



## Cherry Creek Radio - Helena

P.O. Box 4111 - Helena, MT - 59604

Phone: (406) 442-4490 - Fax: (406) 442-7356

### 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: KZMT(FM) (Helena, Montana), KCAP(AM) (Helena, Montana), KBMI (FM) (East Helena, Montana), KBLL(FM) (Helena, Montana), KBLL(AM) (Helena, Montana) and KHGC (FM) (Montana City, Montana) 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, 2013 to and including November 30, 2014 (the "Applicable Period") for (KZMT(FM), KBMI (FM), KCAP(AM), KBLL(FM), KBLL(AM) and KHGC (FM).

## SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit: KZMT(FM), KBMI (FM), KCAP(AM), KBLL(FM),  
KBLL(AM), KHGC(FM)  
Covering the Period from December 1, 2013 to November 30, 2014

JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
NEWS DIRECTOR	1,3,4,9,10,12,15,16,18,22,23,25,27,31,32	32 - 4	ALL ACCESS.COM
ACCOUNT EXECUTIVE #	#1,#3,#5,#6,#8,#9,#10,#14,#15,#17,#18,#21,#23,#25,#27,#29,#31,#33, #20	#17-3, #15-1, #33-1, #20-2	INDEED.COM
ACCOUNT EXECUTIVE \$	\$1,\$3,\$5,\$6,\$8,\$9,\$10,\$14,\$15,\$17,\$18,\$21,\$23,\$25,\$27,\$29,\$31,\$20, \$33	\$17-3, \$15-1, \$33-1, \$20-2	WORD OF MOUTH
ACCOUNT EXECUTIVE %	%1,%3,%5,%6,%8,%9,%10,%15,%17,%18,%21,%23,%25,%27,%29,%31,	%15-2, %20-1, %23-1, %25-2	HELENA JOB SERVICE
ACCOUNT EXECUTIVE &	&1,&3,&5,&6,&8,&9,&10,&15,&17,&18,&21,&23,&25,&27,&29,&31.	&15-2, &20-1, &23-1, &25-2	CHERRY CREEK RADIO

WHEN THE 4 ACCOUNT EXECUTIVES WERE HIRED THE FIRST TWO WERE FROM ONE ROUND OF RECRUITMENT INTERVIEWS, AND THE SECOND TWO WERE HIRED FROM A SECOND SEPARATE ROUND OF RECRUITMENT/INTERVIEWS. TO SEPARATE THEM AS INDIVIDUALS FROM THE TWO ROUNDS OF RECRUITMENT I HAVE MARKED THEM WITH A SPECIAL CHARACTER.

AE# AND AES WERE HIRED FROM THE FIRST ROUND OF RECRUITMENT/INTERVIEWS  
AE% AND AE& WERE HIRED FROM THE SECOND ROUND OF RECRUITMENT/INTERVIEWS

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit: KZMT(FM), KBMI(FM), KCAP(AM), KBLL(FM),  
KBLL(AM), KHGC(FM)

Covering the Period from December 1, 2013 to November 30, 2014.

