

April 1, 2019

EEO Staff, Policy Division, Media Bureau
Federal Communications Commission
445 Twelfth Street, S.W.
Washington, D.C. 20554

Re: KMON(AM), Great Falls, Montana (Facility Id. 62330)

Dear Sir or Madam:

CCR-Great Falls IV, LLC (“Cherry Creek”), the licensee of broadcast station KMON(AM), Great Falls, Montana, hereby responds to the Commission’s notice of audit issued to Cherry Creek for KMON(AM).¹ This response includes information about the following stations which, with KMON(AM), comprise Cherry Creek’s employment unit (the “Unit” or “Stations”):

KAAK(FM), Great Falls, Montana (Facility Id. 63872);
KLFM(FM), Great Falls, Montana (Facility Id. 56665);
KMON-FM, Great Falls, Montana (Facility Id. 62331); and
KVVR(FM), Dutton, Montana (Facility Id. 84237).

a. **Public File Report.** Copies of Cherry Creek’s two most recent EEO public file reports for the periods covering December 1, 2016 to November 30, 2017 (“2016-2017 Reporting Period”) and December 1, 2017 to November 30, 2018 (“2017-2018 Reporting Period”) (the 2016-2017 Reporting Period and the 2017-2018 Reporting Period, together, the “Audit Period”) are attached as Exhibit 1 and Exhibit 2, respectively. As noted on the face of the reports, they were amended on March 28, 2019.

The Stations’ website addresses are www.560kmon.com, www.945maxcountry.com, www.TheRiver979.com, www.Kool929fm.com, and www.K99hits.com. The Unit’s most recent public file report is linked to each of these websites. The dates of each full-time hire during the Audit Period are provided in Exhibit 3.

b. **Supporting Documentation for Vacancies.** Attached as Exhibit 4 are copies of all available communications retained by the Unit announcing the vacancies for the full-time positions filled during the Audit Period. Notices of vacancies were sent to the recruitment sources listed in the EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2). None of these recruitment sources have requested to be notified of full-time job openings. The Unit aired vacancy-specific notices for some vacancies. Exhibit 4 contains the text of such notices, as well as copies of the invoices retained by the Unit, showing when these announcements aired on the Stations.

The Unit also aired general announcements to inform organizations that they can request to be notified of full-time vacancies available at the Stations. Exhibit 4 contains copies of invoices showing when these general announcements aired on the Stations.

¹ Certain personally identifiable information has been redacted from the response materials.

c. ***Total Number of Interviewees and Referral Sources.*** The total number of interviewees for each full-time vacancy filled during the Audit Period and the referral sources for each interviewee are provided in the Unit's EEO public file reports (see [Exhibit 1](#) and [Exhibit 2](#)).

d. ***Documentation of Recruitment Initiatives.*** The Unit personnel involved in recruitment initiatives performed during the Audit Period is reflected in the EEO public file reports (see [Exhibit 1](#) and [Exhibit 2](#)). Available documentation of these initiatives is provided in [Exhibit 5](#). The Unit currently has a total of 13 full-time employees. The Stations operate in a market with a population of less than 250,000.² Therefore, the Unit is required to perform two recruitment initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

e. ***Discrimination Complaints.*** There are no pending or resolved complaints alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex during the current license term before any body having competent jurisdiction under federal, state, territorial, or local law.

f. ***Management's EEO Responsibilities.*** EEO compliance is an integral function of management at all levels within the Unit. The Market Manager requires key department managers to attend weekly meetings, during which they discuss general employment issues and training, as well as methods for handling problems that might arise in these areas. The key department managers also are taught to conduct interviews and performance reviews in a manner that is in line with the Unit's EEO policy. The Market Manager works with the key department managers to ensure that decisions regarding hiring and promotion are carried out in a non-discriminatory approach. All job openings must be filtered through the Market Manager, who is responsible for EEO compliance. No job can be filled by a department manager without prior approval of the Market Manager, who signs off on EEO compliance. Though the department managers actively participate in the process, the Market Manager bears the ultimate responsibility for enforcement of the Unit's EEO policy.

The Unit makes a collaborative effort to ensure that both employees and applicants are well-informed of the Unit's EEO policy. Upon commencement of employment, every employee receives a copy of the Unit's Employee Policy Manual, which contains a description of the Unit's EEO policy. In addition, management periodically holds department head meetings to discuss EEO and other employment-related issues. Each job notice informs potential applicants that the Unit is an equal opportunity employer.

g. ***Analysis of EEO Program's Effectiveness.*** The success of the Unit's EEO recruiting program is vital to the success of the company, and management therefore gives a significant amount of time and resources to evaluating the success of its outreach initiatives, and the program as a whole. The Market Manager and the key managers of various departments evaluate the success of each outreach initiative on a case-by-case basis. After each job fair, community event, or other outreach initiative, the participants in that event, together with management, analyze the relative success of the event, including number of attendees, interest

² The Stations operate in the Great Falls, MT Metropolitan Statistical Area with a population of 81,327 according to the 2010 U.S. Census.

levels, number and quality of applications received (if applicable), and the like. Likewise, management actively evaluates the sources and methods by which it advertises specific job vacancies in order to ensure that the Stations receive a wide variety of qualified applicants for all employment positions. Thus, this process of constant self-evaluation allows the Unit to continue to utilize the most effective methods, while strategizing how to strengthen its other outreach efforts.

Management has determined that participation in local job fairs and career fairs, coupled with its vacancy-specific announcements and its internship program, allows station personnel to come into contact with, and select its employees from, a wide cross-section of members in the community. And it continually evaluates and modifies its program to ensure and optimize recruiting success. In addition, the Unit draws upon the human resources department of its parent to monitor and ensure its own EEO compliance.

h. ***Analysis of Pay, Benefits and Selection Techniques.*** The Unit recognizes the need to evaluate the effects of its employment process and decisions, and actively monitors employment outcomes to ensure their non-discriminatory effect. The Market Manager, assisted by the key department heads, analyzes the effect of each employment decision on a case-by-case basis to ensure that it has a non-discriminatory effect.

