

CHERRY CREEK RADIO-BILLINGS
(KBLG-AM, KY YA-FM, KRKX-FM and KRZN-FM)

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):

KBLG-AM, KY YA-FM, KRKX-FM and KRZN-FM

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, 2007** to and including **November 30, 2008** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time and part-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 and part-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time and part-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 “Positions for Which This Source Was Utilized” refer to the number of 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, 2007** to **November 30, 2008**

Station(s) Comprising Station Employment Unit:

KBLG-AM, KY YA-FM, KRKX-FM and KRZN-FM

Section 1: Vacancy Information

	Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position	Date of Hire
1	Account Executive-All Stations		29	
		BillingsHelpWanted.com		7/7/2008
		Friend of Employee Referral		7/7/2008
		On Air Announcement		8/4/2008
		BillingsHelpWanted.com		10/27/2008
		On Air Announcement		11/17/2008
2	PT – Administrative Assistant	On Air Announcement	6	3/3/2008
3	PT - Co-Host Morning Show KRZN	Current Employee	5	10/1/2008
4	PT – Programmer	On Air Announcement	3	10/15/2008

Total Number of Persons Interviewed During Applicable Period: 43

Appendix 2
Annual EEO Public File Report

Covering the Period from **December 1, 2007** to **November 30, 2008**

Station(s) Comprising Station Employment Unit:

KBLG-AM, KYVA-FM, KRKX-FM and KRZN-FM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number Interviewees This Source Has Provided During This Period (If Any)	Positions for Which This Source Was Utilized
A	Employee Referral 2075 Central Avenue Billings, MT 59102	2	5
B	On-Air Announcements 2075 Central Avenue Billings, MT 59102 406-652-8400	16	5
C	Montana Job Service 2121 Rosebud Drive Billings, MT 59102 Faron Thompson 406-655-6069	1	2
D	Montana State University- Billings 1500 North 30 th Street Billings, MT 59101 Career Services 406-657-1618	6	5
E	Rocky Mountain College 1511 Poly Drive Billings, MT 59102 Tracy Neckles 406-657-1039		
F	Human Resources Development Council 7 North 31 st Street Billings, MT 59101 Attn: Charity 406-247-4732		2
G	Adult Education Center 415 North 30 th Billings, MT 59101 Mike Joyce 406-247-3700		2
H	Station Websites 2075 Central Ave Billings, MT 59102		2
I	Cherry Creek Radio Website 2075 Central Ave Billings, MT 59102	1	2
J	Internet Recruitment Sites BillingsHelpWanted.com AllAccess.com	11	4
K	Former Employee Inquiry 2075 Central Ave Billings, MT 59102	1	1
L	Walk-Ins 2075 Central Billings, MT 59102		
M	Friend of Employee Referral 2075 Central Ave Billings MT 59102	1	1

N	YWCA Gateway House 909 Wyoming Avenue Billings MT 59101 Tina Childers 406-245-4472		2
O	Montana Broadcasters Association 204 McMullen Hall 1500 North 30 th Billings MT 59101		2
P	Bureau of Indian Affairs 316 North 26 th Street Billings, MT 59101 Susan Messerly 406-247-7956		2
Q	Blackfeet Community College P.O. Box 819 Browning, MT 59417 Angela Johnson,		2
R	Little Big Horn College P.O. Box 370 Crow Agency, MT 59022 Doris Old Coyote, 406-638-4000		2
S	Dull Knife Memorial College Box 98 Lame Deer MT 59043		2
T	Montana Migrant Council 3318 3 rd Ave North Billings MT 59101		2
U	WIC Box 35033 Billings MT 59107		2
V	Rural Employment Opportunites Box 20264 Billings MT 59104		2
W	MSU – Bozeman Job Placement Office Bozeman MT 59717		2
X	University of Montana Career Services 32 Campus Drive – 154 Lomasson Missoula MT 59812		2
Y	Unknown Recruitment Source 2075 Central Ave Billings, MT 59102	4	2
		Total = 43	55

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2007** to **November 30, 2008**

Station(s) Comprising Station Employment Unit:

KBLG-AM, KY YA-FM, KRKX-FM and KRZN-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KBLG-AM, KY YA-FM, KRKX-FM and KRZN-FM

February 14, 2008 – Montana State University – Billings
Career Fitness Fair – Attended by more than 500 students

July 2008 – Montana State University – Billings
Career Services Employer Partner

September 3, 2008 – Montana State University – Billings
Yellow Jacket Market – Senior Campus
Career Fair

September 4, 2008 – Montana State University – Billings
Yellow Jacket Market – College of Technology
Career Fair

September 24, 2008 – Montana State University – Billings
“Ask An Executive” – Senior Campus
Interaction between students and professionals in the community

October 2008 – Montana State University – Billings
Career Services Advisory Board
General Manger named to Advisory Board

October 22, 2008 – Bridger’s JMG - Annual Career Fair
Jobs for Montana Graduates
Attended by more than 800 high school students
from communities across Montana

October 28, 2008 – Montana State University – Billings
College of Technology – Tech Expo
Career Fair - Attended by students of the College of Technology