

# **ANNUAL EEO PUBLIC FILE REPORT**

**REPORTING PERIOD:** December 1, 2013 thru November 30, 2014

**STATION/SEU:** KBZM-FM / KKQX-FM / KSCY-FM

*The SEU had fewer than five full time employees, but remains committed to equal employment opportunities.*

## **FULL TIME JOB OPENINGS FILLED DURING REPORTING PERIOD:**

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## **RECRUITMENT SOURCES:**

## **RECRUITMENT SOURCE OF EACH HIREE:**

## **TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL TIME POSITIONS:**

## **REFERRALS BY RECRUITMENT SOURCE:**

## **OUTREACH INITIATIVES SUMMARY:**

On October 25, 2013, the General Manager of the SEU participated in a seminar in Missoula, Montana, presented by the Garlington, Lohn, Robinson law firm entitled, "Understanding the New Workplace: The GLR Employment Law Seminar." Guest speakers included a collection of GLR attorneys, including managing partner Robert C. Lukes. The seminar addressed the following topics: Discrimination and equal opportunity in the workplace, bullying and harassment, workplace privacy, employment disputes and the new ACA/Obamacare law and how it affects businesses of all sizes. The seminar was particularly beneficial in applying Montana employment law to the specific issues outlined above.