



## Cherry Creek Radio - Helena

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### Annual EEO Public File Report

The purpose of this EEO Public File Report("REPORT") is to comply with Section 73.2080©(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), KHKR(KBMI) (FM) (East Helena, Montana), KBLL(FM) (Helena, Montana), KBLL(AM) (Helena, Montana) and KOYT(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 ,2012 to and including November 30, 2013 (the "Applicable Period") for (KZMT(FM), KHKR(KBMI)(FM), KCAP(AM), KBLL(FM), KBLL(AM), : KOYT(FM).

## SECTION 1 - VACANCY LIST

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

Covering the Period from December 1, 2012 to November 30, 2013

JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
GENERAL SALES MANAGER	17	17-12	MEDIA STAFFING NETWORK
MORNING ANNOUNCER	4,10, 15, 16, 18, 22, 23, 25, 32	32-1	ALL ACCESS.COM

## SECTION 2 - RECRUITMENT SOURCE LIST

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

Covering the Period from December 1, 2012 to November 30, 2013.

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		
2	Birschbach Medial Sales	via CCR-Denver						
3	Blackfeet Indian - JTPA	George Kipp	Box 1090	Browning	MT	59417		
4	Brown Institute	Mike Kronforst	2225 E. Lake Street	Minneapolis	MN	55407		M ANNC
5	Bureau of Indian Affairs	Holly Weatherwax	P.O. Box 880	Browning	MT	59417		
6	Business and Professional Women	Cande Recke	609 33rd Ave. N.E.	Great Falls	MT	59404		
7	Capital High	Jean Braun	100 Valley Drive	Helena	MT	59601		
8	Career Training Institute	Connie Roope	347 North Last Chance G	Helena	MT	59601		
9	Carroll College	Student Development Center	1601 North Benton	Helena	MT	59601		
10	Cherry Creek Radio	Travis Cronen	501 S Cherry St	Denver	CO	80246		M ANNC
11								
12	Helena College of Technology		1115 North Roberts	Helena	MT	59601		
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		
15	Helena Job Service	Bryan Bird	715 Front	Helena	MT	59601		M ANNC
16	Illinois Center for Broadcasting	Bob Hillman	601 South LaSalle St	Chicago	IL	60605		M ANNC
17	Media Staffing Network	Kate Glenn	6518 E Shooting Way	Scottsdale	AZ	85266	12	GSM
18	Montana Broadcasters Association	Greg McDonald	HC70 box 78	Bonner	MT	59823		M ANNC
19	Montana State University	C/o Communications Dept.	416 Culbertson	Bozeman	MT	59717		
20	Montana United Indian Assoc.	Linda Tongate	105 Smelter Ave.	Great Falls	MT	59404		
21	MSU College of Technology	Courtney Johnsrud	2100 16th Ave. So.	Great Falls	MT	59405		
22	Ohio Center for Broadcasting	Mark Lillie		Denver	CO	80246		M ANNC
23	Regional Help Wanted.Com	Shelby Marion	9100 E Panarama Dr 200	Engelwood	CO	80112		M ANNC
24	Rocky Mountain Christian Schl		1421 N Roberts	Helena	MT	59601		
25	Cherry Creek Radio - Helena	Linda Howard	PO Box 4111	Helena	MT	59604		M ANNC
26	Traffic Directors Guild of America		<a href="http://www.tdga.org">www.tdga.org</a>					
27	University of Great Falls	Twila Croft	1320 20th St. So.	Great Falls	MT	59405		
28	University of Montana	C/o Communications Dept.	University of Montana	Missoula	MT	59812		
29	Vocational Rehabilitation	Kathy Luce	3075 N. Montana Avenue	Helena	MT	59601		
30	Westaff	Carrie Lutkehus	910 East Lyndale Avenue	Helena	MT	59601		
31	Women's Entrepreneurial Network	Rebecca Engum	710 1st Ave. No.	Great Falls	MT	59401		
32	All Access.com	Bob Guerra	website				1	M ANNC

Total number of interviews over 12 month period:

13

No agencies requested notification of vacancies during the period.

**Section 3 - Recruitment Initiatives Undertaken by  
KZMT(FM), KHKR(KBMI)(FM), KCAP(AM), KBLL(FM), KBLL(AM), and KOYT(FM)**

A: Entered into a News Internship with the University of Montana. Intern was Jonathon Ambarian. Jonoathan covered Public Affairs Reporting, law enforcement and court cases. Also Produced and anchored a 5 minute daily newscast for Cherry Creek Radio that aired at 4:35pm.

B: General Manager, Duane Bruce, attended the Helena High School 2013 Career Fair and Education Training Programs Fair. The event was held February 13, 2013 frm 8:30am to 11am at the Helena High School Gymnasium. Bruce imparted to students, the various job opportunities in the Broadcast Industry.

C: General Manager, Duane Bruce, attended the 18th Annual career fair sponsored by the Helena Independent Record on March 20th, 2013. Career fair was held at the Carroll College PE Center from 11am to 4pm. Bruce talked with students about the many opportunities in the Broadcast Industry.

D: General Manager, Duane Bruce, attended the University of Montana School of Journalism Job and Internship Fair, April 12, 2013 at the University of Montana. Bruce met with students interested in learning about job opportunities in radio and the possibility of setting up internships.

E: KBLL FM, morning announcer, Tim Bayless, appeared before the TV Production 101 class at Carroll College on October 29th. Class Instructor, Dr. Kutufam, had invited Bayless to speak with the students about broadcasting and jobs offered in Radio. Bayless held a question and answer session following his presentation with the students.