



(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 ,2016 to and including November 30, 2017 (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, 2016 to November 30, 2017

JOB POS #	JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
1	ADMIN ASSISTANT	7-10-11-13	5-1, 14-1	5 EMPLOYEE REFERRAL
2				
3				

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit:
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))
Covering the Period from December 1, 2016 to November 30, 2017.

Ref #	Business	Contact	Address	City	State	Zip	Phone	# Intvws provided by source	JobPost ion 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	Travis Cronen	501 S Cherry St	Denver	CO	80246	303-951-2070			No
4	Dawson Community College	John Bole	110 3rd ST SW	Glendive	MT	59330	406-377-3396			No
5	CCR EMPLOYEE REFERRAL							1	1	No
6	Illinois Center for Broadcasting	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	No
8	Job Service of Montana	Crystal Rasmussen	211 N Central Ave	Sidney	MT	59270	406-433-6665			No
9	KTHC Radio	120 E Main	120 E Main Street	Sidney	MT	59270	406-433-5090			No
10	KEYZ Radio	P.O. Box 2048	401 6th ST East	Williston	ND	58802	701-572-5371		1	No
11	KYYZ Radio	P.O. Box 2048	401 6th ST East	Williston	ND	58802	701-572-5371		1	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		1	No
14	JOB FAIR	Fran Zeer	422 1st Ave W	Williston	ND	58801	701-774-7900	1	1	No
15	Indeed.com		7501 N Capital TX Hwy	Austin	TX	78731	800-462-5842			No
16	Ohio Center for Broadcasting	Terry Cuff	404 Upham St	Lakewood	CO	80226	303-937-7070			No
17	North Dakota Jaycees	Diane Hagen	3314 University Ave	Williston	ND	58801	701-577-6000			No
18	Pella Lutheran Church	George Biebl	4518 W Main Street	Sidney	MT	59270	406-433-3350			No
19	Sidney Assembly of God		414 E Main	Sidney	MT	59270	406-433-3423			No
20	Sidney High School	Thorn Barnhart	2 5th Ave SW	Sidney	MT	59270	406-433-4080			No
21	Trenton Indian Services	Dolores Trent	P.O. Box 210	Trenton	ND	58853	701-572-8316			No
22	Minot State University	Linda Bersch	500 University Ave	Minot	ND	58707	701-858-3996			No
23	Traffic Directors Guild of America	Larry Keene	www.tdga.org	San Juan	CA	92675	949-429-7063			No
24	Williston High School	Lou Ann Wick	502 W Highland Drive	Williston	ND	58801	701-572-0967			No
25	Williston State College	Ted Williams	1410 University Ave	Williston	ND	58801	701-774-4200			No
26	WALKIN									No
27	Ebenezer Congregational Church	Pastor David	118 4th Ave NW	Sidney	MT	59270	406-433-2654			No
28	UNKNOWN									No
30										
31										
32										
33										

Total number of interviews over 12 month period:

2

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

A: EDUCATIONAL INSTITUTION EVENT:

LAMBERT MONTANA HIGH SCHOOL HAS TEAMED UP WITH CHERRY CREEK RADIO IN WILLISTON FOR AN ANNUAL JOB SHADOWING PROGRAM FOR STUDENTS. EACH SPRING STUDENTS FROM LAMBERT JOB SHADOW MEMBERS OF THE RADIO STAFF, GETTING HANDS ON EXPERIENCE OF JOB OPPORTUNITIES IN RADIO BROADCASTING. THIS YEAR'S JOB SHADOW WAS APRIL 27TH.

B: EDUCATIONAL INSTITUTION EVENT:

JOB SHADOW WILLISTON REACHED OUT TO CHERRY CREEK RADIO IN WILLISTON TO BEGIN PARTICIPATING IN THEIR JOB SHADOW PROGRAM. TWO STUDENTS FROM TRINITY CHRISTIAN SCHOOL AND ONE STUDENT FROM TRENTON HIGH SCHOOL SPENT FEBRUARY 2ND JOB SHADOWING EMPLOYEES AT THE RADIO STATION.