With regard to pay, the Market Manager and the Business Manager prepare the payroll budget annually and award merit-based pay increases to employees at that time. The payroll budget also is reviewed at the corporate level. The Market Manager looks to local industry standards to provide the benchmark for setting pay scales for all employees to avoid assigning pay rates in a discriminatory fashion. With respect to hiring, the Market President meets with department heads to ensure that each individual has the skills and the interest for the position and, with respect to promotion decisions, the impact the employee has had on the Unit is discussed with the department heads. Each such decisions is likewise evaluated for any potential discriminatory effect. It is encouraged within the Unit to pursue promotions within the Unit and career growth outside the Unit.

With regard to fairness and equal opportunity, the Market Manager in conjunction with the management team discuss during staff meetings and in one-on-one sessions ways to provide an environment of fairness and opportunities.

The Unit also includes non-discriminatory verbiage on all advertising contracts, which reach our advertising clients. The Unit has succeeded in ensuring that applicants and employees are treated fairly in a non-discriminatory fashion, and that no discriminatory effect arises from its practices.

The Unit does not have any union agreements, is not a religious broadcaster, and is not subject to a time brokerage agreement.

I certify that the information and statements herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that the attached exhibits are considered material representations.

Please address any questions concerning this letter to Cherry Creek's counsel, Howard Liberman of Wilkinson Barker Knauer LLP, at (202) 383-3373.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Jonathan Brewster', with a long horizontal flourish extending to the right.

Jonathan Brewster
Chief Executive Officer

Exhibit 1

EEO Public File Report for 2016-2017 Reporting Period



P.O. Box 3309 Great Falls, Montana 59403 Tel:406.761.7600 Fax:406.761.5511

Annual 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 stations: KMON(AM) (Great Falls, MT), KMON-FM (Great Falls, MT), KVVR(FM) (Dutton, MT), KLFM(FM) (Great Falls, MT), and KAAK(FM) (Great Falls, 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 December 1, 2016 to and including November 30, 2017 (the "Applicable Period") KMON(AM), KMON-FM, KVVR(FM), KLFM(FM), and KAAK(FM). This report was amended on amended March 28, 2019. This report was amended on March 28, 2019.

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON-FM, KVVR(FM), KLFM(FM),
KAAK(FM)

Covering the Period from December 1, 2016 to November 30, 2017 (amended March 28, 2019)

Vacancy	Recruitment Sources (RS) Used to Fill Vacancy	Interviewees Referred by Each RS	RS that Referred the hiree
ACCOUNT EXECUTIVE #1	8	RS 8 - 5 interviewees	8
ACCOUNT EXECUTIVE #2	8, 14	RS 8 - 3 interviewees RS 14 - 2 interviewees	14
ACCOUNT EXECUTIVE #3	14	RS 14 - 6 interviewees	14
ACCOUNT EXECUTIVE #4	8, 14	RS 8 - 3 interviewees RS 14 - 2 interviewees	14

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON-FM, KVVR(FM), KLFM(FM), KAAK(FM)

Covering the Period from December 2016 to November 30, 2017 (amended March 28, 2019)

<u>Ref #</u>	<u>Business</u>	<u>Contact</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u># Intvws provided by RS</u>	<u>Position RS used for</u>
1	Blackfeet Community College	Angela Johnson	Browning	MT	59417	0	
2	Blackfeet Indian - JTPA	George Kipp	Browning	MT	59417	0	
3	Bismarck Tribune	Darcie Meyer	Bismarck	ND	58501	0	
4	Brown Institute	Mike Kronforst	Minneapolis	MN	55407	0	
5	Bureau of Indian Affairs	Holly Weatherwax	Browning	MT	59417	0	
6	Business and Professional Women	Cande Recke	Great Falls	MT	59404	0	
7	Career Quest/Exress Personnel	Grace Grabofsky	Great Falls	MT	59405	0	
8	Cherry Creek Radio / Central Montana Radio Network	Dan Manella	Great Falls	MT	59403	11	AE1, AE2, AE4,
9	Great Falls Job Service	Various contacts	Great Falls	MT	59405	0	
10	Illinois Center for Broadcasting	Don Clark	Chicago	Il	60605	0	
11	Montana Broadcasters Association	Dewey Bruce	Clancy	MT	59634	0	
12	Media Staffing Network	Kate Glenn	Scottsdale	AZ	85266	0	
13	National Assn. State Broadcasters	Dewey Bruce	Clancy	MT	59634	0	
14	Employee Refferals/word mouth	Staff Members				10	AE3, AE4
15	Opportunities Inc	Cherrie Kelly	Great Falls	MT	59405	0	
16	Outsources Unlimited	Jim Maiatare	Great Falls	MT	59401	0	

17	Rapid City Journal	Cathy Dabney	Rapid City	SD	57701	0	
18	Montana Help Wanted.Com	Shelby Marion	Engelwood	CO	80112	0	
19	Spokesman Review	Jean Robinson	Spokane	WA	99210	0	
20	Snelling Personnel Service	Doug Goossen	Great Falls	MT	59401	0	
21	Temp Track	Mike Young	Great Falls	MT	59405	0	
22	Traffic Directors Guild of America					0	
23	University of Great Falls	Twila Croft	Great Falls	MT	59405	0	
24	Workforce Development Ctr	Maria Winslow	Great Falls	MT	59405	0	

Total number of interviews over 12 mo period: 21

No sources requested notification of vacancies during the period.

SECTION 3 - RECRUITMENT INITIATIVES

Stations Comprising Station Employment Unit: KMON(AM), KMON-FM, KVVR(FM), KLFM(FM), KAAK(FM)

Covering the Period from December 2016 to November 30, 2017 (amended March 28, 2019)

PARTICIPATED IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS:

SEPTEMBER 27, 2017 FALL JOB & INTERNSHIP FAIR - -
GENERAL MANAGER PARTICIPATED IN A JOB AND INTERNSHIP FAIR AT THE UNIVERSITY OF PROVIDENCE LIBRARY.

