



**(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, 2017 to and including November 30, 2018 (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, 2017 to November 30, 2018

JOB POS #	JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
1	ACCOUNT EXEUCTIVE	3-7-8-9-10-11-13-15-18-21-27-28-29	3-4, 5-1, 10-1, 11-1, 15-11	5 - REFERRAL
2	ACCOUNT EXEUCTIVE	3-8-9-10-11-15-18-21-27	3-1, 5-2, 9-6, 15-3	5 - REFERRAL

## SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit:  
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))  
Covering the Period from December 1, 2017 to November 30, 2018.

Ref #	Business	Contact	Address	City	State	Zip	Phone	# Intwvs 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	Travis Cronen	501 S Cherry St	Denver	CO	80246	303-951-2070	5	1, 2	No
4	Dawson Community College	John Bole	110 3rd ST SW	Glendive	MT	59330	406-377-3396			No
5	REFERRAL							3	1, 2	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		1, 2	No
9	KTHC Radio	Linda Howard	120 E Main Street	Sidney	MT	59270	406-433-5090	6	1, 2	No
10	KEYZ Radio	Linda Howard	401 6th ST East	Williston	ND	58802	701-572-5371	1	1, 2	No
11	KYYZ Radio	Linda Howard	401 6th ST East	Williston	ND	58802	701-572-5371	1	1, 2	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			No
15	Indeed.com		7501 N Capital TX Hwy	Austin	TX	78731	800-462-5842	14	1, 2	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		1, 2	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		1, 2	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	<a href="http://www.tdga.org">www.tdga.org</a>	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		2	No
28	New Williston Connections	facebook posting							1	NO
29	Boomtown Jobs	facebook posting							1	NO

Total number of interviews over 12 month period:

30

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

**A: HOSTING JOB FAIR**

CHERRY CREEK MEDIA HOSTED A JOB FAIR ON MARCH 20, 2018 FROM 10AM TO 2PM. CCM GENERAL MANAGER CONDUCTED THE JOB FAIR AT THE MONTANA JOB SERVICES OFFICE IN SIDNEY, MT. INFORMATION WAS PRESENTED TO ATTENDEES ABOUT CURRENT JOB OPENINGS AND CAREERS IN RADIO INDUSTRY. 10 PEOPLE ATTENDED. CCM RAN ON AIR COMMERCIALS INVITING PUBLIC TO THE JOB FAIR.

**B: PARTICIPATE IN 4 JOB FAIRS**

CHERRY CREEK MEDIA GENERAL MANAGER ATTENDED 4 JOB FAIRS:  
APRIL 25TH FROM 3PM TO 7PM AT THE RAYMOND FAMILY COMMUNITY CENTER IN WILLISTON, NORTH DAKOTA  
APRIL 26TH FROM 11AM TO 3PM AT THE ROUGH RIDER CENTER IN WATFORD CITY, NORTH DAKOTA.  
AUGUST 24TH FROM 3PM TO 7PM AT THE RAYMOND CENTER IN WILLISTON, NORTH DAKOTA.  
SEPTEMBER 12 FROM 3PM TO 7PM AT THE RAYMOND CENTER IN WILLISTON, NORTH DAKOTA.  
GM SHARED INFORMATION WITH ATTENDEES ON CURRENT JOB OPENINGS AND CAREERS IN THE RADIO INDUSTRY.

**C: ANNUAL JOB SHADOW WITH LOCAL HIGH SCHOOL**

APRIL 26, 2018, A STUDENT FROM LAMBERT HIGH SCHOOL SPENT THE DAY WITH MEMBERS OF THE STAFF AT CHERRY CREEK MEDIA IN WILLISTON. STUDENT WAS SHOWN ALL FACETS OF RADIO FROM SALES TO NEWS, ON AIR AND ALSO ATTENDED AN ON LOCATION REMOTE IN WATFORD CITY, NORTH DAKOTA. LAMBERT HAS AN ONGOING JOB SHADOW PROGRAM WITH CHERRY CREEK.

**D: CAREER DAY**

MARCH 21, 2018, ON AIR PERSONALITY FROM KTHC RADIO WAS INVITED TO ADDRESS THE 1ST GRADE CLASS AT WEST SIDE ELEMENTARY. MAVERICK GEARED HIS ADDRESS TO BE RELEVANT TO THE AGE GROUP, DISCUSSING RECORDING COMMERCIALS, DIFFERENCE BETWEEN AM AND FM RADIO.

**E: MANAGEMENT LEVEL TRAINING**

ON JULY 25, 2018 CHERRY CREEK MEDIA CONDUCTED A HARRASSMENT AND EMPLOYMENT WEBINAR. WEBINAR HAD SPECIFIC INFORMATION CONCERNING EEO AND HOW TO AVOID DISCRIMINATION PRACTICES. MARKETS GENERAL MANAGER, BUSINESS MANAGER, OPERATIONS MANAGER ATTENDED THE WEBINAR.

**F: ESTABLISHMENT OF TRAINING PROGRAM**

CHERRY CREEK MEDIA CONDUCTED SEVERAL WEBINARS TO PROVIDE EMPLOYEES WITH INFORMATION TO ENABLE THEM TO GROW IN IN THEIR CAREERS

AND POSSIBLY ADVANCE TO THE NEXT LEVEL.

MARCH 7TH, 11:00 AM - CHERRY CREEK CEO PRESENT A WEBINAR ON CRUCIAL CONVERSATIONS WITH EMPLOYEES. WILLISTON BUSINESS MANAGER AND VETERAN AE ATTENDED THE WEBINAR.

VETERAN AE ALSO ATTENDED THE 11:00AM WEBINAR PRESENTED BY CEO CONCERNING GREAT 1 ON 1'S. BOTH GEARED TOWARD HELPING AE'S MOVE INTO MANAGEMENT POSITION.

MARCH 6TH, 11AM TO 12PM CHERRY CREEK REGIONAL OPERATIONS MANAGER CONDUCTED TWO WEBINARS, ONE ON HELPING SALES AND ONE ON IMAGING FOR YOUR RADIO STATIONS. WILLISTON OPS MANAGER ATTENDED BOTH WEBINARS.

#### G: SCHOOL TOUR

FEBRUARY 16, 2018, 8 STUDENTS FROM RAY HIGH SCHOOL SPENT THE DAY AT CHERRY CREEK MEDIA IN WILLISTON. STUDENTS WERE GOING TO HAVE THE OPPORTUNITY TO TAKE A RADIO BROADCASTING COURSE THROUGH THE GREAT WESTERN NETWORK ITV SYSTEM. THE CLASS DECIDED TO SPEND THE DAY WITH A LOCAL RADIO STATION TO LEARN MORE ABOUT RADIO BROADCASTING BEFORE THE COURSE STARTED. STUDENTS MET WITH NEWS DIRECTOR, ON-AIR PERSONALITY, AND OPERATIONS MANAGER.