

EEO Public Inspection File Report for the period from December 1, 2019 through November 30, 2020.

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

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 hire, 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**  
**KKXK-FM, KSNN-FM, KUBC-AM**  
**December 1, 2019 through November 30, 2020**

**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>
<i>Account Executive (1)</i>	<i>RS1</i>	<i>RS1 – 3 interviewee 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/referrals)	106 Rose Lane Montrose, CO	No	3
(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 <sup>st</sup> 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	No	0
(14) Western Colorado University	600 N. Adams St Gunnison, CO	No	0

(15)	Colorado Mesa University	1100 North Ave. Grand Junction, CO	No	0
(16)	Colorado State University	1062 Campus Delivery, Fort Collins, CO	No	0
(17)	Montrose Home Garden & Business Expo	Montrose County Fairgrounds Event – outreach	No	0
(18)	Craigslist	Website – Craigslist.com	No	0
(19)	CBA Virtual Job Fair	Through the CBA website	No	0
(20)	Facebook.com/Montrose and Delta Jobs	Website – Facebook.com/Montrose and Delta Jobs	No	0
(21)	Welcome Home Montrose	4 Hillcrest Plaza Way. Montrose, CO	No	0
(22)	Indeed.com	Website- Indeed.com	No	0
(23)	Mediastaffingnetwork.com	website	No	0
		<b>Total Number of Interviews over 12-month period:</b>	3	

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Job Fair</b>	<b>Our radio stations partnered with Our Town Matters, and Express Employment Professionals to host a drive-through job fair on July 29, 2020.</b>
<b>Training Program</b>	<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. The training courses are designed to enable station personnel to acquire skills that could qualify them for higher level positions.</b>