

EEO PUBLIC FILE REPORT
CCR- Tri-Cities IV,LLC
KONA-AM, KONA-FM, KZHR-FM
10/1/15 - 9/30/16

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>Admin Assistant</i>	7	7 – 7 interviews	7
<i>Admin Assistant</i>	7	7 – 7 interviews	7
<i>Account Executive</i>	7,5	7 – 7 interviews	7
<i>Account Executive</i>		4 interviews	1
<i>Account Executive</i>	8	4 interviews	1
<i>Account Executive</i>	7	1 interviews 7 - 2 interviews	1
<i>Account Executive</i>		3 interviews	1
<i>Account Executive</i>	8	3 interviews	1
<i>Account Executive</i>		3 interview	4
<i>Account Executive</i>		3 interview	1
<i>Event Coordinator (New position)</i>	<i>Direct Recruit</i>	1 interview	<i>Direct Recruit</i>
<i>News Reporter</i>	<i>Info unavailable</i>	1 interview	
<i>News Reporter</i>	<i>Info unavailable</i>	1 interview	
<i>Business Manager</i>	9	1 interview	9

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	CCR EEO Announcements 2823 W. Lewis St. Pasco, WA 99301	No	17
2	CCR webpage cherrycreekradio.com	No	4
5	Tri-City Herald 333 W. Canal Dr. Kennewick, WA 99336	Yes	0
6	Carreerbuilder.com	Yes	0
7	Craigslist.com	Yes	23
8	Columbia Basin College Job Connects	Yes	
9	Internal Promotion	No	1
10	Other (news reporter)	No	2
11	Direct recruit (event coord)	No	1
Total Number of Interviews over 12-month period: 48			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Use of training/mentoring program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	CCR implemented an accounting/traffic system with broader accessibility for the CCR staff. CCR offers web based training for staff desiring to elevate their knowledge in various technical aspects of the business. Ideally, these new skill sets will qualify staff for higher level positions.
Participation in other programs designed to promote outreach.	CCR has developed a program in conjunction with Tri Tech Skill Center, in which CCR staff interact with the Communications Program and talk about the skill sets required for careers in radio communications.
Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcast.	In conjunction with Cherry Creek Radio corporate directive. CCR Tri-Cities has proactively implemented a program for cold calling on clients, associates of the stations and community leaders, to seek referrals for the Account Executive position. The premise is that local contacts have specific knowledge on viable candidates, broadening our search while narrowing our target to candidates with established strong selling skills.