

# EEO PUBLIC FILE REPORT

## CCR-MISSOULA IV, LLC

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): KGGL-FM, KZOQ-FM, KXDR-FM, KHKM-FM, KGRZ-AM and KYLT-AM 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 December 1, 2019 to and including November 30, 2020 (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 the 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.

Appendix 1  
 Annual EEO Public File Report Form  
 Covering the Period from December 1, 2019 to November 30, 2020

Station(s) comprising Station Employment Unit: KGGL-FM, KZOQ-FM, KXDR-FM,  
 KHKM-FM, KGRZ-AM and KYLT-AM

**Section 1. Vacancy List**

<b>Job Title</b>	<b>All Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Total Number of Interviewees from All Sources for This Position</b>	<b>Recruitment Source of hiree</b>
Engineer	2, 4, 5, 6, 8, 10, 13, 17, 20	2 Interviews – RS #5 2 Interviews – RS #6 1 Interview – RS #20	5
General Manager	2, 4, 5, 6, 7, 12, 17	3 Interviews – RS #5 2 Interviews – RS #6 2 Interviews – RS #7	5

Appendix 2

Annual EEO Public File Report Form  
Covering the Period from December 1, 2019 to November 30, 2020

Station(s) comprising Station Employment Unit: KGGL-FM, KZOQ-FM, KXDR-FM,  
KHKM-FM, KGRZ-AM and KYLT-AM

**Section 2. Recruitment Source List**

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Missoula Business Women's Network PO Box 4524 Missoula MT 59806 (406)777-1877	NO	0
2	Office of Career Services Lommasson Center 154 University of Montana Missoula MT 59812-2376 (406)243-2239	NO	0
3	Placement and Career Opportunities Salish-Kootenai College Lois Slater, Director PO Box 117 Pablo MT 59855	NO	0
4	Montana Job Service Tina Asby 539 South 3 <sup>rd</sup> West Missoula MT 59806 (406)728-7060	NO	0
5	Employee Referral	NO	5
6	Cherry Creek Radio Website <a href="http://www.cherrycreekradio.com">www.cherrycreekradio.com</a>	NO	4
7	All Access Web Site	NO	2
8	Cherry Creek Radio Missoula On Air Advertising	NO	0
9	Radio Business Report website jcarnegie@rbr.com	NO	0

10	Montana Broadcasters Association dbruce@mtbroadcasters.org	NO	0
11	Indeed.com	NO	0
12	Media Staffing 358 5 <sup>th</sup> Ave New York, NY 10001	NO	0
13	LinkedIn.com	NO	0
14	Facebook/Radio Peeps	NO	0
15	RadioOnline.com	NO	0
16	MediaLynk.com	NO	0
17	Missoula Chamber of Commerce	NO	0
18	Country Aircheck	NO	0
19	Radio and Music Pros <a href="http://www.ramp247.com">www.ramp247.com</a>	NO	0
20	Montana Tech Career Services University Relations Center 1300 West Park Street Butte, MT 59701	NO	1
	TOTAL Interviewees for All Vacancies		12

Appendix 3  
 Annual EEO Public File Report Form  
 Covering the Period from December 1, 2019 to November 30, 2020

Station(s) comprising Station Employment Unit: KGGL-FM, KZOQ-FM, KXDR-FM,  
 KHKM-FM, KGRZ-AM and KYLT-AM

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Community Event Sponsored by Cherry Creek Media Promoting Careers in Broadcasting	January 5 <sup>th</sup> , 2020, General Manager and Operations Manager hosted a table our Cherry Creek Media Wedding Fair located at the Hilton Garden Inn. They talked with job seekers and answered questions about job opportunities in radio sales and job skills needed.
Establishment of Training and Mentoring Program for Engineering	“Stations established a training program designed to enable station engineering personnel to acquire skills that could qualify them for higher level positions. The program included tuition assistance employees to obtain advanced engineering skills.”
Event Sponsored by Cherry Creek Media Promoting Careers in Broadcasting	Sept 24 <sup>th</sup> , 2020, General Manager hosted a seminar for advertising clients on recruitment and retention. During the seminar clients were informed about employment opportunities in broadcasting. Seminar was held at Wingate by Wyndham Airport Hotel.