

**EEO PUBLIC FILE REPORT**  
**CCR-Wenatchee IV,LLC and CCR-Westcoast IV,LLC**  
**10/1/12 – 9/30/13**  
**KYSN KWWW KWWX KZNV KAAP KPQ-AM KPQ-FM**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>All Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each RS</b>	<b>RS that Referred the hiree</b>
Account Executive	3,4,5,6	4 – 2 interviewees 5 – 3 interviewees 6 – 6 interviewees	4 - 2 hirees 5 – 2 hirees
Production Manager	3,4,5,6	3 – 5 interviewees 5 – 3 interviewees	3
Program Director / KYSN	3,4,7	4 – 1 interviewee	4
Afternoon On-Air News Host	1,2,3,4,5,7	5 – 1 interviewee	5

**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	Express Personnel Serv. Jodi Weaver 230 N. Mission Wenatchee, WA 98801	No	0
2	WorkSource Adrienne Wiegenstein 233 N. Chelan Wenatchee, WA 98801	No	0
3	CCR Web-Page Travis Cronen- CherryCreekRadio 501 S. Cherry Creek, Ste 480 Denver, CO 80246 303-951-2070	No	5
4	CCR Public Service Announcements 231 N Wenatchee Ave. Wenatchee, WA 98801	No	3
5	Walk-in / word of mouth	No	7
6	Wenatchee World 14 N. Mission St. Wenatchee, WA 98801 509-663-5161	No	6
7	Wenatchee Valley College 1300 Fifth St Wenatchee, WA 98801 509-682-6858		
<b>TOTAL 21</b>			

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<p><b>College &amp; Career Fair at Wenatchee High School.</b></p>	<p><b>Set-up in the High School Commons area with brochures and flyers to promote radio opportunities as a career and answer questions from 9-12 grade students and parents. We had personnel from our Sales, Administrative and Production on site for approximately 500 attendees.</b></p>
<p><b>Personal recruitment visits to City Chamber of Commerce and Lyon's Clubs.</b></p>	<p><b>Visits to Chamber of Commerce in Wenatchee in October '12 and February '13; Monthly luncheons and dinners with the Lyon's club and Chamber of Commerce, speaking with attendees to promote Radio as opportunity for careers and to gain referrals of possible recruits for marketing and sales.</b></p>
<p><b>Notifications to local and national organizations and Public Service Announcements on all 7 of our stations.</b></p>	<p><b>We post job openings through local newspapers, employment agencies and state services, community colleges in Wenatchee, Ellensburg and Moses Lake to make sure we are reaching all of the community. In addition, we run campaigns on each of our stations and the Cherry Creek Radio Website to invite anyone who is interested in a career in broadcasting to contact us for more information about careers and current openings. CCR's VP of Programming works with national organizations by posting openings on the CCR website and All Access.</b></p>
<p><b>Sponsored an Internship</b></p>	<p><b>Management sponsored an Internship of a current employee from part-time to a full time position of Program Director in August '13 with training in all phases of the position's requirements culminating in a promotion to Program Director.</b></p>