KALS 2008 EEO Report

Annual EEO Public File Report

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 the following station: KALS-FM (Kalispell, MT) and is required to be placed in the public inspection files of the above listed stations, and posted on their websites.

The information contained in this Report covers the time period beginning January 1, 2008 to and including December 31, 2008.

Section I - Job Vacancy Information

Stations Comprising Station Employment Unit: KALS-FM

Covering the Period from January 1, 200 to December 31, 2009

Full-time Positions

Filled by Job Title

Recruitment Source

of Hiree

Total Number of Interviewees from all sources for this Position

Production Assistant
Word of Mouth
2

Total Number of Persons Interviewed during Applicable Period: 2

Section II – Recruitment Source Information

Stations Comprising Station Employment Unit: KALS-FM

Covering the Period from January 1, 2008 to December 31, 2008

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EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

of KALISPELL CHRISTIAN RADIO FELLOWSHIP, INC.

I. GENERAL POLICY

- It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, national origin, or sex in all personnel actions including recruit-ment, evaluation, selection, promotion, compensation, training, and termination.

- It will also be our policy to promote the realization of equal employment opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, national origin, or sex.

- To make this policy effective, and to ensure conformance with the Rules & Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

- Brad Rauch, General Manager, will be responsible for the implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that our policy and program is adhered to and that no person is discrimnated against because of race, color, national origin, or sex.

III. POLICY DISSEMINATION

- To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy the following communi-cations efforts will be made:

- A. The stations employment application forms will contain a notice informing prospective employees that discrimination because of race, color, national origin, or sex is prohibited and that they may notify the appropriate local, state or federal organization if they feel that they have been the victims of discrimination.

- B. Appropriate notices will be posted informing applicants and employees that this station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or federal organization if they feel that they have been the victims of discrimination.

IV. RECRUITMENT

- This organization regards itself as a Religious Radio Broadcaster which establishes religious affiliation as a qualification for most jobs within the organization and, as such, is exempt from certain recruitment requirements (see 47 CFR, Section 73.2080 (c) (1).

- However, in compliance with the above referenced Sections, this organization will make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation.

- To ensure that information concerning each full-time vacancy is widely disseminated, we propose to, at times, use any of the following recruitment sources consistent with the requirements of 47 CFR, Section 73.2080:

- A. Local Newspapers, dependent on the location around the State in which the vacancy is located;

- B. Local Job Service offices, dependent on the location around the State in which the vacancy is located;

- C. Recruitment resources, as available, of the Montana Broadcasters Assn.;

- D. Recruitment within other religious organizations;