

**CCR-St. George IV, LLC**

**ST GEORGE / CEDAR CITY**

**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM), and  
KIYK(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): **KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM), and KIYK(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 period beginning **June 1, 2021**, to and including **May 31, 2022** (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 follows 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 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 **June 1, 2021**, to **May 31,2022**

Station(s) Comprising Station Employment Unit:

**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM), and KIYK(FM)**

Vacancy	Job Openings	Job Title	Recruitment Source of Hire	Interviews	Hire Date
#1	1	Business Manager	L. Outside Referral - Friend	6	10/18/2021
#2	1	Account Executive	K. In House Station Referral	4	07/15/2021
#3	1	Account Executive	E. LinkedIn	1	04/29/2022

Total Number of Persons Interviewed During Applicable Period: 11

## Recruitment Source Information

### Appendix 2

#### Annual EEO Public File Report

Covering the Period from **June 1, 2021**, to **May 31, 2022**

Station(s) Comprising Station Employment Unit:

**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM), and KIYK(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)	Full-time Positions for Which This Source Was Utilized  (Numbers correspond to Vacancy List)
A	Dixie State College / Career Center HANDSHAKE Director Shane Blocker 225 S 700 E. St George, UT 84770 PH) 435-652-7736	0	#1
B	St George Work Force Service 162 N 400 E. STE B St George, UT 84770 PH) 435-674-5627 FAX) 435-986-3595	0	#1, #2
C	Cherry Creek Radio Websites 8 RADIO STATIONS	1	#1, #2
D	RAMP – Radio and Music Pros On-line posting	0	0
E	LINKED IN – Website	2	#1, #2, #3
F	Cherry Creek Radio On-Air Advertising 8 RADIO STATIONS	3	#1, #2

G	Allaccess.com Radio & Music Industry Job Search Member of Broadcasters Foundation of America	0	0
H	SUU CAREER DEVELOPMENT CENTER Coordinator / Madalyn Swanson SOUTHERN UTAH UNIVERSITY Academic & Career Development Center STE 177 351 W University Boulevard Cedar City, UT 84720 PH)435-586-5456 FAX)435-586-1963	0	0
I	ST GEORGE CHAMBER OF COMMERCE Personal announcement during lunch meetings & posting on weekly flyers handed out at those lunches.	0	#1
J	INDEED.COM - Website	0	#1
K	IN HOUSE - STATION REFERRAL	3	#1, #2
L	Outside Referral - Friend	2	#1

\* Indicates sources that have requested notification of job openings

Appendix 3

Annual EEO Public File Report

Covering the Period from **June 1, 2021, to May 31, 2022.**

Station(s) Comprising Station Employment Unit:

**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR (AM), KREC(FM), and KIYK(FM)**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

Type of Recruitment Initiative	Brief Description of Activity
<p>Internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>Unit participated in a local outreach program with At the Crossroads that is designed to help students learn about possible employment opportunities in areas that they may be interested in learning more about. One student worked with us during this reporting period from August 2021 until May 2022. He has been able to be on the air with our local personalities along with working during remote broadcasts by being a board op or arranging schedules for on air personalities. Unit KHKR Program Director was his supervisor.</p>
<p>Internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>Unit KHKR Program Director worked with Dixie State University to bring in one student in November 2021. He is still working with us helping with segment production, being on the air, working on research for show preparation and helping with on air prize inventories to help us mail prizes to winners.</p>
<p>Internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>Unit hosted one student from the local high school Crimson Cliffs High School. Since March 2022 Unit KHKR Program Director has helped the student work with our on-air personalities during high school game broadcasting, website development and graphic design for our station's digital presence. The student also helps with statistical information regarding sports which is needed for our listeners during our local shows. We will continue to reach out and bring students in to help in all areas of our Radio group as we have seen substantial growth in helping these students with their career paths.</p>

<p>Participation in events/programs with educational institutions relating to career opportunities in broadcasting</p>	<p>Unit Operations Manager participated in Dixie State University virtual job event on Sept. 11, 2021, at Dixie State University. We worked with their Handshake program at the University that allowed students to sign up in advance for the resources they felt best suited their needs. We discussed the job chart of our business and how everyone is responsible for a particular job and how everyone helps to make the day-to-day airing of a radio program work both productively and financially. We discussed different classes that would be beneficial to help them advance into becoming part of a business department, programming department and production department – all integral parts of a radio group. Internships were discussed and offered to students.</p>
<p>Participation in events/programs with educational institutions relating to career opportunities in broadcasting</p>	<p>Unit Operations Manager participated in Dixie State University virtual job event on Sept. 30, 2021, at Dixie State University. We worked with their Handshake program at the University that allowed students to sign up in advance for the resources they felt best suited their needs. We discussed the job chart of our business and how everyone is responsible for a particular job and how everyone helps to make the day-to-day airing of a radio program work both productively and financially. We discussed different classes that would be beneficial to help them advance into becoming part of a business department, programming department and production department – all integral parts of a radio group. Internships were discussed and offered to students.</p>
<p>Participation in events/programs with educational institutions relating to career opportunities in broadcasting</p>	<p>Market Manager and KHKR On-Air Personality were guest speakers at Dixie State University in their Sports Marketing Class on April 5, 2022. They discussed the job chart of our business and how everyone is responsible for a particular job and how everyone helps to make the day-to-day airing of a radio program work both productively and financially. They discussed different classes that would be beneficial to help them advance into becoming part of a business department, programming department and production department – all integral parts of a radio group. Internships were discussed and offered to students.</p>