

EEO PUBLIC FILE REPORT
 CCR-Wenatchee IV, LLC and CCR-Wescoast IV, LLC
 KYSN, KWWW-FM, KQBG, KYSP, KKWN, KWNC, KPQ, KPQ-FM
 10/1/16 – 9/30/17 (amended 8/14/18)

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the Hiree
<i>Account Executive</i>	<i>1,3,4,13,16</i>	<i>1-3 interviewees 13-1 interviewees 16-2 interviewees</i>	<i>13</i>
<i>KPQ AM News Anchor</i>	<i>1,3,4,7,12</i>	<i>1-2 interviewees 7-5 interviewees</i>	<i>7</i>
<i>Program Director/ Operations Manager- KYSN</i>	<i>1,4,7,13,14</i>	<i>7-4 interviewees 14-2 interviewees 4-1 interviewees</i>	<i>14</i>
<i>Administrative Assistant</i>	<i>2,3,12,14</i>	<i>3-3 interviewees 12-1 interviewees</i>	<i>3</i>

Section 2. Recruitment Source List

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	CCR Public Service Announcements 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	5
2	Skill Source P.O. Box 2360 Wenatchee, WA 98807	No	0
3	Wenatchee World Newspaper P.O. Box 1511 Wenatchee, WA 98807	No	3
4	Cherry Creek Radio Webpage www.cherrycreekradio.com	No	1
5	Wenatchee Valley College 1300 5th Street Wenatchee, WA 98801	No	0
6	Capital Press www.capitalpress.com	No	0
7	All Access www.allaccess.com	No	9
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	1
13	Referral – Local	No	1
14	Referral – Company Internal	No	3
15	Radio Peeps www.radiopeeps.com	No	0
16	Indeed www.indeed.com	No	2
Total Number of Interviews over 12-month period:			25

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	<p>March 16, 2017</p> <p>Provided Job Shadow "Morning in the Life of a Program Director," on KPQ-FM. 102.1, Classic Rock station.</p> <p>Worked 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.</p>
Career Day	<p>Careers Days: October 10, 2016 and October 24, 2016</p> <p>In collaboration with Wenatchee High School's Communications 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.</p>
Station Tour(s)	Provided two supervised station tours to Wenatchee Valley College Communications Department on November 4, 2016 and November 8, 2016.
In-House Training – Management Level Staff	<p>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</p> <p>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.</p>