

EEO PUBLIC FILE REPORT
CCR- Wenatchee IV,LLC and CCR-Westcoast IV,LLC
 KYSN KWWW KQBG KYSP KKWN KWNC KPQ-AM KPQ-FM
 10/1/17 - 9/30/18

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
<i>Operations Manager</i>	4,7,11,15	7=3 Interviewees	7
<i>Account Executive</i>	1,4,7	1=4 Interviewees	1
<i>Account Executive</i>	1,4,7	1=4 Interviewees	1
<i>Business Manager</i>	1,3,4	4=1 Interviewees 1=3 Interviewees	4

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 Wenatchee on air 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	11
2	Skill Source PO Box 2360 Wenatchee, WA 98807	No	0
3	Wenatchee World Newspaper PO Box 1511 Wenatchee, WA 98807	No	0
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	3
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	0
13	Referral – Local	No	0

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

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Station Job Shadow	<p>February 23, 2018 Provided job shadow on KW3 morning show "Breakfast Burrito" Radio personality provided job shadowing to a student at CWU studying mass communications. Student spent time with personality on air and then accompanied him on a remote event for the Numerica Credit Union teacher of the month award assembly, so that the student could experience both functions of the job in radio. The personality was able to dialog with the student about a potential career in radio.</p>
Job Fair plus in House Tour	<p>September 5, 2018 Cherry Creek Media hosted job fair and advertised on air to anyone interested in learning more about a career in radio. Final attendee count was 13. General Manager presented several PowerPoint slides with an overview of each radio station. DJs gave a brief talk and answered questions. Refreshments provided. Follow up contact information for each attendee was collected.</p>
In-House Staff and Management Training	<p>July 25, 2018 - 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.</p>