggie	PO Box 1574 Bensalem, PA 19020	609-951-1954	NO	NO
NAACP of Washington in Seattle	Lacey Steel	105 14th Avenue Suite C Seattle, WA 98122	206-324-6600	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue Altoona, PA 16602	814-942-1126	NO	NO
NAACP-Charleston, South Carolina	Dave Johnson	93 Spring Street Charleston, SC 29403	843-805-8030	NO	NO
NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1 Cincinnati, OH 45206	513-281-1900	NO	NO
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Greenville, South Carolina	Sharon Bryant	132 East Broad Street Greenville, SC 29601	864-235-3327	NO	NO
NAACP-Jackson Mississippi Branch	Arlene Jackson	1072 West J.R. Lynch Street Jackson, MS 39203	601-353-6906	NO	NO
NAACP-Kalamazoo	Charles Warfield	PO Box 51473 Kalamazoo, MI 49005	269-343-4105	NO	NO

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NAACP-Lansing	Jeanne Baugh	1801 West Main Street LeJohn Building Lansing, MI 48915	517-484-9171	NO	NO
NAACP-Leflore County Branch	Willie Perkins	P.O.Box 8404 Greenwood, MS 38930	662-455-1211	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Los Angeles, California		7000 Hollywood Boulevard PO Box 2349 Los Angeles, CA 90028	323-464-7616	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Manchester, New Hampshire	Jennifer McElreavy	PO Box 534 Manchester, NH 03105	603-427-0443	NO	NO
NAACP-Mobile, Alabama	Lettie Malone	419 Lexington Avenue Mobile, AL 36603	334-433-1145	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive Baltimore, MD 21215	877-622-2798	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Oakland, California		663 35th Street Oakland, CA 94609	510-652-8493	NO	NO
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street Paducah, KY 42003	270-443-5430	NO	NO
NAACP-Pasadena, California	Dale Yarbough	595 Lincoln Avenue Pasadena, CA 91103	626-793-1293	NO	NO
NAACP-Phoenix, Arizona		1818 South 16th Street Phoenix, AZ 85034	602-252-4064	NO	NO
NAACP-Richmond, California		322 Harbor Way Suite Richmond, CA 94802	510-236-1166	NO	NO
NAACP-San Bernadino, California	Patricia Small	1505 West Highland Avenue Suite 11 San Bernardino, CA 92411	909-887-7411	NO	NO
NAACP-San Diego California	Douglas Oden	PO Box 152086 San Diego, CA 92195	619-702-0800	NO	NO

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NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Toledo, Ohio	Willi-Ann Moore	525 Hamilton Street Toledo, OH 43602	419-242-2515	NO	NO
NAACP-Vallejo, California	Frank Jackson	301 Georgia Street #375 Vellejo, CA 94590	707-554-4993	NO	NO
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915 Washington, DC 20005	202-463-2940	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708 Washington , DC 20036	202-429-5300	NO	NO
National Lesbian and Gay Journalists Association	Jayson Clements	1420 K Street, NW Suite 910 Washington, DC 20005	202-588-9888	NO	NO
New Directions Center	Kate Gangner	621 First Avenue South Great Falls, MT 59401	406-761-2104	NO	NO
Office of Public Instruction	Dennie Munro	Special Education Division PO Box 202501 Helena, MT 59620	406-444-2673	NO	NO
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive Valley Ciew, OH 44125	216-447-9117	NO	NO
Pima Community College	David Wing	2202 W. Anklam Rd. Tucson, AZ 85709	520-206-6974	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 3	Michael Gersack	219 5th Street South Suite A Great Falls, MT 59405	406-727-6061	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
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
RIO HONDO COLLEGE/COMMUNICATIONS DEPT	COMMUNICATION DEPT	3600 WORKMAN HILL RD WHITTIER, CA 90601	562-908-3429x	NO	NO

