



CCR SIERRA VISTA IV, LLC  
ANNUAL EEO PUBLIC FILE REPORT FOR KTAN (AM), KZMK (FM) AND KWCD (FM)  
FOR THE PERIOD June 1, 2017 to May 31, 2018

I. HIRING ACTIVITY

- 1) ACCOUNT EXECUTIVE, filled 7/17/17. Hiree referred by Cherry Creek employee.
  - a) 5 interviewed
- 2) ACCOUNT EXECUTIVE, filled 01/29/18. Hiree is a rehire.
  - a) 1 interviewed
- 3) ACCOUNT EXECUTIVE, filled 3/5/18. Hiree referred by CCR-SV Hiring Fair in-house.
  - a) 8 interviewed

II. RECRUITMENT SOURCE LIST (used for all openings):

1) SCHOOLS

- Prescott College, 2233 E. Speedway, Tucson, AZ 85719 (0 interviews)
- University of Arizona – South, 1140 N. Colombo Avenue, Sierra Vista, AZ 85635 (0 interviews)
- Cochise College – [www.collegecentral.com/cochise](http://www.collegecentral.com/cochise) (0 interviews)
- Southern Arizona Institute, 3000 E. Valencia Road, #190, Tucson, AZ 85706 (0 interviews)
- Arizona State University, 340 N. Commerce Park Loop, Tucson, AZ 85745 (0 interviews)
- Tucson College, 5151 E Broadway, #155, Tucson, AZ 85711 (0 interviews)
- Pima College Community Campus, 401 N. Bonita Avenue, Tucson, AZ, 85709 (0 interviews)
- Pima College Desert Vista Campus, 5901 S. Calle Santa Cruz, Tucson, AZ 85709 (0 interviews)
- Pima College Downtown Campus, 1255 N. Stone, Tucson, AZ 85709 (0 interviews)
- Pima College East Campus, 8181 E. Irvington, Tucson, AZ 85709 (0 interviews)
- Pima College Northwest Campus, 8310 N. Thornydale Road, #140, Tucson, AZ 85709-1085 (0 interviews)
- Pima College West Campus, 2202 W. Arkham Rd., Tucson, AZ 85709 (0 interviews)

2) OTHERS

- Hispanic Employment Committee, US Army Intelligence Center, ATTN: ATZQ0EO, Ft. Huachuca, AZ 85613 (0 interviews)
- Job Assistance Center, ATZ-TZ (JAC), Bldg. 66050, Ft. Huachuca, AZ 85613 (0 interviews)
- Cochise Private Industry Council, 650 E. Wilcox Drive, Sierra Vista, AZ 85635 (0 interviews)
- NAACP, 2316 Elmwood Lane, Sierra Vista, AZ 85635 (0 interviews)
- Greater Sierra Vista Chamber of Commerce Website: <http://members.sierravistachamber.org> (0 interviews)
- [www.sierravistahelpwanted.com](http://www.sierravistahelpwanted.com) (0 interviews)
- Indeed.Com
- LinkedIn (0 interview)
- Radio Advertisement (2 interviews)
- Jock mentions on KWCD-FM, KZMK-FM
- Walk-ins (0 interviews)
- Referrals by Employees (4 interviews)
- FaceBook (0 interviews)

Posted openings with sister stations (0 interviews)  
CCR - Butte

CCR - Great Falls  
CCR - Helena until 7/31/17 – stations sold  
CCR - La Junta  
CCR - Lamar  
CCR - Missoula  
CCR - Montrose  
CCR – St. George  
CCR - Tri Cities  
CCR - Wenatchee  
CCR - Williston  
Cherry Creek Broadcasting – Denver [www.cherrycreekradio.com/careers](http://www.cherrycreekradio.com/careers)

Total interviews from Section II is 6.

### III. RECRUITMENT INITIATIVES

Hosting Hiring Fair January 25, 2018, from 11A-1P. On air announcements inviting the public to attend the Unit's hiring fair, tour the stations and speak with Department Managers about working in radio. During the hiring fair 12 applications were turned in. 8 of those who submitted applications were interviewed.

Arizona@Work-Southeastern Arizona Hiring Conference. March 28, 10A-2P at the University of Arizona, 1140 Colombo Avenue, Sierra Vista, AZ. The General Manager and Sales Manager attended to discuss available position at the radio stations and hand out applications to those who were interested. We traded air-time about the event for a table.

Cherry Creek Broadcasting, the corporate office in Denver, holds 4 webinars the first week of each month, hosted by various Department Heads or corporate management, giving all interested employees opportunities to learn and advance within the company