

# 2020 ANNUAL EEO PUBLIC FILE REPORT

## Montana State University Billings

Stations: KEMC(FM) Billings, MT  
KBMC(FM) Bozeman, MT  
KPRQ(FM) Sheridan, WY  
KYPB(FM) Big Timber, MT  
KYPC(FM) Colstrip, MT  
KYPF(FM) Stanford/Lewistown, MT  
KYPH(FM) East Helena, MT  
KYPM(FM) Livingston, MT  
KYPR(FM) Miles City, MT  
KYPW(FM) Wolf Point, MT  
KYPZ(FM) Fort Benton, MT  
KYPX(FM) Helena, MT

Reporting Period: December 1, 2019—November 30, 2020

No. of Full-time Employees: 15  
Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The station had interns from the MSU Billings Communications Department during both the Spring and Fall semesters assisting in the news room, working with the News Director and station reporters on editing broadcast stories for the web and using NPR's content management system to upload copy and audio to the station website. Additionally, during the Fall semester, the station had an intern from the Music Department who is majoring in Music Business. The intern learned to write and read copy, worked with both the Director of Development and the Business Manager to learn and understand aspects of fundraising and business management, and worked with the General Manager on field

recording and interview techniques, culminating in an interview conducted and edited by the intern.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The Montana University System provides staff with the opportunity to enroll in University courses throughout the year, including administrative management preparation and technology skill-building courses. Station staff members are encouraged to take advantage of these career building opportunities.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

On May 5<sup>th</sup>, 2020, *Morning Edition* Host and Reporter Jess Sheldahl spoke to a virtual gathering of Helena area high school freshman and sophomores participating in the Peak Gifted and Talented Program. Jess discussed careers in public radio as well as best practices for audio recording and editing.

On October 5<sup>th</sup>, 2020, News Director Nicky Ouellet participated in a virtual panel discussion with first-year students in the University of Montana School of Journalism. Nicky discussed daily audio news reporting and editing, including developing relationships with sources, using sources on background and off the record, developing story ideas, pitching stories, and best interview practices.

On November 9<sup>th</sup>, 2020, News Director Nicky Ouellet participated in a virtual panel of public radio employees for undergraduate and graduate students in the University of Montana's School of Journalism. Nicky discussed her own career path both in and out of public media, the role of a News Director, and answered career-related questions from students.