OCTOBER 12, 2017 UNITED WAY CAREER FAIR - -
GENERAL MANAGER PARTICIPATED IN A JOB FAIR AT THE NORTH MIDDLE SCHOOL.

OCTOBER 24, 2017 GREAT FALLS ADVERTISING FEDERATION BUSINESS OF MARKETING & CAREER FAIR - -
GENERAL MANAGER PARTICIPATED IN A CAREER FAIR AT GREAT FALLS MSU

ESTABLISHMENT OF TRAINING PROGRAMS:

A WEBINAR SERIES DESIGNED TO EDUCATE STAFF ON THE SKILLS NEEDED TO MOVE THEIR CAREERS FORWARD
WAS ESTABLISHED BY OUR CORPORATE OFFICE. ALL EMPLOYEES ARE ENCOURAGED TO PARTICIPATE.

INTERNSHIP PROGRAM:

ESTABLISHED AN INTERNSHIP THROUGH THE UNIVERSITY OF PROVIDENCE. THE INTERN WORKED OVER 100 HOURS
WORKING WITH THE PROGRAMMING AND SALES DEPARTMENTS.

Exhibit 2

EEO Public File Report for 2017-2018 Reporting Period



Annual 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 stations: KMON(AM) (Great Falls, MT), KMON-FM (Great Falls, MT), KVVR(FM) (Dutton, MT), KLFM(FM) (Great Falls, MT), KAAK(FM) (Great Falls, MT) and is required to be placed in the public inspection file:

The information contained in this Report covers the time period beginning December 1, 2017 to and including November 30, 2018 (the "Applicable Period") KMON(AM), KMON-FM, KVVR(FM), KLFM(FM), and KAAK(FM). This report was amended on March 28, 2019.

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM), KLFM(FM) and
KAAK(FM)

Covering the Period from December 2017 to November 30, 2018 (amended March 28, 2019)

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Interviewees Referred by Each RS	RS that Referred the Hiree
ACCOUNT EXECUTIVE #1	8	RS 8 - 2 interviewees	8
ACCOUNT EXECUTIVE #2	8, 14	RS 8 - 2 interviewees RS 14 - 2 interviewees	14
ACCOUNT EXECUTIVE #3	8	RS 8 - 1 interviewee	8
PROGRAM DIRECTOR	25, 26, 27	RS 25 - 5 interviewees RS 26 - 1 interviewee RS 27 - 2 interviewees	25

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM), KLFM(FM) and KAAK(FM)

Covering the Period from December 2017 to November 30, 2018 (amended March 28, 2019)

<u>Ref #</u>	<u>Business</u>	<u>Contact</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u># Intwvs provided by RS</u>	<u>Position RS used for</u>
1	Blackfeet Community College	Angela Johnson	Browning	MT	59417	0	
2	Blackfeet Indian - JTPA	George Kipp	Browning	MT	59417	0	
3	Bismarck Tribune	Darcie Meyer	Bismarck	ND	58501	0	
4	Brown Institute	Mike Kronforst	Minneapolis	MN	55407	0	
5	Bureau of Indian Affairs	Holly Weatherwax	Browning	MT	59417	0	
6	Business and Professional Women	Cande Recke	Great Falls	MT	59404	0	
7	Career Quest/Exress Personnel	Grace Grabofsky	Great Falls	MT	59405	0	
8	Cherry Creek Radio / Central Montana Radio Network	Dan Manella	Great Falls	MT	59403	5	AE1, AE2, AE3
9	Great Falls Job Service	Various contacts	Great Falls	MT	59405	0	
10	Illinois Center for Broadcasting	Don Clark	Chicago	Il	60605	0	
11	Montana Broadcasters Association	Dewey Bruce	Clancy	MT	59634	0	
12	Media Staffing Network	Kate Glenn	Scottsdale	AZ	85266	0	
13	National Assn. State Broadcasters	Dewey Bruce	Clancy	MT	59634	0	
14	Employee Refferals/word mouth	Staff Members				2	AE2
15	Opportunities Inc	Cherrie Kelly	Great Falls	MT	59405	0	
16	Outsources Unlimited	Jim Maiatare	Great Falls	MT	59401	0	

17	Rapid City Journal	Cathy Dabney	Rapid City	SD	57701	0	
18	Montana Help Wanted.Com	Shelby Marion	Engelwood	CO	80112	0	
19	Spokesman Review	Jean Robinson	Spokane	WA	99210	0	
20	Snelling Personnel Service	Doug Goossen	Great Falls	MT	59401	0	
21	Temp Track	Mike Young	Great Falls	MT	59405	0	
22	Traffic Directors Guild of America					0	
23	University of Great Falls	Twila Croft	Great Falls	MT	59405	0	
24	Workforce Development Ctr	Maria Winslow	Great Falls	MT	59405	0	
25	All Access.com	Mark Capuano	Malibu	CA	90265	5	PD
26	Facebook (Radio Peeps)	Mark Elliott	Denver	CO	80111	1	PD
27	Linkedin.com	Mark Elliott	Denver	CO	80111	2	PD

Total number of interviews over 12 mo period: 15

No sources requested notification of vacancies during the period.

SECTION 3 - RECRUITMENT INITIATIVES

Stations Comprising Station Employment Unit: KMON(AM), KMON(FM), KVVR(FM), KLFM(FM) and KAAK(FM)

Covering the Period from December 2017 to November 30, 2018 (amended March 28, 2019)

PARTICIPATED IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS:

MARCH 9, 2018 UNIVERSITY OF MONTANA JOB FAIR
NEWS DIRECTOR PARTICIPATED IN A JOB AND INTERNSHIP FAIR. HE TALKED WITH JOB SEEKERS AND ANSWERED QUESTIONS.

OCTOBER 10, 2018 FALL JOB & INTERNSHIP FAIR - -
GENERAL MANAGER PARTICIPATED IN A JOB AND INTERNSHIP FAIR AT THE UNIVERSITY OF PROVIDENCE LIBRARY.

OCTOBER 25, 2018 UNITED WAY CAREER FAIR - -
GENERAL MANAGER, SALES AND PROGRAMMING PARTICIPATED IN A JOB FAIR AT THE NORTH MIDDLE SCHOOL.