EEO Public File Report

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
Salvation Army-Montana-Bozeman Corps Community Center	Hendrick Aalders	32 South Rouse Avenue P O Box 1307 Bozeman, MT 59771	406-586-5813	NO	NO
Salvation Army-Montana-Great Falls Corps Community Center	Joe Huttenlocher	1000 17th Avenue South PO Box 2585 Great Falls, MT 59404	406-453-0391	NO	NO
Salvation Army-Montana-Helena Corps Community Center	Rob Lawler	1905 Henderson Street Helena, MT 59624	406-442-8244	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	NO	NO
Texas State University School of Journalism & Mass Communication	Harry Bowers	601 University Drive 1108 Old Main San Marcos, TX 78666	512-245-2656	NO	NO
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
TVJobs.com-Broadcast Employment Services	Mark Holloway	PO Box 4116 Oceanside, CA 92052	800-374-0119	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
United Way of Gallatin County	Carol Townsend	1516 West Babcock Bozeman, MT 59715	406-587-2194	NO	NO
United Way of Missoula County	Susan Hay Cramer	534 North Higgins Ave. Missoula, MT 59807	406-549-6104	NO	NO
University of California, Santa Cruz-KZSC	Kristan Sartor	Student Music East 1166 High Street Santa Cruz, CA 95064	831-459-2811	NO	NO
University of Kansas-Communications Department	Dr. Kunkel	1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045	785-864-3633	NO	NO
University of Kansas-KJHK	Tom Johnson	1301 Jayhawk Boulevard Lawrence, KS 66045	785-864-2422	NO	NO

EEO Public File Report

University of LaVerne-Communications Department	Janice Sullivan	1950 3RD ST Communications Department La Verne, CA 91750	909-593-3511	NO	NO
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building College Park, MD 20742	301-405-8979	NO	NO
University of Missouri-KBIA-Radio 91.3 FM	Mike Dunn	1105 Carrie Francke Drive Columbia, MO 65211	573-882-9136	NO	NO
University of Montana-Helena	Alan Thompson, Kelly McArdle	115 North Roberts Helena, MT 59601	406-444-0835	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-Missoula-Career Services	Michael Heuring	Lommasson Center 154 University of Montana Missoula, MT 59812	406-243-2022	NO	NO
University of Montana-Missoula-School of Journalism	Wanda LaCroix	32 Campus Drive Missoula, MT 59812	413-545-0883	NO	NO
University of New Mexico-Taos Campus	Augustine Martinez	1157 County Road 110 Rancos de Taos, NM 87571	505-758-7667	NO	NO
University of Southern Indiana-Department of Communications	Dr. David Black	8600 University Boulevard Evansville, IN 47712	812-465-7152	NO	NO
University of The District of Columbia-Mass Media	Isadora Posey	4200 Connecticut Avenue NW Building 44, Room 200-18 Washington, DC 20008	202-274-5548	NO	NO
University of Washington-KEXP 90.3 FM Student Radio	James Utzschneider	113 Dexter Avenue North Seattle, WA 98109	206-520-5800	NO	NO
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts La Crosse, WI 54601	608-785-8519	NO	NO
University-Alabama A&M University-Telecommunications Department	Yvonne Artis	4107 Meridian Street PO Box 1357 Normal, AL 35762	256-858-4057	NO	NO
University-Alabama State University School of Communication	David Okeowo	915 South Jackson Street Montgomery, AL 36195	334-229-4493	NO	NO
University-Annenberg School for Communications-University of Sou	Suzanne O'Connor	3502 Watt Way Los Angeles, CA 90086	213-740-6045	NO	NO
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall Boone, NC 28608	828-262-2180	NO	NO
University-Arizona State University-School of Journalism	Michael Wong		480-965-9011	NO	NO

