



(KEYZ(AM), KYYZ(FM), AND KTHC(FM))

WILLISTON, ND / SIDNEY, MT

410 EAST 6TH STREET, WILLISTON, ND 58802

120 E MAIN STREET, SIDNEY, MT 59270

CCR- WILLISTON III, LLC 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 stations: (KEYZ (AM) (Williston, North Dakota), KYYZ(FM) (Williston, North Dakota) KTHC(FM)) (Sidney, 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, 2020 to and including November 30, 2021 (the "Applicable Period") for (KEYZ(AM), KYYZ(FM), and KTHC (FM)).

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit:
 (KEYZ (AM), KYYZ (FM), and KTHC (FM))
 Covering the Period from December 1, 2020 to November 30, 2021

JOB POS #	JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
1	NEWS REPORTER/ANCHOR	7,8,9,10,11,13	7-1, 8-1, 10-1	10
2	MARKETING EXECUTIVE	3,7,8,9,10,11,13,15	10-1, 13-5	10
3	MARKETING EXECUTIVE	3,7,8,9,10,11,13, 14	5-1, 7-1, 10-1,	5
4	MARKETING EXECUTIVE	3,7,8,9,10,11,13	5-1, 8-2, 9-1,	5

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit:
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))
Covering the Period from December 1, 2020 to November 30, 2021.

Ref #	Business	Contact	Address	City	State	Zip	Phone	# Intvws provided by source	JobPostion Source used for	Entity entitled to notification
1	Sanford Brown college	Christine Dye	2225 E. Lake Street	Minneapolis	MN	55407	651-675-4750			No
2	All Access.com	Joel Denver	1222 16th Ave S #25	Nashville	TN	37212	615-252-6400			No
3	Cherry Creek Radio(website)	Travis Cronen	501 S Cherry St	Denver	CO	80246	303-951-2070		2, 3, 4	No
4	Dawson Community College	John Bole	110 3rd ST SW	Glendive	MT	59330	406-377-3396			No
5	EMPLOYEE REFERRAL							3-1, 4-1		No
6	Illinois Center for Broadacasting	Don Clark	601 South LaSalle St	Chicago	IL	60605	312-884-8000			No
7	Job Service of North Dakota	Cindy Sanford/Jeremy Huschka	422 1st Ave W	Williston	ND	58801	701-774-7900	1-1, 3-1	1,2,3,4	No
8	Job Service of Montana	Crystal Rasmussen	211 N Central Ave	Sidney	MT	59270	406-433-6665	1-1, 4-2	1,2,3,4	No
9	KTHC Radio(on-air announcements)	Alisha Miner	120 E Main Street	Sidney	MT	59270	406-433-5090	4-1	1,2,3,4	No
10	KEYZ Radio(on-air announcements)	Penny Lalim	401 6th ST East	Williston	ND	58802	701-572-5371	1-1, 2-1, 3-1	1,2,3,4	No
11	KYYZ Radio(on-air announcements)	Penny Lalim	401 6th ST East	Williston	ND	58802	701-572-5371		1,2,3,4	No
12	Media Staffing Network	Kate Glenn	6518 E Shooting Way	Scottsdale	AZ	85266	810-385-4045			No
13	Montana Broadcasters Association	Duane Bruce	18 Ruby Mountain Road	Clancy	MT	59634	406-431-2139	5	1,2,3,4	No
14	North Dakota Broadcasters	Beth Helfrich	934 N Parkway Dr	Bismarck	ND	58501	701-258-1332		3	No
15	Indeed.com		7501 N Capital TX Hwy	Austin	TX	78731	800-462-5842	0	2	No
16	Ohio Center for Broadcasting	Terry Cuff	404 Upham St	Lakewood	CO	80226	303-937-7070			No
17	Pella Lutheran Church	George Biebl	4518 W Main Street	Sidney	MT	59270	406-433-3350			No
18	Sidney High School	Thorn Barnhart	2 5th Ave SW	Sidney	MT	59270	406-433-4080			No
19	Trenton Indian Services	Dolores Trent	P.O. Box 210	Trenton	ND	58853	701-572-8316			No
20	Minot State University	Linda Bersch	500 University Ave	Minot	ND	58707	701-858-3996			No
21	Williston High School	Lou Ann Wick	502 W Highland Drive	Williston	ND	58801	701-572-0967			No
22	Williston State College	Ted Williams	1410 University Ave	Williston	ND	58801	701-774-4200			No

Total number of interviews over 12 month period:

16

No entities have requested to receive job opening information from us.