ESTABLISHMENT OF TRAINING PROGRAMS:

STAFF ATTENDED WEBINAR SERIES ESTABLISHED BY OUR CORPORATE OFFICE DESIGNED TO EDUCATE THEM ON THE SKILLS NEEDED TO MOVE THEIR CAREERS FORWARD.

OCTOBER 17, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO INTERVIEW FOR BETTER HIRING.

OCTOBER 31, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON COMPENSATION AND ON-BOARDING

NOVEMBER 14, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO ATTRACT NEW EMPLOYEES.

NOVEMBER 16 , 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON HOW TO RECRUIT AND HIRE NEW SALES TEAM MEMBERS.

NOVEMBER 28, 2018 WEBINAR TRAINING
GM ATTENDED A WEBINAR HOSTED BY MEDIA STAFFING NETWORK ON WHAT THE SALES TEAM OF THE FUTURE LOOKS LIKE.

Exhibit 3

Date of Each Full-Time Hire

2016-2017 Reporting Period

Account Executive: March 28, 2017

Account Executive: July 10, 2017

Account Executive: October 17, 2017

Account Executive: October 23, 2017

2017-2018 Reporting Period

Account Executive: December 18, 2017

Account Executive: January 5, 2018

Account Executive: February 2, 2018

Program Director: February 5, 2018

Exhibit 4

Documentation of Recruitment for Vacancies

Sales Order

Stations: KAAK-FM, KLFM-FM, KMON-AM, KMON-FM, KVVR-FM
 Buyer: _____
 Contract Name: CCR AE Openings Tax Schedule: _____ (None)
 Contract#: 553280 Agency Commission %: 0
 Start Date: 2/14/17 End Date: 3/30/17 Billing Cycle: Calendar
 Revenue Type: DIRECT Type: Cash Salesperson: 1671dman Comm %: 17
 Advertiser: EEO ADS Makegood Policy: Within Contract Dates
 Address: CCR-GREAT FALLS
 PO BOX 3309
 City: GREAT FALLS State: MT Zip: 59403
 Product Name: CCR AE Openings
 Competitive Code: EDUCATION/JOB SERVICES

KAAK-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/14/17	2/28/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	65	0.00	7
2	3/01/17	3/30/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	132	0.00	7
3	2/14/17	3/30/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	90	0.00	7
4	2/14/17	3/30/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	135	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KLFM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/14/17	2/28/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	65	0.00	7
2	3/01/17	3/30/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	132	0.00	7
3	2/14/17	3/30/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	90	0.00	7
4	2/14/17	3/30/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	135	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/14/17	2/28/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	65	0.00	7
2	3/01/17	3/30/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	132	0.00	7
3	2/14/17	3/30/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	90	0.00	7
4	2/14/17	3/30/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	135	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	2/14/17	2/28/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	65	0.00	7
2	3/01/17	3/30/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	132	0.00	7
3	2/14/17	3/30/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	90	0.00	7
4	2/14/17	3/30/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	135	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KVVR-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	2/14/17	2/28/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	65	0.00	7
2	3/01/17	3/30/17		6:00 AM	8:00 PM	60	5	3	5	3	5	5	5	31	D	0.00	132	0.00	7
3	2/14/17	3/30/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	90	0.00	7
4	2/14/17	3/30/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	135	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Feb 17	Mar 17	Apr 17
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

TOTAL SPOTS 2110
 GROSS TOTAL \$ 0.00
 ADJUSTED SPOTS 2035
 ADJUSTED TOTAL \$ 0.00

APPROVE DECLINE

- 1671dman, 02/13/17 @1:30PM
- Sales Manager
- 1671mweb, 02/13/17 @2:40PM
- ****

Sales Order

Stations: K260AU, K280GG, K298BL, KAAK-FM, KLFM-FM, KMON-AM, KMON-FM, KVVR-FM
 Buyer: _____
 Tax Schedule: _____ (None)
 Contract Name: CCM AE Recruitment-01 Agency Commission %: 0
 Contract#: 555375 Billing Cycle: Calendar
 Start Date: 6/28/17 End Date: 6/29/17 Salesperson: 1671dman Comm %: 17
 Revenue Type: DIRECT Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: EEO ADS
 Address: CCR-GREAT FALLS
 PO BOX 3309
 City: GREAT FALLS State: MT Zip: 59403
 Product Name: CCM AE Recruitment
 Competitive Code: EDUCATION/JOB SERVICES

K260AU

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

K280GG

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

K298BL

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KAAK-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KLFM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	2	2	2	2	2	3	3	16	D	0.00	4	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	2	2	2	2	2	3	3	16	D	0.00	4	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KVVR-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	6/28/17	6/29/17		6:00 AM	8:00 PM	60	4	4	4	4	4	6	6	32	D	0.00	8	0.00	7
2	6/28/17	6/29/17		8:00 PM	12:00 AM	60	2	2	2	2	2	2	2	14	D	0.00	4	0.00	7
3	6/28/17	6/29/17		12:00 AM	6:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	6	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Jun 17	Jul 17
CA	0.00	0.00
ST	0.00	0.00

Print Spot Prices

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TOTAL SPOTS	136
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	134
ADJUSTED TOTAL \$	0.00

APPROVE DECLINE

- | | | |
|-------------------------------------|--------------------------|----------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | General Manager |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | 1671dian, 06/27/17 @9:34AM |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | 1671mweb, 06/29/17 @1:55PM |
| <input type="checkbox"/> | <input type="checkbox"/> | **** |

Do you love ideas? Do you love to sell your ideas? We're looking for an unusual and talented salesperson. One who is self-directed, can set goals and meet them, and is fearless about picking up the phone and calling someone cold. We're looking for someone who thinks differently, a successful salesperson. Your current industry doesn't really matter, but we're looking for a successful salesperson who thrives on independence. Cherry Creek Radio and the Central Montana Radio Network are looking for experienced and entry-level sales representatives who love to sell their ideas. With five radio stations in the Great Falls region, like this one, our radio stations are the most listened-to radio stations in the area, and have been for many years. We offer a great work environment, the best training in the business, and an opportunity to make much more than just an average income. If you're interested in a great opportunity, a new job with central Montana's leading radio stations. Call us today at 761-7600, 761-7600. Cherry Creek Radio and the Central Montana Radio Network are Equal Opportunity Employers.

