

EEO PUBLIC FILE REPORT
CCR- Wenatchee IV,LLC and CCR-Westcoast IV,LLC
 KYSN KWWW KQBG KYSP KKWN KWNC KPQ-AM KPQ-FM
 10/1/16 - 9/30/17

Section 1. Vacancy List

Job Title	All Recruitment Sources Used to Fill Vacancy	Number of Interviewees Referred by Each Recruitment Source	Recruitment Source that Referred the hiree
Account Executive	1,3,4,13,16	1- 3 Interviewees 13- 1 Interviewee 16- 2 Interviewees	13
KPQ AM News Anchor	1,3,4,7	1-2 Interviewees 7-5 Interviewees	7
Program Director/ Operations Manager- KYSN	1,4,7,14,13	7- 4 Interviewees 14- 2 Interviewees 4- 1 Interviewee	14
Administrative Assistant	2, 3,12,14	3- 3 Interviewees 12- 1 Interviewee 14- 1 Interviewee	3
KPQ AM Program Director	5,4,7,12,13,14	7- 3 Interviewees 12- 4 Interviewees 13- 2 Interviewees 14- 1 Interviewee	14

Section 2. Recruitment Source List

Recruitment Source Number	Recruitment Source Information	Recruitment Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by Recruitment Source over 12-month period
1	CCR Public Service Announcements 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	5
2	Skill Source PO Box 2360 Wenatchee, WA 98807	No	0
3	Wenatchee World Newspaper PO Box 1511 Wenatchee, WA 98807	No	3
4	Cherry Creek Radio webpage www.cherrycreekradio.com	No	1
5	Wenatchee Valley College 1300 5 th Street Wenatchee, WA 98801	No	0
6	Capital Press www.capitalpress.com	No	0
7	All Access www.allaccess.com	No	12
8	Radio Online www.radioonline.com	No	0
9	Radio Business Report www.rbr.com	No	0
10	NTS Media Online www.ntsmediaonline.com	No	0
11	LinkedIn www.linkedin.com	No	0
12	Facebook www.facebook.com	No	5

13	Referral – Local	No	3
14	Referral – Company Internal	No	4
15	Radio Peeps www.radiopeeps.com	No	0
16	Indeed www.indeed.com	No	2
Total Number of Interviews over 12-month period: 35			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Wenatchee Valley Employment Summit & Job Fair	Set up all department information at the Wenatchee Valley Employment Summit Job fair at the Wenatchee Convention Center on January 24, 2017 , with brochures and flyers to promote radio opportunities. Radio personnel standing by to answer questions from students and parents
Station Job Shadow	March 16, 2017 Provided Job Shadow “Morning in the Life of a Program Director”, on KPQ-FM, 102.1, Classic Rock station. Work with the local community college for Job Shadow opportunity to invite those interested in a career in broadcasting. This opportunity provides a one-on-one on-the-job educational experience on a station of their choice. The Program Director will also provide information regarding career path options and job opportunities in the field.
Career Day	Career Days: October 10, 2016 and October 24, 2016 In collaboration with Wenatchee High School’s Communication class, we provided an opportunity for students to interview and discuss employment and career path options in the fields of Marketing and Programming as it relates specifically to the Radio world. Each group met with the Director of Sales for the Marketing segment and the Program Director for our Top 40 music station for the Programming/Broadcasting segment.
Station Tour(s)	November 4, 2016, and November 8, 2016 Provided two supervised station tours to Wenatchee Valley College Communications Class on
In-House Training – Management Level Staff	July 12, 2017 - Annual Webinar for all Staff as well as separate Management Level Staff Presentation – CCR Culture and Discrimination Prevention/Anti-Harassment/Anti-Bullying Our labor attorney from Littler Mendelson, located in Denver, CO, presented the seminar. This webinar included a 30 minute Q&A at the end of the presentation.