

Fisher Regional Radio Group
KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM

EEO Public File Report

The purpose of this EEO Public File Report ("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 the following station(s): KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM / KIKF-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 12/1/2007 to, and including, 11/30/2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

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EEO Public File Report
Appendix 1

Covering the Period from 12/1/2007 to 11/30/2008
Station(s) Comprising Station Employment Unit:
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Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Candidate Hired	Total Number of Interviewees from All Sources for this Position
1	KQDI Account Executive	On-Air Announcement	11
2	KQDI Account Executive	On-Air Announcement	11
3	KIKF Account Executive	Employee Referral	11
4	General Manager	R & R Magazine	8
5	KIKF Account Executive	On-Air Announcement	7
6	KIKF Account Executive	Employee Referral	7
7	KIKF Account Executive	On-Air Announcement	7

Total Number of Persons Interviewed During Reporting Period: 62

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Appendix 2

Covering the Period from 12/1/2007 to 11/30/2008
 Station(s) Comprising Station Employment Unit:
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Section 2: Recruitment Source Information

	Recruitment Source (Name, Contact Person, Address, Telephone Number)	Total Number of Interviewees Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
A	Great Falls Tribune/Career Builder Grant Bebee, gbebee@greatfal.gannett.com (406)791-6520 205 River Drive South Great Falls, MT 59401	21	Jobs 1 through 7 inclusive
B	Great Falls Job Service Betty Peterson, (406)791-5800 1018 7th Street South Great Falls, MT 59405	6	Jobs 1 through 7 inclusive
C	Montana State University- College of Technology Courtney Johnsrud, careers@msugf.edu (406)771-4387 2100 16th Avenue So. Great Falls, MT 59405	0	Jobs 1 through 7 inclusive
D	University of Great Falls Twila Croft, tcroft@ugf.edu (406)791-5216 1301 20th Street South Great Falls, MT 59405	0	Jobs 1 through 7 inclusive
E	Stone Child College Tracy Broncho, (406)395-4313 Box 1082 Rural Rte #1 Box Elder, MT 59521	0	Jobs 1 through 7 inclusive
F	YWCA Lynn (406)452-1315 220 2nd Street North Great Falls, MT 59401	0	Jobs 1 through 7 inclusive
G	Opportunities Inc. Kurt Campbell,	0	Jobs 1 through 7

	(406)761-0310 905 1st Avenue North Great Falls, MT 59401		inclusive
L	Helena Vo Tech Center Alan Thompson, Career Services Coordinator thompsona@umh.umt.edu (406)444-0835 1115 North Roberts Helena, MT 59601	0	Jobs 1 through 7 inclusive
M	Helena Independent Record Bev Allison, Employment Sales Specialists Bev.allison@lee.net (406)447-4026 317 Cruse Avenue Helena, MT 59601	0	Jobs 1 through 7 inclusive
N	Carroll College Mary Kunnary, mkunnary@carroll.edu (406)447-5474 1601 North Benton Avenue Helena, MT 59625	0	Jobs 1 through 7 inclusive
O	Montana United Indian Association 616 Helena Avenue #300 (406)443-5350 Helena, MT 59601	0	Jobs 1 through 7 inclusive
P	Society of Broadcast Engineers JOBLINE kjones@sbe.org	0	Jobs 1 through 7 inclusive
Q	R & R Ad	3	Jobs 1 through 7 inclusive
	Fisher Regional Radio Group On-Air Announcement Keith Teske, General Manager kteske@q106rocks.com (406)761-2800 1300 Central Avenue West Great Falls, MT 59404	30	Jobs 1 through 7 inclusive
	FRRG Company Bulletin Board Keith Teske, General Manager, kteske@q106rocks.com (406)761-2800 1300 Central Avenue West Great Falls, MT 59404	2	Jobs 1 through 7 inclusive
Z	Referrals , including word of mouth and/or employee	0	Jobs 1 through 7 inclusive
AA	Internal Employee , employee working for Fisher Radio in another position, Part-time, or on a temporary position.	0	
AB	Walk-in	0	

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Appendix 3

Covering the Period from 12/1/2007 to 11/30/2008

Station(s) Comprising Station Employment Unit:
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KXGF-AM / KQDI-AM / KQDI-FM / KINX-FM and KIKF-FM

- April 1, 2008: Participated in one Job Fair. In collaboration with the Employer Expo, we attempted to bring employers and prospective employees together in one setting. It was estimated that 62 participants participated in the Expo. We had a booth set up from 11am until 4:30pm. We provided information for positions available and broadcasting opportunities in general.
- Job banks, internet programs to promote outreach generally. Providing five websites (one for each station) where every job available was posted to ensure and encourage Equal Opportunity Employment. Participated in the Job Shadow Program on 5/9/2008 with a sophomore from Hobson High School. After the GM gave her a tour of our facilities, the OM brought her in to the studios to demonstrate all on air systems.
- Participated in the Montana Broadcasters Association Statewide outreach Scholarship program directed at students wishing to pursue a career in broadcasting. Ran 490 radio announcements from February 2008 until August 2008 encouraging students interested in a career in broadcasting to contact the station. Fisher Radio Regional Group Inc, partially funded the scholarship and participated in the review and selection of scholarship applicants.
- Educated the public on employment opportunities. Met with 20 members of the Great Falls, MT Exchange Club to educate them in what we have to offer for employment; possible upcoming opportunities for employment in radio with our business and the sale of properties.