

CCR-Butte IV, LLC
KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(FM)
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 station(s):

KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(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, 2020** to and including **November 30, 2021** (the “Applicable Period”).

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 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.

Appendix 1

Annual EEO Public File Report Form

Covering the Period from **December 1, 2020** to **November 30, 2021**

Station(s) Comprising Station Employment Unit:

KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(FM)

Section 1: Vacancy Information

	Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position	Recruitment Sources Utilized to Fill the Vacancy (see Section 2)	Date of Hire
	ACCOUNT EXECUTIVE	I	1	I, J	5/10/2021
	ACCOUNT EXECUTIVE	H	2	I, J, M	11/15/2021
	MARKET MANAGER	H	2	E, I	9/1/2021

Total Number of Persons Interviewed During Applicable Period: 5

Appendix 2
Annual EEO Public File Report
Covering the Period from **December 1, 2020** to **November 30, 2021**
Station(s) Comprising Station Employment Unit:
CCR-Butte IV, LLC
KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(FM)

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number Interviewees This Source Has Provided During This Period (If Any)	Resources Requested Notification? (Y/N)
A	Montana Tech UM 1300 Park St Butte, MT 59701 800-455-8324	0	No
B	The Montana Standard 25 W Granite Butte, MT 59701 406-496-5550	0	No
C	Butte Job Service 2201 White Blvd Butte MT 59701	0	No
D	Job Service – Deer Lodge 409 Missouri Ave #106 Deer Lodge MT 59722	0	No
E	Montana Broadcasters Association 18 Ruby Mountain Rd Clancy, MT 59634	0	No
F	H I Case Management 700 Casey Butte MT 59701	0	No
G	Media Staffing Network	0	No
H	In House Employee Referral	4	No
I	Cherry Creek Radio Website 750 Dewey RD Butte, MT 59701 406-494-4442	1	No
J	Cherry Creek Radio - on air advertising 4 radio stations	0	No
K	All Access.com	0	No
L	Linkedin.com	0	No
M	Facebook.com/Radio Peeps	0	No
N	RadioOnline.com	0	No
O	MediaLynk.com	0	No
P	Montanaworks.gov		
Total Number of Interviewees over 12-Month Period = 5			

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2020** to **November 30, 2021**

Station(s) Comprising Station Employment Unit:
KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KXTL(AM), KMBR(FM), KAAR(FM) and KMTZ(FM)

Type of Recruitment Initiative	Brief Description of Activity
Training to management-level personnel as to methods of ensuring equal employment opportunity and prevent discrimination	On March 24, 2021, Business Manager attended an EEO training webinar hosted by outside counsel.
Training to management-level personnel as to methods of ensuring equal employment opportunity and prevent discrimination	On July 9, 2021, Business Manager attended an EEO training session with Broadcast1Source.
Training to management-level personnel as to methods of ensuring equal employment opportunity and prevent discrimination	On November 3, 2021, General Manager attended a two-part program that covered strategies for developing and fostering diversity, equality, and inclusion.
Hosting a job fair	On November 4, 2021, General Manager held a virtual job fair for sales recruitment. No other businesses participated in this job fair.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Cherry Creek Media offers and supports ongoing sales development training through RAB. By participating in these courses, sales employees earn various advancement certificates.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Cherry Creek Media supports and reimburses employees for outside continuing education.