Sales Order

Stations: K260AU, K280GG, K298BL, KAAK-FM, KLFM-FM, KMON-AM, KMON-FM, KVVR-FM
 Buyer: _____
 Tax Schedule: _____ (None)
 Contract Name: EEO REQUIRED NOTICE Agency Commission %: 0
 Contract#: 562085 Billing Cycle: Calendar
 Start Date: 8/04/18 End Date: 12/31/18 Salesperson: 1671mweb Comm %: 0
 Revenue Type: DIRECT Type: Cash Makegood Policy: Within Flight
 Advertiser: CCR - EEO GREAT FALLS
 Address: Attn: MICHELLE WEBER
 2411 GARLAND DR
 City: MISSOULA State: MT Zip: 59803
 Product Name: EEO REQUIRED NOTICE
 Competitive Code: EDUCATION/JOB SERVICES

K260AU

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$	
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																				

TOTAL GROSS \$0.00, NET \$0.00

K280GG

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$	
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																				

TOTAL GROSS \$0.00, NET \$0.00

K298BL

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$	
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																				

TOTAL GROSS \$0.00, NET \$0.00

KAAK-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$	
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																				

TOTAL GROSS \$0.00, NET \$0.00

KLFM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																			

TOTAL GROSS \$0.00, NET \$0.00

KMON-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																			

TOTAL GROSS \$0.00, NET \$0.00

KMON-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																			

TOTAL GROSS \$0.00, NET \$0.00

KVVR-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/04/18	12/31/18		5:00 AM	12:00 AM	30	1	1	1	1	1	1	1	7	D	0.00	150	0.00	7
EEO REQUIRED NOTICE																			

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19
CA	0.00	0.00	0.00	0.00	0.00	0.00
ST	0.00	0.00	0.00	0.00	0.00	0.00

Print Spot Prices

TOTAL SPOTS	1200
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	1192
ADJUSTED TOTAL \$	0.00

APPROVE DECLINE

<input type="checkbox"/>	<input type="checkbox"/>	General Manager
<input checked="" type="checkbox"/>	<input type="checkbox"/>	1671vsok, 08/03/18 @7:40AM
<input checked="" type="checkbox"/>	<input type="checkbox"/>	1671mweb, 08/03/18 @8:29AM
<input type="checkbox"/>	<input type="checkbox"/>	****

Do you love ideas? Do you love to sell your ideas? We're looking for an unusual and talented salesperson. One who is self-directed, can set goals and meet them, and is fearless about picking up the phone and calling someone cold. We're looking for someone who thinks differently, a successful salesperson. Your current industry doesn't really matter, but we're looking for a successful salesperson who thrives on independence. Cherry Creek Radio and the Central Montana Radio Network are looking for experienced and entry-level sales representatives who love to sell their ideas. With five radio stations in the Great Falls region, like this one, our radio stations are the most listened-to radio stations in the area, and have been for many years. We offer a great work environment, the best training in the business, and an opportunity to make much more than just an average income. If you're interested in a great opportunity, a new job with central Montana's leading radio stations. Call us today at 761-7600, 761-7600. Cherry Creek Radio and the Central Montana Radio Network are Equal Opportunity Employers.

Sales Order

Stations: KAAK-FM, KLFM-FM, KMON-AM, Buyer: _____
KMON-FM, KVVR-FM Tax Schedule: _____ (None)
 Contract Name: EEO ORG REQUEST 2017 Agency Commission %: 0
 Contract#: _____ 552378 Billing Cycle: Calendar
 Start Date: 1/01/17 End Date: 12/31/17 Salesperson: 1671dman Comm %: 17
 Revenue Type: DIRECT Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: EEO ADS
 Address: CCR-GREAT FALLS
PO BOX 3309
 City: GREAT FALLS State: MT Zip: 59403
 Product Name: EEO ORG REQUEST 2017
 Estimate #: EEO ORG REQUEST 2017
 Competitive Code: EDUCATION/JOB SERVICES

KAAK-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/17	12/31/17		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	627	0.00	7
-1	7/17/17	7/23/17		6:00 AM	12:00 AM	30						1		1	D	0.00	1	0.00	7

MG from line: 1

TOTAL GROSS \$0.00, NET \$0.00

KLFM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/17	12/31/17		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	627	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/17	12/31/17		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	627	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/17	12/31/17		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	627	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KVVR-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/17	12/31/17		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	627	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17
CA	0.00	0.00	0.00	0.00	0.00	0.00
ST	0.00	0.00	0.00	0.00	0.00	0.00
	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17
CA	0.00	0.00	0.00	0.00	0.00	0.00
ST	0.00	0.00	0.00	0.00	0.00	0.00

Print Spot Prices

TOTAL SPOTS 3135
 GROSS TOTAL \$ 0.00
 ADJUSTED SPOTS 3071
 ADJUSTED TOTAL \$ 0.00

APPROVE DECLINE

- General Manager
- 1671dlan, 12/13/16 @12:08PM
- 1671mweb, 12/13/16 @11:26AM
- ****

Sales Order

Stations: K260AU, K280GG, K298BL, KAAK-FM,
KLFM-FM, KMON-AM, KMON-FM, KVVR-FM

Buyer: _____
Tax Schedule: _____ (None)

