

CCR-St. George IV, LLC

ST GEORGE / CEDAR CITY

**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM) and
KIYK (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): **KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR (AM), KREC(FM) and KIYK (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 **June 1, 2015** to and including **May 31, 2016** (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 **June 1, 2015** to **May 31, 2016**

Station(s) Comprising Station Employment Unit:

KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM) and KIYK (FM)

<u>Job Openings</u>	<u>Job Title</u>	<u>Recruitment Source of Hiree</u>	<u># of Interviews</u>	<u>Date Hired</u>
#1	FT – I.T./Assistant Engineer	Referral & station websites	4	08/03/2015
#2	FT –Administrative Assistant	Dept. of Workforce Services & station websites	12	09/23/2015
#3	FT – Sales Assistant	Referral & station websites	8	04/18/2016

Total Number of Persons Interviewed During Applicable Period: 27

Recruitment Source Information

Appendix 2

Annual EEO Public File Report

Covering the Period from **June 1, 2015** to **May 31, 2016**

Station(s) Comprising Station Employment Unit:

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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)	Full-time Positions for Which This Source Was Utilized (Numbers correspond to Vacancy List)
A	*St George Work Force Service Bill Campbell 162 N 400 E. STE B St George, UT 84770 PH) 435-674-5627 FAX) 435-986-3595	16	#2
B	Cherry Creek Radio Station Websites All 7 Stations	11	#1, #2 ,#3
C	Referrals	0	
D	*St George Catholic Church / Job placement Pastor 259 W. 200 N. St George, UT 84770 PH) 435-673-2604 FAX) 435-688-2704	0	
E	*SOS Staffing Att: Director 720 S. River Road, C-140	0	

	<p>St. George, UT 84770</p> <p>PH) 435 628-6637 FAX) 435-625-6380</p>		
F	<p>*Dixie State College / Career Center</p> <p>Director / KATHY</p> <p>225 S 700 E.</p> <p>St George, UT 84770</p> <p>PH) 435-652-7736 FAX) 435-656-4000</p>	0	
G	<p>*Latter Day Saints Employment Center</p> <p>Director</p> <p>2480 E Red Cliffs Drive</p> <p>St George, UT 84790</p> <p>PH) 435-656-1388 FAX) 435-634-1981</p>	0	
H	<p>ST GEORGE CHAMER OF COMMERCE</p> <p>Personal announcement during lunch meeting.</p>	0	
I	<p>*SUU CAREER DEVELOPMENT CENTER</p> <p>Director / Stachi Thomas</p> <p>SOUTHERN UTAH UNIVERSITY</p> <p>Academic & Career Development Center</p> <p>STE 177</p> <p>351 W University Boulevard</p> <p>Cedar City, UT 84720</p> <p>PH)435-586-5420 FAX)435-586-1963</p>	0	
J	<p>UTAH REGIONAL HELP WANTED</p> <p>Dale E. Mulder, Media Director</p>	0	

	11 Abrams Road Central Valley, N.Y. 10917 PH) 800-365-8630		
	N/A		
	Total Interviewed		27

* Indicates sources that have requested notification of job openings

Appendix 3

Annual EEO Public File Report

Covering the Period from **June 1, 2015** to **May 31, 2016**.

Station(s) Comprising Station Employment Unit:

KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR (AM), KREC(FM) and KIYK(FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM) and KIYK(FM)

#1: July 22, 2015, the St. George General Manager, Mark Crump, attended the “Hero 2 Hire” Job Fair at the Dixie Convention Center, St. George, Utah. One of the goals of this Job Fair was for Employers to recruit potential candidates to hire.

#2: On August 16, 2015, Mark Crump, G.M., and Bryan Komarek, Cedar City, attended the six county AOG sponsored Veterans & Community Job Expo at the Richfield Small Business Development Center at 800 West 200 South, Richfield, Utah. They provided tips & resources to grow a business, and, provided information on hiring personnel.

