

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, 2008** to and including **November 30, 2009** (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, 2008** to **November 30, 2009**

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 Hire	Total Number of Interviewees from All Sources for This Position	Recruitment Source Utilized to Fill the Vacancy (see Section 2)	Date of Hire
1	Account Executive- 1 Position Available During Covered Period 7 Interviews 1 Person Hired	On Air Announcement	7	A, B, C, D, E, F, G	6/23/2009

Total Number of Persons Interviewed During Applicable Period: 7

Appendix 2
Annual EEO Public File Report
Covering the Period from **December 1, 2008** to **November 30, 2009**
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	Employee Referral 750 Dewey RD Butte, MT 59701 406-494-4442		No
B	On-Air Announcements 750 Dewey RD Butte, MT 59701 406-494-4442	7	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	Station Websites 750 Dewey RD Butte, MT 59701 406-494-4442		No
I	Cherry Creek Radio Website 750 Dewey RD Butte, MT 59701 406-494-4442		No
J	Walk-Ins 750 Dewey RD Butte, MT 59701 406-494-4442		No
Total Number of Interviewees over 12-Month Period = 7			

Appendix 3
Annual EEO Public File Report

Covering the Period from **December 1, 2008** to **November 30, 2009**

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)
Attended by General Manager, Sales Manager or a Program Director

February 2009 – Rotary Club Meeting – Butte MT

General Manager gave a presentation entitled “The History of Local Radio and its Career Opportunities in Butte.” The presentation addressed possible careers in radio and what skills would be needed.

October 14, 2009 - Camp-Make-A-Dream-Gold Creek, MT

“Youth Activism Through Media” - Career Opportunities
Creation & Production of Public Service Campaign
Showed students what it takes to be an on air radio announcer

November 17, 2009 – Butte Economic Development Coordinating Council

General Manager discussed various career opportunities in radio and gave a presentation of types of careers in radio and the skills required. The presentation was attended by staff from the Butte Job Service and representatives from local Butte businesses.