Contract Name: EEO ORG REQUEST 2018-01

Agency Commission %: 0

Contract#: _____ 558053

Billing Cycle: Calendar

Start Date: 1/01/18 End Date: 8/03/18

Salesperson: 1671dman Comm %: 17

Revenue Type: DIRECT Type: Cash

Makegood Policy: Within Contract Dates

Advertiser: EEO ADS

Address: CCR-GREAT FALLS

PO BOX 3309

City: GREAT FALLS State: MT Zip: 59403

Product Name: EEO ORG REQUEST 2018

Estimate #: EEO ORG REQUEST 2018

Competitive Code: EDUCATION/JOB SERVICES

K260AU

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

K280GG

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

K298BL

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KAAK-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7
-1	6/04/18	6/10/18		6:00 AM	12:00 AM	30						1		1	D	0.00	1	0.00	7
MG from line: 1																			
-2	6/18/18	6/24/18		6:00 AM	12:00 AM	30			1					1	D	0.00	1	0.00	7
MG from line: 1																			
-3	7/02/18	7/08/18		6:00 AM	12:00 AM	30			1					1	D	0.00	1	0.00	7
MG from line: 1																			

* Sent to the traffic system by 1671mpen, 08/02/18 @5:28PM

TOTAL GROSS \$0.00, NET \$0.00

KLFM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KMON-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KVVR-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	1/01/18	8/03/18		6:00 AM	12:00 AM	30	2	2	2			3	3	12	D	0.00	366	0.00	7
-1	6/04/18	6/10/18		6:00 AM	12:00 AM	30							1	1	D	0.00	1	0.00	7
MG from line: 1																			
-2	6/04/18	6/10/18		6:00 AM	12:00 AM	30						1		1	D	0.00	1	0.00	7
MG from line: 1																			

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18
CA	0.00	0.00	0.00	0.00	0.00	0.00
ST	0.00	0.00	0.00	0.00	0.00	0.00
	Jul 18	Aug 18				
CA	0.00	0.00				
ST	0.00	0.00				

Print Spot Prices

Notes to Traffic: WARNING! This order has an end-dated schedule line which has already aired.

Any spots which are aired, posted or invoiced must be reconciled manually. Spots in the future will be removed automatically when contract revision is scheduled in traffic.

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TOTAL SPOTS	2928
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	2798
ADJUSTED TOTAL \$	0.00

APPROVE DECLINE

- | | | |
|-----------------------|-----------------------|------------------|
| <input type="radio"/> | <input type="radio"/> | General Manager |
| <input type="radio"/> | <input type="radio"/> | Sales Manager |
| <input type="radio"/> | <input type="radio"/> | Business Manager |
| <input type="radio"/> | <input type="radio"/> | **** |

Exhibit 5

Documentation of Recruitment Initiatives

WHAT: 2017 FALL JOB & INTERNSHIP FAIR

WHERE: UNIVERSITY OF PROVIDENCE LIBRARY
1301 20th Street, Great Falls, MT 59405

WHEN: SEPTEMBER 27TH

TIME: 11:00AM – 3:00PM

DETAILS: SET-UP BEGINS AT 10:30AM

PROVIDED:

8FT TABLE WITH TABLE CLOTH AND SKIRTING

Please advise before event if your organization will be bringing personal table covering.

LUNCH

Sack lunch will be provided

CONTACT: _____ Career Development Program Assistant

_____.@uprovidence.edu

RSVP: By September 18th. Please send RSVP to email listed above

From:
Sent: Tuesday, March 26, 2019 4:48 PM
To:
Subject: FW: United Way career fair

- Can you please print this entire email

From:
Sent: Tuesday, March 26, 2019 4:47 PM
To: cherrycreekmedia.com>
Subject: FW: United Way career fair

Here's the United Way in from 2017.... One more email to back that up will follow.

From: @uwccmt.org>
Sent: Tuesday, October 10, 2017 2:21 PM
To: cherrycreekmedia.com>
Subject: United Way career fair

I wanted to reach out to you to see if you or perhaps one of your deejays might be available to speak to 8th graders Thursday as part of United Way's annual career fair. Three time slots at North Middle School that we're still trying to fill. Students rotate between speakers, who give presentations that are 25-30 minutes leaving time for questions. The hope is that the presentations are as interactive as possible. Here are the shifts we're looking to fill:

7:45am-12pm
11:10am-2:45pm (includes a lunch break)
7:45am-2:45pm

Let me know and I can send you some information to help you or your staff prepare. Thanks!

| Marketing Director
United Way of Cascade County
PO Box 1343 Great Falls, MT 59403
(P) @uwccmt.org

<https://clicktime.cloud.postoffice.net/clicktime.php?U=www.uwccmt.org&E=dmanella%40cherrycreekmedia.com&X=XID525VJJuuX1246Xd2&T=6PAS&HV=U.E.X.T&H=e471aac053bdf493e07703bff9c316e5a3e401dd>

United Way fights for the health, education and financial stability of every person in OUR community.

CLICK to GIVE TODAY



From:
Sent: Tuesday, March 26, 2019 4:49 PM
To:
Subject: FW: IMPORTANT: Career Fair Information
Importance: High

From:
Sent: Tuesday, March 26, 2019 4:48 PM
To: @cherrycreekmedia.com>
Subject: FW: IMPORTANT: Career Fair Information
Importance: High

United Way 2017

From: @uwccmt.org>
Sent: Wednesday, October 11, 2017 1:56 PM
To: @cherrycreekmedia.com>
Subject: IMPORTANT: Career Fair Information
Importance: High

Good Afternoon

Thank you again for agreeing to speak at the 2017 Middle School Career Fair. ***Please let me know that you have received this email and are prepared to speak on Thursday, October 12th.*** Please review the information below and find your schedule for the day.

1. **Arrival Time:** Please arrive at least 15 minutes prior to your first presentation. You will need to be set-up and ready to present prior to students arriving in your room. A representative from United Way will be waiting just inside the main entrance of your school to guide you to your room.
2. **Presentation Needs:** Each classroom has a computer, projector and screen. You will need to bring your presentations on a zip drive if needed. It is not an easy process to hook up your personal computers. If you have weblinks they may struggle as the school district does have some restrictions on site access. Please notify Lacey of any special needs.

3. **Presentation length:** Each presentation should last 30 minutes including questions. Teachers will do a quick reflection with their kids at the end of your session.