C: SPONSORED EVENT: CHERRY CREEK RADIO REACHED OUT TO ALL LOCAL SCHOOLS IN THE AREA INVITING THEM TO BRING STUDENTS TO THE RADIO STATION FOR THE PURPOSE OF EDUCATING THEM ON THE JOB OPPORTUNITIES IN THE RADIO INDUSTRY. STUDENTS FROM ONE ELEMENTARY SCHOOLS PARTICIPATED JUNE 2, 2017. PURPOSE IS TO INSTILL AN INTEREST IN YOUNG FOLKS TO PURSUE A CAREER IN RADIO.

D: SUMMER INTERNSHIP PROGRAM

ESTABLISHED A SUMMER INTERNSHIP PROGRAM WITH WILLISTON STATE COLLEGE. STUDENT INTERNEED WITH THE RADIO STATION FROM JUNE 19TH TO JULY 25TH. INTERNSHIP COVERED PROGRAMMING, SALES, GENERAL MANAGER DUTIES, FCC REGULATIONS AND EEO PROCEDURES, TRAFFIC AND LOG TRAINING.

E: JOB FAIR - ATTENDED 3

GENERAL MANAGER AND OPERATIONS MANAGER ATTENDED A MARCH 22ND JOB FAIR HOSTED BY JOB SERVICE ND AND WILLISTON ECONOMIC DEVELOPMENT COMMITTEE
GENERAL MANAGER AND OPERATIONS MANAGER ATTENDED A JUNE 14TH JOB FAIR IN WATFORD CITY HOSTED BY THE WATFORD CITY AREA CHAMBER OF COMMERCE AND JOB SERVICE ND.

GENERAL MANAGER AND BUSINESS MANAGER ATTENDED A JOB FAIR ON SEPTEMBER 13TH SPONSORED BY JOB SERVICE ND AND THE WILLISTON ECONOMIC DEVELOPMENT COMMITTEE.

INFORMATION WAS GIVEN TO INTERESTED APPLICANTS CONCERNING CURRENT JOB OPENINGS AND DIFFERENT TYPES OF JOBS AVAILABLE IN THE RADIO INDUSTRY.

F: CHERRY CREEK RADIO CAREER DEVELOPMENT TRAINING

OCTOBER 10TH: CCR-WILLISTON ACCOUNT EXECUTIVE ATTENDED THE CAREER DEVELOPMENT SEMINAR DIRECTOR OF SALES.

NOVEMBER 8TH - CCR WILLISTON ACCOUNT EXECUTIVE ATTENDED THE CAREER DEVELOPMENT SEMINAR SALES MANAGER RIDE ALONG. BOTH WERE DESIGNED TO ASSIST ACCOUNT EXECUTIVE TO WORK TOWARD BECOMING A SALES MANAGER.

OCTOBER 10TH: CCR-WILLISTON OPERATIONS MANAGER ATTENDED THE CAREER DEVELOPMENT SEMINAR ON RECRUITMENT.

SEMINAR WAS DESIGNED TO HELP OPERATIONS MANAGERS WORK INCREASE THEIR RECRUITMENT OPTIONS FOR ON AIR PERSONNEL.

OCTOBER 11TH: CCR-WILLISTON GENERAL MANAGER AND BUSINESS MANAGER ATTENDED CAREER DEVELOPMENT SEMINAR ON BUDGETING.

NOVEMBER 8TH: CCR-WILLISTON BUSINESS MANAGER ATTENDED CAREER DEVELOPMENT SEMINAR ON WHAT'S A P&L.

BOTH WERE DESIGNED TO FURTHER CAREERS FOR GENERAL MANAGER'S AND BUSINESS MANAGER'S.