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		300 East University Drive PO Box 877805 Tempe, AZ 85287			
University-Ashland University	Robert Brown	401 College Avenue Ashland, OH 44805	800-882-1548	NO	NO
University-Azusa Pacific University-Department of Communications	Amy Hicks	901 East Alost Avenue Azusa, CA 91702	626-815-3044	NO	NO
University-Brigham Young University-KBYU	James Manookin	2000 Ironton Boulevard Provo, UT 84606	801-422-8450	NO	NO
University-California State University, Bakersfield	Dr. Andy Alali	9001 Stockdale Highway Department of Communications 26 BDC Bakersfield, CA 93311	661-654-6345	NO	NO
University-California State University- Los Angeles	Bryant Alexander	Department of Communication Studies 5151 State University Drive Los Angeles, CA 90032	323-343-4223	NO	NO
University-California State University-Communications	Liz Wasinger	College of Communication and Education Tehama Hall-Room 203 Chico, CA 95929	530-898-4015	NO	NO
University-California State University-KCSC FM	Jillian Cleveland	4th and Cherry Chico, CA 95929	530-898-6228	NO	NO
University-California State University-Stanslaus-Communication Department	Sari Miller-Antonio	801 West Monte Vista Avenue Demergasso-Bava Hall-Room 125 Turlock, CA 95382	209-667-3531	NO	NO
University-Cameron University-Dept of Comm	Dr. Christopher Keller	2800 West Gore Boulevard 116 Communication Building Lawton, OK 73505	580-581-2359	NO	NO
University-Central Washington University-Coll. of Business	Debbie Boddy	400 East University Way Shaw-Smyser 129 Ellensburg, WA 98926	509-963-1955	NO	NO
University-Central Washington University-Dept of Comm	Marji Morgan	400 East 8th Avenue Ellensburg, WA 98926	509-963-1066	NO	NO
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Clark Atlanta University-Communication	Dr. Herbert L. Eichelberger	223 James P. Brawley Drive, Southwest Woodruff Library-Lower Level Atlanta, GA 30314	404-880-8304	NO	NO
University-Concordia University	Chris Dodge	2811 Northeast Holman School of Management Portland, OR 97211	503-493-6300	NO	NO

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University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	NO	NO
University-East Tennessee State University-Department of Communication	Amber Kinser	P.O. Box 70667 Johnson City, TN 37614	423-439-4491	NO	NO
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue Charleston, IL 61920	217-581-2016	NO	NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Fisk University WFSK 88.1 FM Radio	Sharon Kay	1000 17th Avenue, North Nashville, TN 37208	615-329-8754	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Grambling State University-Mass communications	Martin Edu	100 Main Street Grambling, LA 71245	318-274-2189	NO	NO
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW Washington, DC 20059	202-806-7690	NO	NO
University-Humboldt State University-Communications		1 Harpst Street Arcata, CA 95521	707-826-3261	NO	NO
University-Jackson State University	Nikisha G. Ware	The MS Learning Institute & The Sally McDonnell 1400 J R Lynch Street, P O Box 17096 Jackson, MS 39217	601-979-1473	NO	NO
University-James Madison University-Media Arts	Steven Anderson	Harrisonburg, VA 22807	540-568-3032	NO	NO
University-Kansas State University-A.Q. Miller-Journ/Mass Comm	Angela Powers	A.Q. Miller School of Journalism and Mass Commun 105 Kedzie Hall Manhattan, KS 66505	785-532-6890	NO	NO
University-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W Rolla, MO 65409	573-341-4808	NO	NO
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue Springfield, MO 65897	417-836-5878	NO	NO
University-Montana State University	Alyce Mass	125 Strand Union Building Bozeman, MT 59717	406-994-4353	NO	NO
University-Montana State University-Media & Theater Arts	Vicki Miller	PO 173350 Bozeman, MT 59717	406-994-2484	NO	NO