**Section 3 - Recruitment Initiatives Undertaken by
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))**

A: EEO DISCRIMINATION TRAINING

JANUARY 27, 2021 BUSINESS MANAGER ATTENDED A WEBINAR PROVIDED BY JOB SERVICE DISCUSSING DISABILITY EMPLOYMENT LAW. HOW TO USE RESPECTFUL ETIQUETTE AND LANGUAGE TO CREATE A COMFORTABLE WORK ENVIRONMENT.

B: EEO TRAINING MARCH 24, 2021. OFFICE MANAGER AND BUSINESS MANAGER ATTENDED A WEBINAR, ENTITLED STAYING ON TOP OF YOUR BROADCAST FCC EEO OBLIGATIONS. HOW TO KEEP STATIONS IN COMPLIANCE. PURPOSE WAS TO PROVIDE TRAINING FOR OFFICE MANAGER TO BECOME MORE FAMILIAR WITH FCC REQUIREMENTS.

C: JOB FAIR APRIL 30, 2021. GENERAL MANAGER AND NEWS DIRECTOR ATTENDED A WILLISTON HIGH SCHOOL JOB FAIR. STUDENTS GRADE 9-12 PARTICIPATED IN THE JOB FAIR. STUDENTS ASKED VARIOUS QUESTIONS ABOUT THE BROADCAST INDUSTRY. APPLICATIONS AND INFORMATION WERE AVAILABLE FOR PART-TIME NEWS STRINGER AND PART-TIME BOARD OPERATOR POSITIONS.

D: PARTICIPATE IN EVENT/PROGRAM SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREERS IN BROADCASTING. STUDENTS IN WILLISTON STATE COLLEGE SALES CLASS WERE ASKED TO INTERVIEW SOMEONE IN SALES. ONE OF THE STUDENTS INTERVIEWED CHERRY CREEK MEDIA SALES MANAGER ABOUT HOW SHE GOT INTO THE RADIO SALES INDUSTRY, HOW THE SALES PROCESS WORKS, OBSTACLES IN THE SALES LINE OF WORK, BEST WAY TO BUILD CLIENT RELATIONSHIPS. THE STUDENT THEN SUBMITTED HIS INTERVIEW TO THE CLASS.

E: PARTICIPATE IN COMMUNITY FUNCTION: OPERATIONS MANAGER WAS ASKED TO SPEAK AT LEADERSHIP WILLISTON WHICH PROMOTES MEDIA AWARENESS TO THE GENERAL PUBLIC. DISCUSSION FOCUSED ON THE 3 STATIONS CHERRY CREEK MEDIA OWNS IN WILLISTON AREA, IMMEDIACY OR RADIO FOR INFORMATION, PROGRAMMING, AND COMMUNITY INVOLVEMENT. EVENT WAS HELD MAY 19, 2021.

F: EMPLOYEE TRAINING: NEWS DIRECTOR AND PART-TIME NEWS ASSISTANT ATTENDED FULLY INVOLVED SEMINAR WHICH FOCUSED ON IMPROVING TEAM PERFORMANCE, LEADERSHIP DEVELOPMENT AND MENTORING. ENABLING EMPLOYEES TO EXCEL AT THEIR CURRENT POSITION AND LEADERSHIP TRAINING TO TAKE THE NEXT STEP IN CAREER OPPORTUNITIES.

G; GENERAL SALES MANAGER AND OPERATIONS MANAGER ATTENDED A JOB FAIR ON SEPTEMBER 16TH AT WILLISTON STATE COLLEGE. ACCEPTED RESUMES FOR PART-TIME BOARD OPERATORS AND ACCOUNT EXECUTIVES.