

CCR-MISSOULA IV, LLC

KGGL(FM), KZOQ(FM), KXDR(FM), KBQQ(FM), KGRZ(AM) and KYLT(AM)

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): KGGL(FM), KZOQ(FM), KXDR(FM), KBQQ(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, 2009** to and including **November 30, 2010** (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 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, 2009** to **November 30, 2010**

Station(s) Comprising Station Employment Unit: KGGL(FM), KZOQ(FM),
KXDR(FM), KBQQ(FM), KGRZ(AM) and KYLT(AM)

Section 1: Vacancy Information

	Full-time Positions By Job Title	Recruitment Sources Used to Fill Vacancy	Number of Interviewees Referred by Each Recruitment Sources	Recruitment Source that Referred the hiree
1	General Manager	2,5,8	Source 2 - 0 Source 5 - 4 Source 8 - 17	8
2				
3				
4				
5				
6				

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2009** to **November 30, 2010**
 Station(s) Comprising Station Employment Unit: KGGL(FM), KZOQ(FM),
 KXDR(FM), KBQQ(FM), KGRZ(AM) and KYLT(AM).

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	RS Entitled to Vacancy Notification?	Number of Interviews Referred by Recruitment Source over a 12 mo period
1	Missoula Business Women's Network PO Box 4524 Missoula, MT. 59806 (406)777-1877	NO	0
2	Office of Career Services Elizabeth Sepp Lommasson Center 154 U of M Missoula, MT. 59812-2008 (406)243-2239	YES	0
3	Lois Slater, Director Placement and Career Opportunities Salish-Kootenai College PO Box 117 Pablo, MT 59855	NO	0
4	Tina Asby Montana Job Service 539 South 3 rd West Missoula, MT. 59806 (406)728-7060	NO	0
5	Employee Referral	NO	4
6	Cherry Creek Radio Website	NO	0
7	All Access Web Site	NO	0
8	Media Staff Network kate@mediastaffnetwork.com www.mediastaffnetwork.com (810) 385-4045	NO	17
9	All Cherry Creek Radio Markets	NO	0

Appendix 3

Annual EEO Public File Report

Covering the Period from **December 1, 2009** to **November 30, 2010**.

Section 3: Recruitment Initiatives Undertaken by
KGGL(FM), KZOQ(FM), KXDR(FM), KBQQ(FM), KGRZ(AM) and KYLT(AM)

Type of Recruitment Initiative	Brief Description of Activity
May 11, 2010 entire staff attended a webinar session Navigating the FCC's Equal Employment Opportunity Rules.	The session was presented by Brendan Holland from Davis Wright Tremaine, LLP and covered the outreach required for job openings, non-vacancy related activities and record keeping requirements.
September 2, 2010 participated in the Fall Student Job Fair at the University of Montana.	Bob Breck, General Manager, and Tom Breza, Operations Manager, distributed brochures detailing various positions within CCR. Students were also solicited to participate in internship opportunities.
Beginning September 3, 2010, a University of Montana student began working as a producer for Big Sky Preps as a result of our information distributed at the UM job fair.	The UM student is being trained to use our studio and digital editing equipment to help produce the Big Sky Preps program operated out of our studio facility.
Beginning Oct 8, 2010, a University of Montana student started acting as an assistant during Hellgate High School football broadcasts. This internship is a result of our information distributed at the UM job fair.	The UM student is learning how to set up and take down broadcast equipment, take game stats and do color commentary. They will continue to work through the 2010 - 2011 basketball season.