

EEO Public Inspection File Report for the period from December 1, 2016 through November 30, 2017.

An ongoing broad-based recruitment initiative for sales representatives, utilizing all three radio stations has been used during this reporting period.

We have sent letters to various organizations, letting them know that we have vacant positions that need to be filled. We also have told the organizations, as part of the letters, that if they know of a qualified applicant to have them contact us, and if they know of any other organizations that may be of assistance in our EOE effort to advise us of the name and address. In addition, we have an ongoing radio campaign, on all 3 stations, advertising that when hiring for positions, we wish to make the entire community aware of any openings. Our outreach spot states that if someone is “part of, or know of, an organization who would be interested in receiving notifications of job openings at our stations”, to contact us to be added to our distribution list.

One full time hire, in the sales department, was made during the reporting period.

One full time hire, in the G&A department, was made during the reporting period.

Belinda Haddock  
Business Manager  
Cherry Creek Radio Montrose  
KKXK, KUBC, KSNN

EEO PUBLIC FILE REPORT  
 CCR-MONTROSE IV, LLC  
 KKXK-FM, KSNN-FM, KUBC-AM  
 December 1, 2016 through November 30, 2017

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>S1</i>	<i>S1 – 3 interviewees</i>	<i>S1</i>
	<i>S15</i>	<i>0</i>	
	<i>S16</i>	<i>0</i>	
	<i>S17</i>	<i>0</i>	
	<i>S18</i>	<i>0</i>	
	<i>S19</i>	<i>0</i>	
	<i>S21</i>	<i>0</i>	
	<i>S20</i>	<i>0</i>	
	<i>S22</i>	<i>0</i>	
	<i>S23</i>	<i>0</i>	
	<i>S24</i>	<i>0</i>	
	<i>S25</i>	<i>0</i>	
	<i>S26</i>	<i>0</i>	
	<i>S27</i>	<i>0</i>	
	<i>S28</i>	<i>0</i>	
	<i>S30</i>	<i>0</i>	
	<i>S33</i>	<i>0</i>	
<i>S34</i>	<i>0</i>		
<i>S35</i>	<i>S35 – 5 interviewees</i>		
<i>Market Mgr.</i>	<i>S1</i>	<i>0</i>	<i>S36</i>
	<i>S11</i>	<i>0</i>	
	<i>S14</i>	<i>0</i>	
	<i>S21</i>	<i>0</i>	
	<i>S18</i>	<i>0</i>	
	<i>S17</i>	<i>0</i>	
	<i>S15</i>	<i>0</i>	
	<i>S16</i>	<i>0</i>	
	<i>S19</i>	<i>0</i>	
	<i>S20</i>	<i>0</i>	
<i>S22</i>	<i>0</i>		

	S23	0	
	S24	0	
	S25	0	
	S26	0	
	S27	0	
	S28	0	
	S30	0	
	S34	0	
	S36	S36-10 interviewees	

**Section 2. Recruitment Source List**

RS Number	RS Information	RS Entitled to Vacancy Notification? (Y/N)	# of Interviews referred by RS over 12-Month period
(1) Cherry Creek Radio	106 Rose Lane Montrose, CO	No	3
(2) Telluride Daily Planet	283 Fir Street Telluride, CO	No	0
(3) Montrose Daily Press	535 S. 1 <sup>st</sup> Montrose, CO	No	0
(4) Forum Newspaper	807 Main Street Nucla, CO	No	0
(5) Gunnison Country Times	218 N. Wisconsin Gunnison, CO	No	0
(6) Plaindealer	PO Box 529 Ridgway, CO	No	0
(7) Delta County Independent	401 Meeker Delta, CO	No	0
(8) Daily Sentinel	734 S. 7th Grand Junction, CO	No	0
(9) Colorado Workforce Center	504 N. 1 <sup>st</sup> Montrose, CO	No	0
(10) Tvandradijobs.com	Website – Tvandradijobs.com	No	0

