

EEO PUBLIC FILE REPORT
CCR- Tri-Cities IV, LLC
KONA-AM, KONA-FM, KZHR-FM
10/1/16 - 9/30/17

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>Director of Sales</i>	<i>1,3,4,6,7,8,9,10,11</i>	<i>10 – 1 interview 3 - 3 interviews</i>	<i>11</i>
<i>Traffic Director</i>	<i>1,10,5,8,11</i>	<i>11 – 1 interview 10 - 1 interview</i>	<i>11</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10</i>	<i>3 – 1 interview 1 – 2 interviews</i>	<i>1</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10</i>	<i>3 – 1 interview 1 – 2 interviews</i>	<i>1</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10</i>	<i>3 – 1 interview 1 – 2 interviews</i>	<i>1</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10,11</i>	<i>11 - 1 interview</i>	<i>11</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10,11</i>	<i>11 - 1 interview</i>	<i>11</i>
<i>Account Executive</i>	<i>1,3,4,6,7,8,9,10,11</i>	<i>11 - 1 interview</i>	<i>11</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 on air EEO Announcements	No	6
2	CCR webpage	No	0
3	Tri-City Herald	Yes	6
4	Carreerbuilder.com	Yes	0
5	Columbia Basin College	Yes	0
6	Classifiedads.com	Yes	0
7	Big Bend Comm College	Yes	0
8	Whitman College	Yes	0
9	Columbia Basin College	Yes	0
10	WorkSource	Yes	2
11	Walk in	No	4
Total Number of Interviews over 12-month period: 18			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Use of training/mentoring program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	CCM implemented an accounting/traffic system with broader accessibility for the CCM staff. CCM offers web based training for staff desiring to elevate their knowledge in various technical aspects of the business. Ideally, these new skill sets will qualify staff for higher level positions.
Participation in other programs designed to promote outreach.	CCM has developed a program in conjunction with Tri Tech Skill Center, in which CCM staff interact with the Communications Program and talk about the skill sets required for careers in radio communications.
Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcast.	In conjunction with Cherry Creek Media corporate directive. CCM Tri-Cities has proactively implemented a program for cold calling on clients, associates of the stations and community leaders, to seek referrals for the Account Executive position. The premise is that local contacts have specific knowledge on viable candidates, broadening our search while narrowing our target to candidates with established strong selling skills.