

EEO Public Inspection File Report for the period from December 1, 2017 through November 30, 2018.

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, an organizations who would be interested in receiving notifications of job openings at our stations", to contact us to be added to the distribution list.

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

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

One full time hire was made, in the General & Administrative department, during the reporting period.



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

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	20
(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 Center	504 N. 1 st 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	6
(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)	Natl Assn. of Black Sales Professionals	500 S. Oak Park Ave Chicago, IL	Yes	0
(18)	University of Colorado	Online listing-Career Bufs	Yes	0
(19)	Natl Assn of Hispanic Journalists	1050 Connecticut Ave Washington, DC	Yes	0
(20)	Natl Hispanic Media Coalition	Via email- info@nhmc.org	Yes	0
(21)	WSC of Colorado	600 N. Adams St Gunnison, CO	Yes	0
(22)	Colorado Mesa University	1100 North Ave. Grand Junction, CO	Yes	0
(23)	Colorado State University	1062 Campus Delivery, Fort Collins, CO	Yes	0
(24)	Helpwanted.com	Website – montrosehelpwanted.com	No	0
(25)	Montrose Home Garden & Business Expo	Montrose County Fairgrounds Event – outreach	No	0
(26)	Craigslist	Website – Craigslist.com	No	0
(27)	CBA Virtual Job Fair	Through the CBA website	No	0
(28)	Facebook.com/ Montrose and Delta Jobs	Website – Facebook.com/Montrose and Delta Jobs	No	0
(29)	Welcome Home	11 South Park Ave.	Yes	0

Montrose	Montrose, CO		
(30) Indeed.com	Website- Indeed.com	No	5
(31) Mediastaffingnetwork. com	website	No	0
	Total Number of Interviews over 12- month period:	31	

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Job-Shadowing/Internship	In October, 2018, we brought on an intern, from Vista Charter School, 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 April, 2018. Two AE's were in attendance, and provided interested parties with information about job openings/careers with our stations.
Training Program	Cherry Creek Radio provided General Managers and Business Managers with an EEO Training Webinar on August 23, 2018. GM, Tony Driskill, and BM, Belinda Haddock were in attendance.