

EEO PUBLIC FILE REPORT
CCR- Wenatchee IV,LLC and CCR-Westcoast IV,LLC
KYSN KWWW KWWX KZNW KKWN KAAP KPQ-AM KPQ-FM
10/1/14 - 9/30/15

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>Front Desk/Admin Assistant</i>	1,2,3,4	1 - 9 interviewees 2 - 2 interviewees 3 - 2 interviewees	1,2,3
<i>Account Executive(s)</i>	1,2,3,4,17	1 - 10 interviewees 2 - 1 interviewee 17 - 1 interviewee	1,2,17
<i>PT On-Air Evening Host</i>	1,2,3,4,5	1 - 2 interviewees 5 - 1 interviewee	1,5
<i>PT Board Op</i>	1,2,3,4,16	16 - 1	16
<i>FT News Anchor(s)</i>	1,2,3,4,9,10,11,12,13,14,15	1 - 2 10 - 11	1,10
<i>Regional Program Director</i>	1,2,3,4,10	10 - 5	10
<i>Regional Sales Manager</i>	1,2,4,6,7,8,9	6 - 3 8 - 1 9 - 2	6,8,9

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 Public Service Announcements 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	23
2	Skill Source Donita Bernstein PO Box 2360 Wenatchee, WA 98807	No	3
3	Wenatchee World Newspaper Attn: Joe Pitts PO Box 1511 Wenatchee, WA 98807	No	2
4	Cherry Creek Radio webpage www.cherrycreekradio.com	No	0
5	Mission Creek Players Attn: Cynthia Brown PO Box 5252 Wenatchee, WA 98807	No	1
6	CCR Public Service Announcements 2823 W. Lewis Pasco, WA 99301	No	3
7	Columbia Basin Herald Lynn Lynch 813 W. 3 rd Ave. Moses Lake, WA 98837	No	0
8	Tri-City Herald Laurie Williams 333 W. Canal Dr. Kennewick, WA 99336	No	1
9	Capital Press www.capitalpress.com	No	2
10	All Access www.allaccess.com	No	16
11	Radio Online www.radioonline.com	No	0
12	Indeed www.indeed.com	No	0
12	Radio Business Report	No	0

	www.rbr.com		
14	TV and Radio Jobs www.tvandradiojobs.com	No	0
15	NTS Media Online www.ntsmediaonline.com	No	0
16	Employee Referral – Bethany Morrison	No	1
17	Employee Referral – Lois Daigneault	No	1

Total Number of Interviews over 12-month period: 53

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Wenatchee School District College & Career Expo at Wenatchee Valley College	Set up all department information at the Wenatchee Valley College, Smith Gymnasium on Wednesday, November 5th with brochures and flyers to promote radio opportunities. Radio personnel standing by to answer questions from students and parents
Notifications to local & national organizations and Public Service Announcements on all 7 of our stations	We post job openings through local newspaper, employment agencies and state services, community colleges to make sure we are reaching all of the community. In addition, we run campaigns on each of our stations and CCR website to invite anyone who is interested in a career in broadcasting to contact us for information about careers and job openings. CCR's VP of Programming works with National organizations by posting job openings on the CCR website and All Access.
Sponsored an Internship	We sponsored an internship with training in certain phases of voice, board-op and scheduling, culminating in a part-time position.
Station Tour	Provide supervised station tours to Wenatchee Valley College Communications Department on Monday, July 6th.

