

2016 Annual EEO Public File Report Hi-Line Radio Fellowship, Inc.

The purpose of this EEO Public File 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 all stations owned by Hi-Line Radio Fellowship, Inc. ("HLRF") shown on the last page of this Report, and is required to be placed in the Public Inspection File of the stations listed, and posted on the HLRF website.

Hi-Line Radio Fellowship, Inc., is a Religious Broadcaster as defined by the Federal Communications Commission ("FCC").

As it is a Religious Broadcaster, Hi-Line Radio Fellowship Inc. has established a religious qualification which shall apply to all positions at HLRF. Among those who meet its religious qualification, HLRF will make a reasonable, good faith, effort to recruit applicants, without regard to race, color, national origin or sex.

Implementation of HLRF's EEO policies, and monitoring of ongoing compliance, shall be the responsibility of its Network General Manager.

This report includes a listing of all of the full-time vacancies filled by HLRF during this reporting period, followed by a list of recruitment resources which HLRF typically uses for the purpose of soliciting applicants for any full-time openings as they do come up.

The information contained in this Report covers the time period beginning December 1, 2015 to and including November 30, 2016. The Station Employment Unit consists of all radio stations owned by HLRF, as shown on the last page of this Report.

Section I - Job Vacancies Filled

Full-time Positions Filled During this Period: NONE

Job Title: N/A

Recruitment Source of Hire: N/A

Total Number of Interviewees from all sources for this Position: N/A

Section II – Recruitment Resources Used

NOTE: No full-time job openings were filled during this reporting period, but HLRF would typically include the following recruitment resources in soliciting applicants for open positions:

NRB E-Newsletter
National Religious Broadcasters
1 Massachusetts Ave.
Washington, DC

Hisair.net
PO Box 307,
Duplessis, LA 70728

NRB Convention & Expo
NRB Member Center Job Board
Nashville, Tennessee

In keeping with FCC guidelines, HLRF is willing to notify, and to provide comprehensive information about any full-time job opening, to any organization which distributes information about employment opportunities to job seekers or refers job seekers to employers.

HLRF will provide notification of job openings and comprehensive information to any such organization, upon their request. Such organizations are asked to provide HLRF with the name, mailing address, email address, telephone number, and name of contact person at their organization. And, to identify the category or categories of job openings for which they are requesting notification and information.

Requests should be directed to:

Roger Lonnquist
Network General Manager
PO Box 2426
Havre, MT 59501
(406) 265-5845

Section III – Recruitment Initiatives

Based on the size of HLRF, the FCC mandates that HLRF engage in 2 recruitment initiatives.

As a Religious Broadcaster, HLRF has chosen the following initiatives as it believes that these two are the most effective in furthering the goals of its Equal Employment Opportunity efforts.

1) Ongoing Training of Management

HLRF's Network General Manager shall, as needed, avail him/herself of opportunities for ongoing education and training and shall provide training to other management level personnel to ensure equal employment opportunity regulations are known to such personnel and being applied by them as they engage in recruitment of applicants for any full-time openings HLRF may have. It is the goal of this management training to ensure equal employment opportunity and to prevent discrimination.

2) Participation in Scholarship Programs

HLRF shall, from time to time, participate in and financially support various scholarship programs which are intended to assist those interested in pursuing a career in broadcasting, which are promoted by the Montana Broadcasters Association, of which HLRF is a member, and/or those scholarship programs which are promoted by the National Religious Broadcasters association, of which HLRF is also a member.

Stations Owned by Hi-Line Radio Fellowship, Inc:

KBLW	Billings, MT
KGCM	Belgrade, MT
KJLF	Butte, MT
KGFC	Great Falls, MT
KXEH	Victor, MT
KXEI	Havre, MT
KVCM	Helena, MT
KALS	Kalispell, MT
KLEU	Lewistown, MT
KMCJ	Colstrip, MT
KJCG	Missoula, MT
KPLG	Plains, MT
KNPS	Scobey, MT
KPWY	West Yellowstone, MT
KAXG	Gillette, WY
KOHR	Sheridan, WY
KNPJ	Greybull, WY
KJND	Williston, ND
KANP	Ashton, ID
KNPC	Colstrip, MT
KMTJ	Columbus, MT
KNPH	Havre, MT
KNPM	Miles City, MT
KZNP	Mullan, ID