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University-New Mexico State University Department of Journalism and Mass Co	Nancy Howell	Milton Hall Room 186 MSC 3J, PO Box 30001 Las Cruces, NM 88003	575-646-1034	NO	NO
University-North Carolina Central University-Radio & Television	Dr. Thomas Evans	1801 Fayetteville Street Durham, NC 27707	919-530-7113	NO	NO
University-Pacific Lutheran University	Amanda Fucci-Bartoszek	School of Business Tacoma, WA 98447	253-535-7445	NO	NO
University-Pacific University-Media & Arts	Dave Cassidy	2043 College Way Forest Grove, OR 97116	503-352-2701	NO	NO
University-Pennsylvania State University Department of Meteorology	Lynn Persing	503 Walker Building University Park, PA 16802	814-865-0478	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Sam Houston State University-The KAT	Jim Jones	919 16th ST BOX 2207 Huntsville, TX 77341	936-294-3939	NO	NO
University-San Francisco State University-Broadcast and Electronic Communic	Scott Patterson	1600 Holloway Avenue San Francisco, CA 94132	415-338-1787	NO	NO
University-San Francisco State University-KSFS Student Run Radio	Jeff Jacoby	1600 Holloway Avenue Creative Arts Building-Room 125 San Francisco, CA 94132	415-338-2428	NO	NO
University-Santa Clara University-Communications	Helen Otero	500 El Camino Real Santa Clara, CA 95053	408-554-2798	NO	NO
University-Southern Illinois University-Carbondale-College of Mass Communic	Jean Rendleman Miner	1100 Lincoln Drive Room 1012, Mail Code 6606 Carbondale, IL 62901	618-453-4308	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE Edwardsville, IL 62026	618-650-2228	NO	NO
University-Southern University and A & M College	Al Barron	PO BOX 10980 Second Floor, JS Clark Hall annex Baton Rouge, LA 70813	225-771-2200	NO	NO
University-State University of New York College at Plattsburgh-SUNY	Julia Overton-Healy	101 Broad Street Redclay Hall-Room 172 Plattsburgh, NY 12901	518-564-4169	NO	NO
University-State University of New York CollegePlattsburgh-SUNY	Peter Ensel	101 Broad Street Yokum Hall-103B Plattsburgh, NY 12901	518-564-4287	NO	NO
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205 Philadelphia, PA 19122	215 204-3041	NO	NO
University-Tennessee State University-Communications Dept.	Dr. Page		615-963-5812	NO	NO

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		3500 John Merritt Blvd Nashville, TN 37209			
University-Valley City State University	Kari Bodine	101 College Street SW Valley City, ND 58072	701-845-7543	NO	NO
University-Washington State University-KUGR	Andrea Sullivan	301 Murrow Communications Center Pullman, WA 99163	509-335-5042	NO	NO
University-Western Kentucky University-School of Journalism	Teresa Jameson	1906 College Heights Boulevard School of Journalism and Broadcasting-#11070 Bowling Green, Ky 42101	270-745-4144	NO	NO
University-Wichita State University-KMUW 89.1 FM	Mark McCain	3317 East 17th Street North Wichita, KS 57208	316-978-6789	NO	NO
University-Wichita State University/ Elliott School of Communication	Susan Shultz Huxman	1845 Fairmount Wichita, KS 67260	316-978-3185	NO	NO
University-Southern University of New Orleans-Telecommunications	Mike Meehan	6400 Press Drive New Orleans, LA 70126	504-723-2556	NO	NO
Westaff of Helena	Stephanie Metzger	210 East Lyndale Helena, MT 59601	406-443-7169	NO	NO
Western Montana Comprehensive Development Center	Chris Volinkaty	T-214 Fort Missoula, MT 59604	406-549-6413	NO	NO
Weynand Training International	Shirley Craig	17327 Ventura Boulevard Suite 220 Encino, CA 91316	818-995-1719	NO	NO
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle Bloomington, IN 47403	812-330-0707	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University		3700 West 103rd Street Chicago, IL 60655	773-298-3375	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
YWCA	Alice Hammermeister	220 2nd Street, North Great Falls, MT 59401	406-452-1315	NO	NO
Total Resources: 267					
3. Job Title: Meteorologist ***See Part B-Pages 24, 26, 27			Date Filled: 2019-10-07		

