

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 stations: KGGL(FM), KGRZ(AM), KHKM(FM), KXDR(FM), KYLT(AM), and KZOQ-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 December 1, 2014 to and including November 30, 2015 (the “Applicable Period”). This report was amended on July 18, 2017.

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.

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.

Annual EEO Public File Report Form
 Covering the Period from December 1, 2014 to November 30, 2015
 (Amended July 18, 2017)

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

Appendix 1. Vacancy List

See Appendix 2, the Recruitment Source List, for recruitment source data

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the Hiree
Morning Show Producer	7	7 – 3 Interviewees	7
Traffic Assistant	1, 2, 3, 4, 5, 8	4 – 8 Interviewees 5 – 1 Interviewees 8 – 3 Interviewees	4
Contract Auditor	1, 2, 3, 4, 5, 8	4 – 8 Interviewees 5 – 1 Interviewees 8 – 3 Interviewees	5
Contract Auditor	1, 2, 3, 4, 5, 8	4 – 8 Interviewees 5 – 1 Interviewees 8 – 3 Interviewees	4
Contract Auditor	1, 2, 3, 4, 5, 8	4 – 8 Interviewees 5 – 1 Interviewees 8 – 3 Interviewees	8
Account Executive	5, 6, 7, 8	5 – 2 Interviewees 6 – 1 Interviewees 8 – 3 Interviewees	5
General Manager	12	12 – 6 Interviewees	12

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Appendix 2. Recruitment Source List

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees 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 P.O. Box 117 Pablo, MT 59855	No	0
4	Missoula Job Service Tina Asby 539 South 3rd West Missoula, MT 59806 (406) 728-7060	No	32
5	Employee Referral	No	6
6	Cherry Creek Radio Website www.cherrycreekradio.com	No	1
7	All Access Web Site	No	3
8	Cherry Creek Radio Missoula On-Air Advertising	No	15

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RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Radio Business Report website jcarnege@rbr.com	No	0
10	Montana Broadcasters Association dbruce@mtbroadcasters.org	No	0
11	Indeed.com	No	0
12	Media Staffing 358 5th Ave. New York, NY 10001	No	6
Total No. of Interviewees over 12-month period			63

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Appendix 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in Job Fair	On February 18, 2015, the Sales Manager and Operations Manager attended the Big Sky Employment & Academic Enrichment Fair and talked with university students about job opportunities in broadcasting.
Participation in Job Fair	On April 25, 2015, the Sales Manager and Operations Manager attended the annual Missoula Job Service Career Fair and talked with students about job opportunities in broadcasting.
Internship Program	Starting on September 04, 2015, the programming department hosted an intern with J.O.B.S in coordination with the University of Montana Lommasson Center.
Participation in Training	On October 14, 2015, the Sales Manager, Business Manager, and Operations Manager participated in a two-hour webinar on the FCC's EEO and public file requirements.