Ref #	Business	Contact	Address	City	State	Zip	# Intvws provided by source	Position Source used for
1	A2Z Staffing	Anna Kazmierowski	1824 N Last Chance G	Helena	MT	59601		ND. AE#. AES. AE%. AE&
2	Birschbach Medial Sales	via CCR-Denver						
3	Blackfeet Indian - JTPA	George Kipp	Box 1090	Browning	MT	59417		ND. AE#. AES. AE%. AE&
4	Brown Institute	Mike Kronforst	2225 E. Lake Street	Minneapolis	MN	55407		ND
5	Bureau of Indian Affairs	Holly Weatherwax	P.O. Box 880	Browning	MT	59417		AE#. AES. AE%. AE&
6	Business and Professional Women	Cande Recke	609 33rd Ave. N.E.	Great Falls	MT	59404		AE#. AES. AE%. AE&
7	Capital High	Jean Braun	100 Valley Drive	Helena	MT	59601		
8	Carreer Training Institute	Connie Roope	347 North Last Chance Gulch	Helena	MT	59601		AE#. AES. AE%. AE&
9	Carroll College	Student Development	1601 North Benton	Helena	MT	59601		ND. AE#. AES. AE%. AE&
10	Cherry Creek Radio	Travis Cronen	501 S Cherry St	Denver	CO	80246		ND. AE#. AES. AE%. AE&
11								
12	Helena College of Technology		1115 North Roberts	Helena	MT	59601		ND
13	Helena High School	Sarah Berg	1300 Bill Ave	Helena	MT	59601		
14	Helena Indian Alliance	Attn: Carol Exec Dire	436 North Jackson	Helena	MT	59601		AE#. AES.
15	Helena Job Service	Bryan Bird	715 Front	Helena	MT	59601		AE#. AES. AE%. AE&
16	Illinois Center for Broadacasting	Don Clark	601 South LaSalle St	Chicago	IL	60605		ND
17	Media Staffing Network	Kate Glenn	6516 E Shooting Way	Scottsdale	AZ	85266	AE#-AES-3	AE#. AES. AE%. AE&
18	Montana Broadcasters Association	Greg McDonald	HC70 box 78	Bonner	MT	59823		ND. AE#. AES. AE%. AE&

19	Montana State University	C/o Communications Dept.	416 Culbertson	Bozeman	MT	59717		
20	Employee referral/word of mouth						AE#-AES-2/AE%-AE&-1	AE#, AES
21	MSU College of Technology	Courtney Johnsrud	2100 16th Ave. So.	Great Falls	MT	59405		AE#, AES, AE%
22	Ohio Center for Broadcasting	Terry Cuff		Denver	CO	80246		ND
23	Montana Help Wanted.com	Shelby Marion	9100 E Panarama Dr 200	Engelwood	CO	80112	AE%-AE&-1	ND, AE#, AES, AE%, AE&
24	Rocky Mountain Christian Schl		1421 N Roberts	Helena	MT	59601		
25	Cherry Creek Radio - Helena	Linda Howard	PO Box 4111	Helena	MT	59604	AE%-AE&-2	ND, AE#, AES, AE%, AE&
26	Traffic Directors Guild of America		<a href="http://www.tdga.org">www.tdga.org</a>					ND, AE#, AES, AE%, AE&
27	University of Great Falls	Twila Croft	1320 20th St. So.	Great Falls	MT	59405		AE#, AES, AE%, AE&
28	University of Montana	C/o Communications D	University of Montana	Missoula	MT	59812		
29	Vocational Rehabilitation	Kathy Luce	3075 N. Montana Avenue	Helena	MT	59601		AE#, AES, AE%, AE&
30	Westaff	Carne Lutkehus	910 East Lyndale Avenue	Helena	MT	59601		
31	Women's Entrepreneurial Network	Rebecca Engum	710 1st Ave. No.	Great Falls	MT	59401		ND, AE#, AES, AE%, AE&
32	All Access.com	Bob Guerra	website					4 ND
33	Indeed.com	Tony Driskill	website				AE#-AES-1/AE%-AE&-2	AE#, AES

Total number of interviews over 12 month period:

17

No agencies requested notification of vacancies during the period.

Section 3 - Recruitment Initiatives Undertaken by

KZMT(FM), KBMI (FM), KCAP(AM), KBLL(FM), KBLL(AM), and KHGC(FM)

A: GENERAL MANAGER, TONY DRISKILL, ATTENDED THE MONTANA ESGR HELENA JOB SERVICE COMMUNITY JOB FAIR ON AUGUST 20TH AT THE LEWIS AND CLARK COUNTY FAIRGROUNDS.

B: PARTICIAPTED IN JOB BANK BY LISTING ACCOUNT EXECUTIVE JOB OPENINGS THROUGHOUT THE YEAR WITH MONTANA HELP WANTED.COM.