EEO Public File Report

Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Job Board - NAB Education Fund	Human Resources	www.nabj.org	xxx-xxx-xxxx	YES	NO
Total Resources: 1					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2019-05-01 and 2019-11-30 (this will be a raw number):			5		
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2019-05-01 and 2019-11-30 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
Employee Referral	Human Resources	100 W Lyndale Ave, A	406-457-1212	1	
Goggle	Google Search	www.google.com	xxx-xxx-xxxx	1	
Indeed	Indeed Website	www.indeed.com	xxx-xxx-xxxx	2	
Job Board - NAB Education Fund	Human Resources	www.nabj.org	xxx-xxx-xxxx	1	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			
06/11/2019	Local Outreach - Station Tour	ALA Girls State Students toured KTVH with Anchor Evelyn Schultz. They learned about television broadcasting and the role media plays in covering news and political events.			
11/12/2019	Job Shadow	A Student from Helena's Alternative High School, with an interest in Meteorology, job shadowed KTVH Meteorologist Curtis Grevenitz for two weeks as part of his senior project.			
11/30/2019	Community Outreach	Our relationships in our local community furthers our outreach efforts for potential employees. During the year we have had several employees reach out to the surrounding communities to provide information about careers and career opportunities in communications. We do many activities to encourage future broadcasters. Chief Meteorologist Curtis Grevenitz participates in many community events serving as an Emcee including Montana Independent Living Project and Wine Crush - Big Brothers Big Sisters. Anchor Evelyn Schultz gave a presentation to the Montana Executive Leadership Institute at the Montana Law Enforcement Academy.			
11/30/2019	Continuing Education	Continuing education in each department is vital to the success of the station and our ability to retain employees. We believe in giving all employees the opportunity for a solid start in the broadcasting business. We also offer management training, which allows them the opportunity to understand and learn new skills that will prepare them for advancement within the company. Sales Department - Montana Broadcasters Association holds an annual training each year Our KTVH sales team was in attendance.			
11/30/2019	Hiring and Recruiting	We utilize Broadcast Compliance Services for recruiting new employees. This service maintains a data base of over 10,000 resources for outreach during hiring. Our job postings reach more candidates, regionally, and even nationally. We also use our website KTVH.com as well as posting at all of our sister stations. This assures us a diverse coverage area.			

Part B:

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vancancy posted outside the BCS System (May 1 - November 30, 2019)

1. Job Title: Meteorologist JR021600 (JR021600 BCS)

Source	Contact Person	Address	Tel #	Referred Hired Person	Requesting Notification?
African American Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
African American Jobs (Job Board - NAB Education Fund)	eQuest Seth Handler	seth.handler@equest.com	925-786-9066	Y	N
Agency/Search Firm					
American Indian Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Anaconda Job Service Workforce Center		307 East Park Street Anaconda, MT 59711			N
Asian Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Asian Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Asian Workforce	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Bing		One Microsoft Way Redmond, WA 98052-7329			N
Butte Job Service Workforce Center		2201 White Boulevard, Butte, MT 59701	406-494-0300		
CareerAlerts.com	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Compliance_HireAHero	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Compliance_JOFDAV	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Compliance_recruitABILITY	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Compliance_USDiversity	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
David Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Disability Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Disability Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
EARN	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Employee Referral					
Employment Crossings	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Face-to-face Networking					
Gay Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Gay Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Glass Door	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Google		1600 Amphitheatre Pkwy Mountain View, CA 94043 www.google.com	650-253-6000		
Helena Job Service Workforce Center	Jennifer Prez-Cole	sdye@mt.gov	406-447-3200		
Hire a Hero	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Hispanic Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Hispanic Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N

Indeed		6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com			N
Internal Candidate / WorkLife					
Jobcase	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
JobInventory.com	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Jobs Trovit	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
JOFDAV	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
JuJu	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Kimble Group	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
LinkedIn	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Local_Diversity	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Military1	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Montana Vocational Rehabilitation		111 North Sanders, Helena, MT 59601	406-444-2590		N
Native American Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
RecruitABILITY	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Scripps.com		312 Walnut St Ste 2800 Cincinnati, OH 45202	513-977-3000		N
Senior Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Senior Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
US Diversity	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
USD Disabled Vets	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
USD Hispanic Workforce	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
USD Veterans	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
USD Working Women	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
VA Montana Healthcare System		(lee.wilkins@va.gov)	406-442-6410		N
Veteran Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Veteran Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Veterans' Employment and Training Service	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Womans Careers	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Womens Jobs	eQuest Seth Handler	seth.handler@equest.com	925-786-9066		N
Yahoo		701 First Avenue Sunnyvale,CA 94089 www.yahoo.com			N