

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, 2008** to and including **November 30, 2009** (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, 2008** to **November 30, 2009**

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	Morning Show Host*	1,2,3,4,5,6,7,8,9	Source 5-1 Source 6-1	5
2	Program Director/ Ops Manager*	1,2,3,4,5,6,7,8,9	Source 5-4	5
3				
4				
5				
6				

Total Number of Persons Interviewed During Applicable Period: 6

*One person was hired to fill the two positions

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2008** to **November 30, 2009**
 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 University of Montana 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 Montana Job Service 539 South 3 rd West Missoula, MT. 59806 (406)728-7060	NO	0
5	Employee Referral	YES *	5
6	Cherry Creek Radio Website	YES *	1
7	All Access Web Site	NO	0
8	Karen Jorgenson – k.jorgenson@q.com	YES *	0
9	All Cherry Creek Radio Markets	NO	0

* Indicates sources that have requested notification of job openings.

Appendix 3

Annual EEO Public File Report

Covering the Period from **December 1, 2008** to **November 30, 2009**.

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
<p>Established training sessions for production personnel to acquire the skills for outside sales. This training also qualifies them for higher level positions within the company.</p>	<p>Production staff attended training sessions and received training materials that would help them be more productive and learn the selling philosophy of Cherry Creek Radio.</p>
<p>Management level personnel attended training on hiring and firing practices. This training also included methods of ensuring equal employment opportunities.</p>	<p>Wes Matejka, General Manager, conducted training session for Michelle Weber, Joe Bowers, Dan DeWitt and Eric Wolferman. This training session lasted approx one hour.</p>
<p>Dissemination of information about employment opportunities in broadcasting were conducted at the Western Montana Fair in Missoula County, and also at the Ravalli County Fair in Ravalli County during the month of August, 2009.</p>	<p>The Sales and Production staff manned booths where they talked to listeners about the opportunities in the broadcasting industry.</p>
<p>Dissemination of information about employment opportunities in broadcasting were conducted at the Cherry Creek Radio sponsored Baseball Night at the Missoula Osprey game.</p>	<p>Wes Matejka and Dan DeWitt manned a booth where they talked to listeners about the opportunities in the broadcasting industry. Employment applications were handed out.</p>