4. **Presentation Content:** The biggest thing is getting kids exposed to lots of career options they may or may not have considered. The more interactive and hands-on the better! Kids will be more responsive and you will have a better time. Good talking points include how you chose your career, why schooling was crucial in that, and how school subjects apply to the current work you do.
 Other objectives of the event:
 - a. Students will understand the relationship between school performance, attendance and future choices
 - b. Students will think about their future and potential career options
 - c. Students will gain knowledge of new and different career fields
 - d. Students will be exposed to "soft skills" needed for interviews and attaining employment

5. **Lunch:** If you are presenting for a full day, lunch will be provided. Please ask your United Way Staff member for more details.

<i>North Middle School Rm 107</i>	
TIME	Activity/Speaker
12:00-12:35	Lunch
12:35-12:40	Travel
12:40-1:10	Fought/Prestion (29)
1:10-1:15	Guided Reflections
1:15-1:20	Travel
1:20-1:50	Falcon/Kellogg (30)
1:50-1:55	Guided Reflections
1:55-2:00	Travel
2:00-2:30	Garza/Martinez (28)
2:30-2:35	Guided Reflections
2:35-2:55	End of Day Wrap Up

Community Impact Coordinator
United Way of Cascade County
 PO Box 1343, Great Falls, MT 59403
 (O) _____
 (C) _____
www.uwccmt.org

United Way of Cascade County fights for the education, health and financial stability of every person in our community!

Click [here](#) to connect with Graduation Matters on Facebook!

From:
Sent: Wednesday, March 27, 2019 8:09 AM
To:
Subject: FW: BAM
Attachments: October 24 2017-BAM Lineup.pdf

Good morning – Can you please print out this email and the attachment? thank you!

From:
Sent: Tuesday, March 26, 2019 5:05 PM
To: [@cherrycreekmedia.com](mailto:)>
Subject: FW: BAM

Heres the Oct 24 2017 Great Falls Advertising Federation Career Fair at Great Falls MSU
Subject: BAM

Hi BAM Committee...

Attached is the agenda for tomorrow's event. I look forward to seeing you tomorrow.

We will arrive at GF College MSU at 8:00 to get things set-up. After the students are in and seated, Amanda may need some assistance with getting the snacks out.

Lunch is from 11:40 – 12:10 and it's always a "mad rush" to get pizza. Any assistance you may be able to give during the lunch break is greatly appreciated!

Then...if any of you can swing by at 2:30 to help clean up, that would be great.

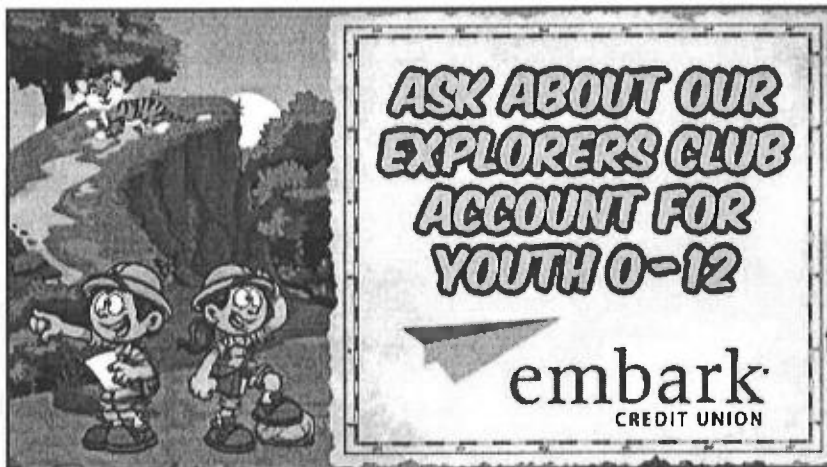
No worries if you can't make any or all of these times tomorrow. I understand "we all have jobs" and sometimes it just isn't possible.

We are anticipating about 100 students and teachers..Yay!

Thank you to all of you for your assistance with BAM 2017. It wouldn't happen without all of you!



AVP/Business Development
Embark Credit Union
(P)
(F)
www.embarkcu.com



From:

Sent: Tuesday, October 17, 2017 9:55 PM

To: @cherrycreekmedia.com>

Subject: Midway Evaluation Sheet

Dear

Fall break is approaching next week. I have complete 90-100 hours thus far. It's been a very positive and uplifting learning experience. I need to complete 180 hours for three credits, so we're almost there.

I do need two internship/employer evaluations in order to pass (*midway and final*). I anticipate good remarks. The content in the evaluations can potentially affect my grade. I have been attending weekly remotes, coming in twice a week at 6am, and at 8:30am for the other three days out of five in total. I sent my reports pertaining to advertising, and also my notes. I am certainly open to more suggestions, feedback, and participation.

I had a few things to do in order to prepare for my evening class today, and I did not make it back to the station this afternoon. I will be there in the morning, however. Thank you!

Sincerely,

University of Providence

email:

cell:

From: @cherrycreekmedia.com>
Sent: Friday, October 06, 2017 9:58 AM
To: CCR-All Staff <allstaff@cherrycreekmedia.com>
Subject: CCM Career Development Webinars
Importance: High

Good Morning Everyone:

I hope everyone is well on this beautiful fall Friday and to top of the week it is a 3 day weekend!!

As everyone should know we are starting the CCM Career Development webinars next Tuesday at 11am mountain time and the second is to take place at 11:30am mountain time (the full schedule is below). I will send out a WebEx meeting invite to the GMs, BMs, and Engineers. I'm limiting the send list as we can only have one connection to the WebEx meeting per market. Each market will need to have a computer, conference phone, and projector ready in your respective conference rooms for those staff who wish to attend the webinars. We have a limit of 25 seats on our WebEx meeting account which means we cannot exceed 25 connections to the meeting which is why I'm staying to have this setup and ready for your local staff in the conference room. The webinar connection and audio feeds will be the same as our annual HR training webinars.

GMs, please pick a point person in your market to prepare handle the setup of the conference room and connect to the meeting. Please let me know who that is in each market so I may add them to the meeting invite. As previously stated I will also send the invite to the GMs, BMs, and Engineers as well for back up in case the primary point person ends up being unavailable next Tuesday.

