

KRTV Narrative

KRTV is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the efforts that make the station's recruitment successful.

Over the last two years, KRTV has, as a part of building our focus on our diversity pillars, provided virtual classroom training for all station employees, including management, for unconscious bias, equity, and inclusion training. In addition, the parent company, Scripps Broadcasting, has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field that would allow them to acquire skills that will allow them to qualify for higher level positions and to advance their career(s) within the company.

In 2020, the station developed an internal job-shadowing and mentoring program to help support internal promotions into roles aligned to their career aspirations and goals. As a result of this program, several employees were promoted to new positions.

During the past two years, station personnel participated in several job fairs in our community, including a job fair at Malmstrom Air Force Base, where we spoke to veterans about the broadcast opportunities at KRTV. All job postings are sent to our contact at Malmstrom Air Force Base and shared in a newsletter for active duty military personnel and family members.

Station news management and reporters also regularly visit local colleges and high schools as guest speakers and panelists to discuss employment in broadcasting and related topics.

We keep our local community partners including the Great Falls Chamber and local colleges and universities updated on job postings through individual outreach efforts including email notification of full-time vacancies as they occur.