

EEO PUBLIC FILE REPORT

CCR-GREAT FALLS IV, LLC

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): 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 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 hire 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. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire 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: KMON(AM), KMON-FM,
KVVR(FM), KLFM(FM), KAAK(FM)

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Total Number of Interviewees from All Sources for This Position	Recruitment Source of hire
Sales Assistant	7, 9, 11, 15	1 Interview – RS #7	6

Appendix 2

Annual EEO Public File Report Form
 Covering the Period from December 1, 2020, to November 30, 2021

Station(s) comprising Station Employment Unit: KMON(AM), KMON-FM,
 KVVR(FM), KLFM(FM), KAAK(FM)

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Business and Professional Women 609 33 rd Ave NE Great Falls MT 59404 greatfallsbusinesswomen.com	NO	0
2	Montana Tech Career Services University Relations Center 1300 West Park Street Butte, MT 59701	NO	0
3	Office of Career Services University of Providence 1301 20 th St South Great Falls MT 59405 (406)791-5216	NO	0
4	Placement and Career Opportunities Salish-Kootenai College Lois Slater, Director PO Box 117 Pablo MT 59855	NO	0
5	Job Service Great Falls 10 th Ave North Great Falls MT 59405 (406)791-5800	NO	0
6	Employee Referral	NO	3
7	Cherry Creek Media Website www.cherrycreekmedia.com	NO	1
8	All Access Web Site	NO	0
9	Cherry Creek Radio Great Falls On Air Advertising	NO	0
10	Radio Business Report website jcarnegie@rbr.com	NO	0

11	Montana Broadcasters Association mtbroadcasters.org/broadcasting-careers/jobs	NO	0
12	Indeed.com	NO	0
13	Media Staffing 358 5 th Ave New York, NY 10001	NO	0
14	LinkedIn.com	NO	0
15	Facebook/Radio Peeps	NO	0
16	RadioOnline.com	NO	0
17	MediaLynk.com	NO	0
18	Regionalhelpwanted.com	NO	0
19	Country Aircheck	NO	0
20	Radio and Music Pros www.ramp247.com	NO	0
21	Opportunities Inc 905 1 st Ave No Great Falls MT 59403 (406)761-0310	NO	0
22	Workforce Development Center 815 2 nd St So Great Falls MT 59405 (406)453-2160	NO	0
23	Blackfeet Community College 504 SE Boundary St Browning MT 59417 (406)338-5441	NO	0
	TOTAL Interviewees for All Vacancies		4

Appendix 3
 Annual EEO Public File Report Form
 Covering the Period from December 1, 2020, to November 30, 2021

Station(s) comprising Station Employment Unit: KMON(AM), KMON-FM,
 KVVR(FM), KLFM(FM), KAAK(FM)

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	On January 19, 2021, Engineer attended a training webinar that provided certification credits.
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.
Participation in job fair	On August 20, 2021, General Manager manned a table at a job fair at Centene Stadium. GM talked with job seekers and answered questions about job opportunities in radio.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	Stations established a training program designed to enable station engineering personnel to acquire skills that could qualify them for higher level positions. The program includes tuition assistance for employees to obtain advanced engineering skills.