#3: On June 3, 2015, Our Operations manager, Dave Hiatt attended the St. George Job Fair in partnership with Kelly Services. Our On-air personalities joined in to explain and provide information on

positions available at Cherry Creek Radio. The following day, June 4th, our Cedar City Operations Manager, Tim Nesmith also partnered with Kelly Services and attended the Job Fair in Cedar City, Utah.

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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.

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Covering the Period from **June 1, 2016** to **May 31, 2017**

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KBVT(LP), KDLU(LP) and KMBU(LP)**

Job Openings	Job Title	Recruitment Source of Hire	Interviews	Hire Date
1	On-Air Talent	On-Air Advertising	1	07/18/2016
2	Account Executive	Station Websites	5	03/27/2017
3	Account Executive	Station Websites	5	05/01/2017
4	Business Manager	On-Air Advertising	10	05/18/2017

Recruitment Source Information

Appendix 2

Annual EEO Public File Report

Covering the Period from **June 1, 2016** to **May 31, 2017**

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Section 2: Recruitment Source Information

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A	*St George Work Force Service Bill Campbell 162 N 400 E. STE B St George, UT 84770 PH) 435-674-5627 FAX) 435-986-3595	0	
B	Cherry Creek Radio Websites 8 RADIO STATIONS	11	#1- #4
C	Cherry Creek Radio On-Air Advertising 8 RADIO STATIONS	8	#1- #4
D	Media Staffing Network President Laurie Kahn 6518 E Shooting Star Way Scottsdale AZ 85266	2	
E	*St. George Catholic Church / Job placement Pastor 259 W. 200 N. St George, UT 84770 PH) 435-673-2604 FAX) 435-688-2704	0	

F	*SOS Staffing Att: Director 720 S. River Road, C-140 St. George, UT 84770 PH) 435 628-6637 FAX) 435-625-6380	0	
G	*Dixie State College / Career Center Director / KATHY 225 S 700 E. St George, UT 84770 PH) 435-652-7736 FAX) 435-656-4000	0	
H	*Latter Day Saints Employment Center Director 2480 E Red Cliffs Drive St George, UT 84790 PH) 435-656-1388 FAX) 435-634-1981	0	
I	ST GEORGE CHAMER OF COMMERCE Personal announcement during lunch meeting.	0	
J	*SUU CAREER DEVELOPMENT CENTER Director / Stachi Thomas SOUTHERN UTAH UNIVERSITY Academic & Career Development Center STE 177 351 W University Boulevard Cedar City, UT 84720 PH)435-586-5420 FAX)435-586-1963	0	

* Indicates sources that have requested notification of job openings

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 3

Annual EEO Public File Report

Covering the Period from **June 1, 2016** to **May 31, 2017**.

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KBVT(LP), KDLU(LP) and KMBU(LP)**

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**KCIN(FM), KXBN(FM), KSUB(AM), KXFF(FM), KDXU(AM), KHKR(AM), KREC(FM), KIYK(FM),
KBVT(LP), KDLU(LP) and KMBU(LP)**

#1: On Tuesday, September 13, 2016, Chief Operator, Gary A. Smith conducted a tour of the radio station for Venturing Scout Leaders, in conjunction with the Radio Merit Badge. These leaders then encouraged their youth to earn the Radio Merit Badge. As a result 6 scouts had hands on experience in operating the studio equipment and speaking on the air. They learned about programming, sales and engineering. Six scouts earned the merit badge.

#2: On March 17, 2017, Radio Host, Aaronee Cottam visited the Broadcast Journalism Class at Dixie State University to discuss careers in Radio.

#3: On Saturday, May 16, 2017, Radio Host, Tim Nesmith, attended the Scout Expo where he introduced Boy Scouts to career opportunities in broadcasting.

#4: Cherry Creek Radio consults regularly to train management on best hiring practices with Laurie Kahn of Media Staffing Network. Media Staffing Network also is a staffing recruitment source.