

EEO Public Inspection File Report for the period from December 1, 2015 through November 30, 2016.

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.

Five full time hires, in the sales department, were made during the reporting period.

Two full time hire, in the programming department, were 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, 2015 through November 30, 2016

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 – 5 interviewees</i>	<i>S35</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>S31</i>	<i>0</i>	
	<i>S29</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>Programming</i>	<i>S1</i>	<i>S1 – 1 interviewees</i>	<i>S14</i>
	<i>S11</i>	<i>0</i>	
	<i>S14</i>	<i>S14 – 3 interviewees</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>	

	S20	0	
	S22	0	
	S23	0	
	S24	0	
	S25	0	
	S26	0	
	S27	0	
	S28	0	
	S30	0	
	S34	0	

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	Yes	6
(2) Telluride Daily Planet	283 Fir Street Telluride, CO	No	0
(3) Montrose Daily Press	535 S. 1 st 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	504 N. 1 st	No	0

Center	Montrose, CO		
(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	3
(15) Denver Hispanic C of C	924 W. Colfax Denver, CO	Yes	0
(16) Colo Womens' C of C	1350 17 th 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 Buffs	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 th Ave Denver, CO	Yes	0
(24) Natl Black Media Coalition	1738 Elton Rd Silver Springs, MD	Yes	0
(25) Natl Hispanic	Via email-	Yes	0

Media Coalition	info@nhmc.org		
(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 – montrosehelpwanted.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
	Total Number of Interviews over 12- month period:	14	

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Recruitment outreach	Conducted a recruitment outreach at the Montrose Home & Garden Expo in February, 2016. James Kerschner (GM), 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.
Job-Shadowing/Internship	October 3 to December 9, 2016-we had an intern, through Montrose High School's Career Option Seminar, at our stations. Duties included working with the Marketing Department, to learn about business and marketing aspects of the radio stations. She also worked with us for our fall show.
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.
Job Tours	Conducted tour of station for a group of students, in home-school, with interest in job opportunities in broadcasting.
Career Day at High School	Cherry Creek Media News Director, and KUBC morning host Dan Lynch, was asked to speak to 8 th grade students, in the Language Arts class, at Columbine Middle School in Montrose, about voter apathy, media propaganda, and how to write effective Public Service Announcements.