(11)	Radio-online.com	Website – Radio-online.com	No	0
(12)	R&R Magazine	2049 Century Pk East LA, CA	No	0
(13)	El Semenario	PO Box 7 Paonia, CO	No	0
(14)	Allaccess.com	Website – allaccess.com	No	0
(15)	Denver Hispanic C of C	924 W. Colfax Denver, CO	Yes	0
(16)	Colo Womens' C of C	1350 17 <sup>th</sup> St. Denver, CO	Yes	0
(17)	Asian American Journalists Assn	5 Third St. San Francisco, CA	Yes	0
(18)	Colo Assn of Black Journalists	PO Box 48131 Denver, CO	Yes	0
(19)	Natl Assn. of Black Sales Professionals	500 S. Oak Park Ave Chicago, IL	Yes	0
(20)	University of Colorado	Online listing-Career Bufs	Yes	0
(21)	Natl Assn of Hispanic Journalists	1050 Connecticut Ave Washington, DC	Yes	0
(22)	NAB Broadcast Career Center	1771 ST NW Washington DC	Yes	0
(23)	Urban League	700 E. 24 <sup>th</sup> Ave Denver, CO	Yes	0
(24)	Natl Black Media Coalition	1738 Elton Rd Silver Springs, MD	Yes	0
(25)	Natl Hispanic Media Coalition	Via email- info@nhmc.org	Yes	0
(26)	WSC of Colorado	600 N. Adams St Gunnison, CO	Yes	0
(27)	Colorado Mesa University	1100 North Ave. Grand Junction, CO	Yes	0
(28)	Colorado State University	1062 Campus Delivery, Fort Collins, CO	Yes	0

(29)	Helpwanted.com	Website – montroshelpwanted.com	No	0
(30)	Montrose Home Garden & Business Expo	Montrose County Fairgrounds Event – outreach	No	0
(31)	Craigslist	Website – Craigslist.com	No	0
(32)	CBA Virtual Job Fair	Through the CBA website	No	0
(33)	Facebook.com/ Montrose and Delta Jobs	Website – Facebook.com/Montrose and Delta Jobs	No	0
(34)	Welcome Home Montrose	11 South Park Ave. Montrose, CO	Yes	0
(35)	Indeed.com	Website- Indeed.com	No	5
(36)	Mediastaffingnetwork. com	website	No	10
		<b>Total Number of Interviews over 12- month period:</b>	<b>18</b>	

Section 3. Recruitment Initiatives

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Recruitment outreach</b>	Conducted a recruitment outreach at the Montrose Home & Garden Expo in February, 2017. Sales Manager, Mary Stanko, and AE's were in attendance. We had a booth space at this expo, and provided attendees with information about job openings/careers with our stations.
<b>Job-Shadowing/Internship</b>	In June, 2017, we brought on an intern, who contacted our Program Director, Scott Staley, about a career in broadcasting. Duties included working with the Programming Department, to learn about broadcasting aspects of the radio stations. In August, we were able to bring her on as a part-time employee. Since that time she has become a co-host for the KUBC morning show.
<b>Job-Shadowing/Job Tour</b>	May 2017, a local high school student contacted us regarding a career in broadcasting. The student came in and spoke, at length, with our Operations Manager about steps needed to achieve his goal.
<b>Training Program</b>	We secured training courses for our AE's through the RAB, for on-going education, and training has included Certified Radio Marketing, and Certified Digital Marketing courses.
<b>Job Tours</b>	Conducted tour of station for 2 separate groups of residents from Community Options who were interested in learning more about how radio stations operate. The residents were introduced to staff members in each area of expertise, who answered questions.
<b>Career Day at High School</b>	November 8, 2017 - Cherry Creek Media News Director, and KUBC morning host Dan Lynch, was asked to speak to the Neuman Club at Montrose High School. The group was interested in learning about radio, broadcasting and

