



(KEYZ(AM), KYYZ(FM), AND KTHC(FM))

WILLISTON, ND / SIDNEY, MT

410 EAST 6TH STREET, WILLISTON, ND 58802

120 E MAIN STREET, SIDNEY, MT 59270

CCR- WILLISTON III, LLC 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 stations: (KEYZ (AM) (Williston, North Dakota), KYYZ(FM) (Williston, North Dakota) KTHC(FM)) (Sidney, Montana). and is required to be placed in the public inspection files of the above listed stations, and posted on their websites.

The information contained in this Report covers the time period beginning December 1, 2019 to and including November 30, 2020 (the "Applicable Period") for (KEYZ(AM), KYYZ(FM), and KTHC (FM)).

SECTION 1 - VACANCY LIST

Stations Comprising Station Employment Unit:
 (KEYZ (AM), KYYZ (FM), and KTHC (FM))
 Covering the Period from December 1, 2019 to November 30, 2020

JOB POS #	JobTitle	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
1	MARKETING EXECUTIVE	3,5, 7,8,9,10,11,13	5-2, 7-1, 10-4, 11-5	REFERRAL
2	MARKETING EXECUTIVE	3,5, 7,8,9,10,11,13	5-1, 7-1, 10-3, 11-3	REFERRAL

SECTION 2 - RECRUITMENT SOURCE LIST

Stations Comprising Station Employment Unit:
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))
Covering the Period from December 1, 2019 to November 30, 2020.

Ref #	Business	Contact	Address	City	State	Zip	Phone	# Intvws provided by source	JobPos tion Source used for	Entity entitled to notifica tion
1	Sanford Brown college	Christine Dye	2225 E. Lake Street	Minneapolis	MN	55407	651-675-4750			No
2	All Access.com	Joel Denver	1222 16th Ave S #25	Nashville	TN	37212	615-252-6400			No
3	Cherry Creek Radio(website)	Travis Cronen	501 S Cherry St	Denver	CO	80246	303-951-2070		1, 2	No
4	Dawson Community College	John Bole	110 3rd ST SW	Glendive	MT	59330	406-377-3396			No
5	REFERRAL							1-2,2-1		No
6	Illinois Center for Broadacasting	Don Clark	601 South LaSalle St	Chicago	IL	60605	312-884-8000			No
7	Job Service of North Dakota	Cindy Sanford/Jeremy Huschka	422 1st Ave W	Williston	ND	58801	701-774-7900	1-1, 2-1	1, 2	No
8	Job Service of Montana	Crystal Rasmussen	211 N Central Ave	Sidney	MT	59270	4063-433-6665		1, 2	No
9	KTHC Radio(on-air announcements)	Alisha Miner	120 E Main Street	Sidney	MT	59270	406-433-5090		1, 2	No
10	KEYZ Radio(on-air announcements)	Penny Lalim	401 6th ST East	Williston	ND	58802	701-572-5371	1-4, 2-3	1, 2	No
11	KYYZ Radio(on-air announcements)	Penny Lalim	401 6th ST East	Williston	ND	58802	701-572-5371	1-5, 2-3	1,2	No
12	Media Staffing Network	Kate Glenn	6518 E Shooting Way	Scottsdale	AZ	85266	810-385-4045			No
13	Montana Broadcasters Association	Duane Bruce	18 Ruby Mountain Road	Clancy	MT	59634	406-431-2139		1,2	No
14	JOB FAIR	Fran Zeer	422 1st Ave W	Williston	ND	58801	701-774-7900			No
15	Indeed.com		7501 N Capital TX Hwy	Austin	TX	78731	800-462-5842			No
16	Ohio Center for Broadcasting	Terry Cuff	404 Upham St	Lakewood	CO	80226	303-937-7070			No
17	North Dakota Jaycees	Diane Hagen	3314 University Ave	Williston	ND	58801	701-577-6000			No
18	Pella Lutheran Church	George Biebl	4518 W Main Street	Sidney	MT	59270	406-433-3350			No
19	Sidney Assembly of God		414 E Main	Sidney	MT	59270	406-433-3423			No
20	Sidney High School	Thorn Barnhart	2 5th Ave SW	Sidney	MT	59270	406-433-4080			No
21	Trenton Indian Services	Dolores Trent	P.O. Box 210	Trenton	ND	58853	701-572-8316			No
22	Minot State University	Linda Bersch	500 University Ave	Minot	ND	58707	701-858-3996			No
23	Traffic Directors Guild of America	Larry Keene	www.tdga.org	San Juan	CA	92675	949-429-7063			No
24	Williston High School	Lou Ann Wick	502 W Highland Drive	Williston	ND	58801	701-572-0967			No
25	Williston State College	Ted Williams	1410 University Ave	Williston	ND	58801	701-774-4200			No
27	Ebenezer Congregational Church	Pastor David	118 4th Ave NW	Sidney	MT	59270	406-433-2654			No

Total number of interviews over 12 month period:

20

**Section 3 - Recruitment Initiatives Undertaken by
(KEYZ (AM), KYYZ (FM), AND KTHC (FM))**

A: PARTICIPATE IN 1 JOB FAIR

CHERRY CREEK OPS MGR AND BUSINESS MGR ATTENDED THE FEBRUARY 7TH CAREER FAIR AT SIDNEY HIGH SCHOOL, SIDNEY MT. WE ACTIVELY PROMOTED THE RADIO INDUSTRY, JOBS AVAILABLE AND EDUCATION REQUIREMENTS.

B: ANNUAL JOB SHADOW WITH LOCAL HIGH SCHOOL

APRIL 25, 2019, A STUDENT FROM LAMBERT HIGH SCHOOL SPENT THE DAY WITH MEMBERS OF THE STAFF AT CHERRY CREEK MEDIA IN WILLISTON. STUDENT WAS SHOWN ALL FACETS OF RADIO FROM SALES TO NEWS, ON AIR AND ALSO ATTENDED AN ON LOCATION REMOTE IN WATFORD CITY, NORTH DAKOTA. LAMBERT HAS AN ONGOING JOB SHADOW PROGRAM WITH CHERRY CREEK.

C: MENTORING PROGRAM

CCM CORPORATE OPERATIONS MANAGER CONTINUED MENTORING PROGRAM FOR KTHC TO WORK WITH PART-TIME EMPLOYEE TO PREPARE HER FOR BEING AN ON AIR TALENT. EMPLOYEE WAS MOVED TO FULL-TIME AS SHE PROGRESSED INTO HAVING A LIVE ON AIR SHIFT EVERY MORNING ON KTHC.

D: SUMMER INTERNSHIP WITH WILLISTON STATE COLLEGE. STUDENT WORKED IN JUNE AND JULY LEARNING ALL FACETS OF THE RADIO BUSINESS FROM RUNNING STUDIO CONTROL BOARDS, SALES, NEWS, LOG EDITING, TRAFFIC COPY, DEPOSITS, BUSINESS REPORTS AND FCC REGULATIONS FOR THE RADIO INDUSTRY.