

EEO PUBLIC FILE REPORT

CCR-MISSOULA 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): KGGL(FM), KZOQ-FM, KXDR(FM), KHKM(FM), KGRZ(AM) and KYLT(AM) 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. 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 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: KGGL(FM), KZOQ-FM, KXDR(FM),
 KHKM(FM), KGRZ(AM) and KYLT(AM)

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 hiree
Account Executive	6, 8, 14, 21	1 Interview – RS #8 1 Interview – RS #21	21
Account Executive	6, 8, 14,		5
Account Executive	6, 8, 10, 13, 14	1 Interview – RS #13	13
Program Director	6, 7, 14, 19, 22	2 Interviews – RS #6 2 Interviews – RS #14	14

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: KGGL(FM), KZOQ-FM, KXDR(FM),
KHKM(FM), KGRZ(AM) and KYLT(AM)

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	Missoula Business Women's Network PO Box 4524 Missoula MT 59806 (406)777-1877	NO	0
2	Office of Career Services Lommasson Center 154 University of Montana Missoula MT 59812-2376 (406)243-2239	NO	0
3	Placement and Career Opportunities Salish-Kootenai College Lois Slater, Director PO Box 117 Pablo MT 59855	NO	0
4	Montana Job Service Tina Asby 539 South 3 rd West Missoula MT 59806 (406)728-7060	NO	0
5	Employee Referral	NO	10
6	Cherry Creek Radio Website www.cherrycreekradio.com	NO	2
7	All Access Web Site	NO	0
8	Cherry Creek Radio Missoula On Air Advertising 5 Stations	NO	1
9	Radio Business Report website jcarnegie@rbr.com	NO	0
10	Montana Broadcasters Association dbuce@mtbroadcasters.org	NO	0

11	Indeed.com	NO	0
12	Media Staffing 358 5 th Ave New York, NY 10001	NO	0
13	LinkedIn.com	NO	1
14	Facebook/Radio Peeps	NO	2
15	RadioOnline.com	NO	0
16	MediaLynk.com	NO	0
17	Missoula Chamber of Commerce	NO	0
18	Country Aircheck	NO	0
19	Radio and Music Pros www.ramp247.com	NO	0
20	Montana Tech Career Services University Relations Center 1300 West Park Street Butte, MT 59701	NO	0
21	Montanaworks.gov	NO	1
22	Country Insider	NO	0
	TOTAL Interviewees for All Vacancies		17

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: KGGL(FM), KZOQ-FM, KXDR(FM),
KHKM(FM), KGRZ(AM) and KYLT(AM)

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.
Establishment of an internship program	Intern from the University of Montana wrote stories for content on our websites. The internship was from March 2021 - April 2021.
Participation in job fair	On March 19, 2021, General Manager and Operations Manager attended a virtual job and internship fair hosted by the Montana Journalism Department at the University of Montana. They talked with job seekers and answered questions about job opportunities in radio sales and job skills needed.
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.
Hosted a job fair	On June 16, 2021, Unit hosted an on-site job fair. The General Manager and Sales Manager talked with job seekers and answered questions about job opportunities in radio sales and job skills needed. No other businesses participated in this job fair.
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 program designed to enable station personnel to acquire skills that	Stations established a training program designed to enable station engineering

<p>could qualify them for higher level positions</p>	<p>personnel to acquire skills that could qualify them for higher level positions. The program includes tuition assistance for employees to obtain advanced engineering skills.</p>
<p>Participated in job fair</p>	<p>On September 20, 2021, General Manager manned a table at the University of Montana's Student Employee Fair. GM talked with job seekers and answered questions about job opportunities in radio sales.</p>