

CCR-St. George IV, LLCT

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, 2018** to and including **May 31, 2019** (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, 2018** to **May 31, 2019**

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	Production Director	All Access.com	3	07/02/18
#2	1	Assistant Production Director	Cherry Creek Media – On Air Advertising	4	10/01/18
#3	1	Digital Sales Executive	Referral	4	12/03/2018
#4	1	Program Director	Referral	2	01/10/19
#5	1	Production Director	Referral	4	04/29/19

Total Number of Persons Interviewed During Applicable Period: 17

Recruitment Source Information

Appendix 2

Annual EEO Public File Report

Covering the Period from **June 1, 2018** to **May 31, 2019**

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	0	
B	Cherry Creek Radio Websites 8 RADIO STATIONS	2	#1, #5
C	Cherry Creek Radio On-Air Advertising 8 RADIO STATIONS	2	#2, #5
D	*Dixie State College / Career Center Director / KATHY 225 S 700 E. St George, UT 84770 PH) 435-652-7736 FAX) 435-656-4000	1	#1
E	*Latter Day Saints Employment Center 2480 E Red Cliffs Drive St George, UT 84790 PH) 435-656-1388 FAX) 435-634-1981	0	

F	*ST GEORGE CHAMBER OF COMMERCE Personal announcement during lunch meetings & posting on weekly flyers handed out at those lunches.	1	#2
G	*SUU CAREER DEVELOPMENT CENTER Coordinator / Madalyn Swanson SOUTHERN UTAH UNIVERSITY Academic & Career Development Center STE 177 351 W University Boulevard Cedar City, UT 84720 PH)435-586-5456 FAX)435-586-1963	1	#2
H	*Allaccess.com Radio & Music Industry Job Search Member of Broadcasters Foundation of America	3	#1, #4, #5
I	LINKED IN – Website	3	#3
J	INDEED.COM - Website	1	#2
K	WORD OF MOUTH	3	#3, #4, #5

* Indicates sources that have requested notification of job openings

Appendix 3

Annual EEO Public File Report

Covering the Period from **June 1, 2018 to May 31, 2019.**

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: Our Sports Radio KHKR-AM; 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. On June 25, 2018 we started with 1 student 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. On January 9th, 2019 another student joined this internship program giving them the same opportunities. Both students are currently interning with KHKR-AM at present time.

#2: On August 16, 2018, Devin Dixon hosted a group of scouts into the KHKR-AM studio. This opportunity was created to allow the scouts 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 6 scouts who participated and all of them received their Merit Badge after their visit.

#3: On August 28, 2018, Our Programming team, Receptionist, Sales and News staff participated in the Dixie State University Student Job Fair. Students participating in the Job Fair could visit us at a booth that 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. This opportunity allowed us to have discussions with the students as to what positions are needed to staff a Radio Group with 8 radio stations. Our staff was able to discuss with the students the direction of education needed in specific areas of Broadcasting, Sales and Business. It also allowed our staff to see and understand the

education systems available to students in current time which in turn allows them to discuss these options needed with future interviews when positions are available. This opportunity also allowed us to communicate with the University our ideas of being able to incorporate interns into our business.

#4: On January 16, 2019; Andy Thompson hosted a Young Men's Group (from a local church group) into the KHKR-AM studio. The purpose of their visit was to show them possible career opportunities in the Media Industry. The group of 8 young men were able to each create a recording of a sample commercial along with participation in a group 'on air' conversation discussing Sports that was recorded and played back to them pointing out the do's and don'ts of live 'on air' shows. The participants each received a station T-shirt upon completion of a question and answer discussion during a tour of the office and studios.

#5: On March 15, 2019 we began participation in an internship program with Dixie State University. We brought an intern into our offices who was part of the Business, Marketing and Accounting program at DSU. The Student participating in the program is currently learning the basics of an 8 station radio group including board op skills, barter reporting, receptionist duties, participation in on air shows, script writing, marketing and assisting with general tasks of the business department. The student will receive class credits for their participation in this program. This has been a very positive relationship for both Cherry Creek Media and Dixie State University. This is an ongoing internship and the student will stay with us until further notice. This opportunity creates a possible situation that could lead to employment in the future pending available positions.

#6: On March 29, 2019 Andy Thompson, Program Director for KHKR-AM hosted a group of scouts by allowing them hands on experience in order to help them earn their Radio Merit Badge. They toured the offices, was given information about the Business side of Radio and the Sales side. They were also introduced to the Engineering side of Radio that is needed to put and keep radio stations on the air. They all participated in helping to create a commercial that was recorded, edited and played back to them to hear the end result of their work. There were 9 scouts who participated and they all received their Merit Badge after their visit.

#7 On May 7, 2019, our Operations Manager, Dale Desmond, gave a tour for a group of 10 Scouts and 3 Adult Leaders. During this tour, they discussed the evolution of radio over the years and how to use audio editing software. They covered the Commercial half of the Radio Merit Badge and he gave out prizes for those who could answer questions about what they had discussed during their visit. They also discussed many of the career opportunities available in the industry along with the education needed to obtain those careers.