



CCR-SIERRA VISTA IV, LLC  
 ANNUAL EEO PUBLIC FILE REPORT FOR KTAN(AM), KZMK(FM) AND KWCD(FM)  
 FOR THE PERIOD June 1, 2019 to May 31, 2020

I. HIRING ACTIVITY

- 1) PROGRAMMING-PROMOTIONS ASSISTANT filled 8/23/19.
  - a) Recruitment sources used to fill vacancy: Sierra Vista Herald
  - b) Recruitment source referring hire: Existing employee

II. RECRUITMENT SOURCE LIST:

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)
- AZ@WORK Now Job Fair at Cochise College (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)
- LinkedIn (0 interview)
- Radio Advertisement (0 interviews)
- Jock mentions on KWCD-FM, KZMK-FM
- Walk-ins (0 interviews)
- Referrals by Employees (0 interviews)
- Referrals By Clients (0 interview)
- Facebook (0 interviews)
- Open House (0 interviews)

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

CCR - Great Falls  
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)  
Sierra Vista Herald (0 interviews)  
Existing employee (1 interview)

Total interviews from Section II is 1.

### III. RECRUITMENT INITIATIVES

Establishment of Training Program: Cherry Creek Broadcasting, the corporate office in Denver, holds 1 webinar each quarter. It is hosted by various department heads or corporate management and is designed to enable interested employees to acquire skills that could qualify them for higher level positions.

Participation in Job Fair: The employment unit intended to participate in AZ@WORK Now's annual spring career fair. Unfortunately, due to circumstances related to the COVID-19 pandemic, the event was not held this year.

Participation in Other Activities Designed to Further the Goal of Disseminating Information as to Employment Opportunities in Broadcasting: The employment unit holds an annual "Open House," inviting the public to come to our stations and speak with the department heads about careers in radio. Unfortunately due to circumstances related to the COVID-19 pandemic, the unit was unable to hold this event.