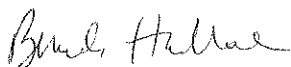


EEO Public Inspection File Report for the period from December 1, 2018 through November 30, 2019.

An ongoing broad-based recruitment initiative for sales representatives, utilizing all three radio stations was implemented at the start of this reporting period.

Letters have been sent to various organizations, letting them know of vacant positions to be filled. As part of the letters, organizations were notified that if they know of a qualified applicant, to contact us, and if they know of any other organizations that may be of assistance in our EOE efforts, 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 openings. Our outreach spot states that is someone is “part of, or know of, any organizations who would be interested in receiving notifications of job openings at our stations”, to contact us to be added to the distribution list.

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



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

EEO PUBLIC FILE REPORT
CCR-MONTROSE IV, LLC
KKXX-FM, KSNN-FM, KUBC-AM
December 1, 2018 through November 30, 2019

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 (1)</i>	<i>RS1 RS13 RS14 RS15 RS16 RS22</i>	<i>RS1 – 4 interviewee 0 0 0 0 0</i>	<i>RS1 (1 hirees)</i>

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 (on-air announcements)	106 Rose Lane Montrose, CO	No	4
(2) Telluride Daily Planet	PO Box 2315 Telluride, CO	No	0
(3) Montrose Daily Press	3684 North Townsend Montrose, CO	No	0
(4) Gunnison Country Times	218 N. Wisconsin Gunnison, CO	No	0
(5) Plaindealer	PO Box 529 Ridgway, CO	No	0
(6) Delta County Independent	401 Meeker Delta, CO	No	0
(7) Daily Sentinel	734 S. 7th Grand Junction, CO	No	0
(8) Colorado Workforce Center	504 N. 1 st Montrose, CO	No	0
(9) Tvandradijobs.com	Website – Tvandradijobs.com	No	0
(10) Radio-online.com	Website – Radio-online.com	No	0
(11) R&R Magazine	2049 Century Pk East LA, CA	No	0
(12) Allaccess.com	Website – allaccess.com	No	0
(13) University of Colorado	Online listing-Career Bufs	Yes	0
(14) Western Colorado University	600 N. Adams St Gunnison, CO	Yes	0

(15)	Colorado Mesa University	1100 North Ave. Grand Junction, CO	Yes	0
(16)	Colorado State University	1062 Campus Delivery, Fort Collins, CO	Yes	0
(17)	Helpwanted.com	Website – montrosehelpwanted.com	No	0
(18)	Montrose Home Garden & Business Expo	Montrose County Fairgrounds Event – outreach	No	0
(19)	Craigslist	Website – Craigslist.com	No	0
(20)	CBA Virtual Job Fair	Through the CBA website	No	0
(21)	Facebook.com/Montrose and Delta Jobs	Website – Facebook.com/Montrose and Delta Jobs	No	0
(22)	Welcome Home Montrose	4 Hillcrest Plaza Way. Montrose, CO	Yes	0
(23)	Indeed.com	Website- Indeed.com	No	0
(24)	Mediastaffingnetwork.com	website	No	0
		Total Number of Interviews over 12-month period:	4	

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Job-Shadowing/Internship	In June, 2019, we brought on an intern, who was a recent high school graduate, who contacted our O.M, Daniel Lynch. Duties included working with the Programming Department, as part of the morning show on KUBC, to learn about broadcasting aspects of the radio stations.
Training Program	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.
Participated in job fair	Conducted recruitment outreach at the Delta Spring Expo, in March, 2019. Two AE's were in attendance, and provided interested parties with information about job openings/careers with our stations.
Training Program	Colorado Broadcasters Association provided members with a Political Broadcasting Rules webinar on September 5, 2019. GM, Tony Driskill, was in attendance.