

**CCR-Butte IV, LLC**  
**KXTL(AM), KMBR(FM) and KAAR(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):

KXTL(AM), KMBR(FM) and KAAR(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, 2015** to and including **November 30, 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.

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, 2015** to **November 30, 2016**

Station(s) Comprising Station Employment Unit:

KXTL(AM), KMBR(FM) and KAAR(FM)

Section 1: Vacancy Information

	Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position	Recruitment Sources Utilized to Fill the Vacancy (see Section 2)	Date of Hire
	No positions filled in this reporting period.				

Total Number of Persons Interviewed During Applicable Period:

Appendix 2  
Annual EEO Public File Report  
Covering the Period from **December 1, 2015** to **November 30, 2016**  
Station(s) Comprising Station Employment Unit:  
CCR-Butte IV, LLC  
KXTL(AM), KMBR(FM) and KAAR(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)	Resources Requested Notification? (Y/N)
A	Montana Tech UM 1300 Park St Butte, MT 59701 800-455-8324		No
B	The Montana Standard 25 W Granite Butte, MT 59701 406-496-5550		No
C	Butte Job Service 2201 White Blvd Butte MT 59701		No
D	Job Service – Deer Lodge 409 Missouri Ave #106 Deer Lodge MT 59722		No
E	Family Outreach 641 Sampson Avenue Butte MT 59701		No
F	H I Case Management 700 Casey Butte MT 59701		No
G	North American Indian Alliance 55 E Galena Butte MT 59701		No
H	Brown College Twin Cities 651-905-3522 mkronforst@browncollege.edu		No
I	Cherry Creek Radio Website 750 Dewey RD Butte, MT 59701 406-494-4442		No
J	Cherry Creek Radio - on air advertising		No
Total Number of Interviewees over 12-Month Period = 0			

Appendix 3  
Annual EEO Public File Report

Covering the Period from **December 1, 2015** to **November 30, 2016**

Station(s) Comprising Station Employment Unit:

KXTL(AM), KMBR(FM) and KAAR(FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
KXTL(AM), KMBR(FM) and KAAR(FM)

**February 24, 2016 – Butte High Career Fair**

Chris Ackerman, GM, hosted a booth at the Butte High School Fair. The GM met with students and answered questions on how to get a job in radio and the specific job skills needed during the Career Technical Education Program Career Fair.

**March 23, 2016 – Southwest Montana Job Fair**

Chris Ackerman, GM, hosted a booth at the Southwest Montana Job Fair. The GM talk with job seekers and answered questions on how to get a job in radio and the specific job skills needed.

**April 29, 2016 – Preparing for Your ABIP Inspection**

Chris Ackerman, GM, Tom O’Neil, OM and Joe Bowers, Engineer, participated in a two hour webinar presented by Charlie Cannaliato and Lee Shubert, on the public file requirements.

**June 13, 2016 – Demonstration of Expanded Online Public Inspection File (OPIF) Interface**

Chris Ackerman, GM participated in a two hour webinar presented by David Oxenford, Wilkinson Barker Knauer LLP on how to use the interface to file documents in the online public file database.

**June 22, 2016 – Dept of Labor Working Overtime Webinar**

Chris Ackerman, GM, Tom O’Neil, OM and Michelle Weber, BM participated in a webinar presented by NASBA on the overtime rules.