For those employees that work from home offices please let me know if you wish to attend the Webinar and I will include you specifically on the WebEx invite.

Thank you & please let me know if you have any questions!!

CCM Career Development Webinar Schedule:

Operations Manager

October 10 th at 11am MT	Recruitment
November 7 th at 11am MT	Managing Multiple Formats
December 5 th at 11am MT	Marketing Stations

Program Director

October 10th at 11:30am MT Airchecking
November 7th at 11:30am MT Becoming the Boss
December 5th at 11:30 am MT Social Media Interaction

Market Manager

October 11th at 11am MT Budget Setting
November 8th at 11am MT What's a P&L
December 6th at 11am MT Servant Leadership

Director of Sales

October 11th at 11:30am MT Onboarding an AE
November 8th at 11:30am MT Ride Alongs
December 6th at 11:30am MT Becoming the Boss

VP/Director of Operations & IT

Cherry Creek Media
7400 East Orchard Road
Greenwood Village, CO 80111
O:
C: 303-903-2143

.....

Sent: Wednesday, March 07, 2018 2:56 PM

To:

Subject: Re: Missoula Friday

I'll be representing the entire company. If you anticipate any needs, please let me know.

Director of News Programming-Cherry Creek Media
News Director/Host-Southern Utah's Afternoon News
Saint George, Utah

cherrycreekradio.com

From:

Sent: Wednesday, March 7, 2018 2:55 PM

To:

Subject: RE: Missoula Friday

Will you be representing Missoula/Butte/Great Falls at the Job Fair?

Thank you.

From:

Sent: Wednesday, March 07, 2018 12:59 PM

To: [@cherrycreekmedia.com](mailto:)>

Cc: [@cherrycreekmedia.com](mailto:)>

Subject: Re: Missoula Friday

On Mar 7, 2018, at 12:50 PM,

[@cherrycreekmedia.com](mailto:)> wrote:

Hi

Just a reminder that I will be in Missoula for the University of Montana Job Fair this Friday from 9-3. Can either (or both of you) make it over to the college for a little bit?

Thanks!

Director of News Content Programming-Cherry Creek Media
News Director-Newsradio 94.9/890 KDXU St. George, Utah

cherrycreekmedia.com

From:
Sent: Friday, March 08, 2019 4:44 PM
To:
Subject: FW: University of Providence Job and Internship Fair
Attachments: Attendee Invitation.pdf
Importance: High

From: CareerCenter <@uprovidence.edu>
Sent: Thursday, October 04, 2018 12:33 PM
Subject: University of Providence Job and Internship Fair
Importance: High

My apologies for the extremely short notice with an invitation to our annual Fall Job and Internship Fair. For an extensive number of short staffing and logistics reasons, we unfortunately had some invitation miscommunication and your email was omitted.

That being said:

The Career Center is excited to host our **Annual Fall Job and Internship Fair at the University of Providence Library on Wednesday, October 10th; 10:00am - 1:00pm.**

As a reminder, ***Space is Limited*** again this year, so please
RSVP via Email
as soon as possible to reserve your table!

An attendee's luncheon will be provided in the NEW Career Center following the event.

As you can see from the attached flier, our goal for the Fall Fair is to connect local Great Falls Business and Non-profit Organizations with our talented students looking for volunteer opportunities, off-campus employment and internships opportunities.

Simply Reply to this email or follow the link above to get your name on the list and registered for the upcoming fair!

We look forward to seeing each of you, again this year, and meeting your organization's needs.

Kind Regards,

. | The Career Center

1301 20th Street South | Great Falls, Montana 59405

Tel: _____ ; Fax: _____

Web: www.uprovidence.edu



From:
Sent: Monday, October 08, 2018 11:29 AM
To:
Subject: RE: Hiring Salespeople Webinars

This month career fairs...

October 8 – University of Providence Career and Internship Fair – 10am – 1pm (Multiple participants from the Sales and Programming staffs will take 1 hour shifts including myself who'll be there for at least two hours)

October 25 – North Middle School / United Way Annual Career Fair for 8th Grade Students - 10am – 4pm (myself)

From:
Sent: Monday, May 07, 2018 9:23 AM
To: CCR-All Staff <allstaff@cherrycreekmedia.com>
Subject: Career Development Webinars This Week

Good Morning,

I hope everyone had a good weekend!

This is a friendly reminder that we have the Cherry Creek Media Career Development webinar series this week. I have send out the meeting invites for both days. The schedule for the Career Devolvement webinars this week is:

Tuesday, May 8 th at 11am MT:	with Building a Cluster's Brand
Tuesday, May 8 th at 11:30am MT:	with Promotion & Sales
Wednesday, May 9 th at 11am MT:	with Your Cluster's Brand
Wednesday, May 9 th at 11:30am MT:	with How Can Sales Help Ratings

Thank you!

VP/Director of Operations
Cherry Creek Media
7400 E. Orchard Road, STE 2800
Greenwood Village, CO 80111

O:

C:

From:

Sent: Monday, October 08, 2018 11:20 AM

To: cherrycreekmedia.com>
:cherrycreekmedia.com>

@cherrycreekmedia.com>

Subject: FW: Hiring Salespeople Webinars

Please let me know if you do any of these webinars and I will include them on the EEO report next month. thank you!!

Folks,

I wanted to send a quick reminder about a series of webinars starting this Wednesday. I have received numerous questions about how do you go about recruiting for jobs. Montana has joined with Wyoming, North Dakota, and South Dakota to present a series of webinars on recruitment. These webinars will be great for Managers, Sales Managers really anybody that is in the position of recruiting Sales People. Please distribute to the appropriate people and have them click below to register for the first Webinar October 3rd 9am Mountain time. You can register for all of the webinars now if you can't attend a webinar live remember they will send you a link after the webinar to view when it's more convenient.

10/17/18 - [Interviewing for better hiring](#)

10/31/18 - [Compensation and On-boarding](#)

11/14/18 - [Tips on how to attract new employees](#)

11/28/18 - [What the sales teams of the future looks like](#)

Multi-Tasker - Sales & Recruiting

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[www.mediastaffingnetwork.com](#)