



## 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), 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 ,2014 to and including November 30, 2015 (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, 2014 to November 30, 2015

JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each	RS that Referred the hiree
OPERATIONS MANAGER	32	32 - 4	ALL ACCESS.COM
NEWS DIRECTOR	32	32 - 5	ALL ACCESS.COM
MORNING SHOW/DIGITAL DIRECTOR	32	32-6	ALL ACCESS.COM
MORNING SHOW/DIGITAL DIRECTOR	32, 20	20-1	EMP REFERRAL - WORD OF MOUTH
ADMIN ASSISTANT	1, 6, 8, 9, 12, 14, 20, 25	1-2, 20-3, 25-2	AA2Z STAFFING
ACCOUNT EXECUTIVE 1	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	25 -7	CHERRY CREEK RADIO - HELENA
ACCOUNT EXECUTIVE 2	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	25 -7	CHERRY CREEK RADIO - HELENA
ACCOUNT EXECUTIVE 3	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	20 -2, 25 -2	EMP REFERRAL - WORD OF MOUTH
ACCOUNT EXECUTIVE 4	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	20 -1, 25 -1, 33-1	CHERRY CREEK RADIO - HELENA
ACCOUNT EXECUTIVE 5	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	20 -1, 25 -3	CHERRY CREEK RADIO - HELENA
ACCOUNT EXECUTIVE 6	6, 8, 9, 11, 12, 14, 19, 20, 21, 24, 25, 27, 31, 33	20 -2, 25 -1	CHERRY CREEK RADIO - HELENA

## 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, 2014 to November 30, 2015.

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		AA
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		
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		AA, AE1, AE2, AE3, AE4, AE5, AE6
7	Capital High	Jean Braun	100 Valley Drive	Helena	MT	59601		
8	Carreer Training Institute	Connie Roope	347 North Last Chance G	Helena	MT	59601		AA, AE1, AE2, AE3, AE4, AE5, AE6
9	Carroll College	Student Development Center	1601 North Benton	Helena	MT	59601		AA, AE1, AE2, AE3, AE4, AE5, AE6
10	Cherry Creek Radio	Travis Cronen	501 S Cherry St	Denver	CO	80246		
11	Indeed.com	DeAnna Anderson	website					AE1, AE2, AE3, AE4, AE5, AE6
12	Helena College of Technology		1115 North Roberts	Helena	MT	59601		AA, AE1, AE2, AE3, AE4, AE5, AE6
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		AA, AE1, AE2, AE3, AE4, AE5, AE6
15	Helena Job Service	Bryan Bird	715 Front	Helena	MT	59601		
16	Illinois Center for Broadacasting	Don Clark	601 South LaSalle St	Chicago	IL	60605		
17	Media Staffing Network	Kate Glenn	6518 E Shooting Way	Scottsdale	AZ	85266		
18	Montana Broadcasters Association	Dewey Bruce	18 Ruby Mtn Rd	Clancy	MT	59634		
19	Montana State University	C/o Communications Dept.	416 Culbertson	Bozeman	MT	59717		AE1, AE2, AE3, AE4, AE5, AE6
20	Employee referral/word of mouth	DeAnna Anderson						AA, AE1, AE2, AE3, AE4, AE5, AE6
21	MSU College of Technology	Courtney Johnsrud	2100 16th Ave. So.	Great Falls	MT	59405		AE1, AE2, AE3, AE4, AE5, AE6
22	Ohio Center for Broadcasting	Terry Cuff		Denver	CO	80246		
23	Montana Help Wanted.com	Shelby Marion	9100 E Panarama Dr 200	Engelwood	CO	80112		

24	Rocky Mountain Christian Schl		1421 N Roberts	Helena	MT	59601		AE1, AE2, AE3, AE4, AE5, AE6
25	Cherry Creek Radio - Helena	DeAnna Anderson	PO Box 4111	Helena	MT	59604		AA, AE1, AE2, AE3, AE4, AE5, AE6
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		AE1, AE2, AE3, AE4, AE5, AE6
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		AE1, AE2, AE3, AE4, AE5, AE6
32	All Access.com	Bob Guerra	website				4	OM, ND, MSDD
33	Facebook	DeAnna Anderson	website					AE1, AE2, AE3, AE4, AE5, AE6

Total number of interviews over 12 month period:

51

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)

KCAP(AM) HOSTS "JOBS WEDNESDAY" DURING THE MONTANA MORNING SHOW. THIS FIVE MINUTE REPORT IS HOSTED BY THE HELENA JOB SERVICE AND TALKS ABOUT JOBS AVAILABLE IN THE HELENA AREA. KCAP(AM) ALSO POSTS THESE JOBS ON THEIR FACEBOOK PAGE.

OCT 14, 2015 NAVIGATING THE FCC'S EQUAL EMPLOYEMENT RULES  
RON KORB, GM, DeANNA ANDERSON, GSM, DALE DESMOND, OM AND MICHELLE WEBER, BM, PARTICIPATED IN A TWO HOUR WEBINAR PRESENTED BY DAVID OXENFORD, WILKINSON BARKER KNAUER LLP ON NAVIGATING THE FCC EQUAL EMPLOYMENT OPPORTUNITY RULES AND PUBLIC FILE REQUIREMENTS.