

**CCR-St. George IV, LLC**

**ST GEORGE / CEDAR CITY**

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

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

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 period beginning **June 1, 2017** to and including **May 31, 2018** (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, 2017** to **May 31, 2018**

Station(s) Comprising Station Employment Unit:

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

Vacancy	Job Openings	Job Title	Recruitment Source of Hire	Interviews	Hire Date
#1	1	Business Manager	Word of Mouth	3	06/12/17
#2	2	Account Executive	On-Air Advertising	4	07/24/17
#3			STG Chamber	1	07/31/17
#4	1	Operations Manager	Station Websites	4	11/08/17
#5	1	On-Air Talent	Word of mouth	2	02/05/15
#6	1	News Director	On-Air Advertising	2	05/23/18

Total Number of Persons Interviewed During Applicable Period: 16

## Recruitment Source Information

### Appendix 2

#### Annual EEO Public File Report

Covering the Period from **June 1, 2017** to **May 31, 2018**

Station(s) Comprising Station Employment Unit:

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

#### 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	2	#1, #2, #3
B	Cherry Creek Radio Websites 8 RADIO STATIONS	4	#3
C	Cherry Creek Radio On-Air Advertising 8 RADIO STATIONS	6	#2, #3, #5
D	Media Staffing Network President Laurie Kahn 6518 E Shooting Star Way Scottsdale AZ 85266	2	#4, #5
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	1	#1, #6
I	ST GEORGE CHAMBER OF COMMERCE Personal announcement during lunch meeting.	1	#2, #6
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

## Appendix 3

### Annual EEO Public File Report

Covering the Period from **June 1, 2017 to May 31, 2018.**

Station(s) Comprising Station Employment Unit:

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

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

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

#1: Beginning on May 9, 2017, our Sports Radio KHKR ESPN affiliated station participated in an internship program with ATC – a local outreach program designed to help Students learn about possible employment opportunities in areas that they may be interested in learning more about. We started with 2 students who spent time with Devin Dixon, our On-Air Personality for our Sports Station learning the behind the scenes activities of what is needed for On-Air Show Prep, board-op responsibilities for On-Air Games, participating in Sponsorship activities including Golf Tournaments, and setting up remotes when scheduled for the station. These two students continued to intern with KHKR until the end of August when school resumed.

#2: On June 29, 2017, Radio Hosts, Devin Dixon & Andy Thompson hosted a group of scouts by allowing them hands on experience with the hopes of helping them earn their Radio Merit Badge. They toured the offices, learning about the Business side of Radio, the Sales side of Radio and the Engineering side of Radio along with the On-Air side of Radio. There were 9 scouts who all received their Merit Badge after their visit.

#3: Beginning on August 16, 2017, our Sports Radio KHKR ESPN affiliated station had the opportunity to participate in another internship program with ATC for Older Students who were in need of direction pertaining to work and job opportunities. Devin Dixon and Andy Thompson started with one student who participated in helping them with research and creating show prep for the daily live shows. On August 23, 2017 another student joined them in this internship program. Both students learned how to be Board Operators, participated in events with the station, and continued to help with station research. Because of the success of their efforts and willingness to learn, the first student was hired as a part time

employee in September 2017 and the other was hired in October as a part time employee. Both Students continue their part time employment with us to date.

#4: On February 20, 2018, Our Programming, Receptionist, Sales and News staff participated in the Dixie State University Career & Internship Fair. This opportunity allowed us the venue to promote Cherry Creek Media with its many job opportunities to a large group of Students who had interest in Media/Broadcasting, sales and Business. We were also able to communicate with the University our ideas of being able to incorporate interns into our business. We were able to visit with individuals on a one-on-one basis with the way that the University had curtained off areas for us to use to stage interviews and discussions in regards to what positions are needed to staff a Radio Group with 7 radio stations.

#5: On Saturday, May 19, 2018, Radio Host, Tim Nesmith, attended the Scout Expo in Cedar City, Utah where he introduced Boy Scouts to the many career opportunities in broadcasting.