



CCR-SIERRA VISTA IV, LLC
ANNUAL EEO PUBLIC FILE REPORT FOR KTAN(AM), KZMK(FM) AND KWCD(FM)
FOR THE PERIOD June 1, 2020 to May 31, 2021

I. HIRING ACTIVITY

- 1) ACCOUNT EXECUTIVE filled 10.12.20
 - a) Recruitment source referring hiree: Referral by Current Employee

II. RECRUITMENT SOURCE LIST:

The following sources were used to fill the Account Executive vacancy:

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 (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) LOCAL ORGANIZATIONS

- 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)

3) OTHERS –

- Arizona Broadcasters Association (0 interviews)
- LinkedIn (0 interviews)
- Indeed.com (0 interviews)
- Radio Advertisement (1 interview)
- Radio Internet Streaming (0 interviews)
- Station Websites (0 interviews)
- Jock mentions on KWCD-FM, KZMK-FM (0 interviews)
- Walk-ins (0 interviews)
- Referrals by Current Employees (1 interview)
- Referrals By Clients (0 interview)
- Station Facebook Pages (0 interviews)
- Emailed to Market Manager (1 interview)

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

Total interviews from Section II is 3.

III. RECRUITMENT INITIATIVES

Establishment of Employee Training Program: Cherry Creek Broadcasting, the corporate office in Denver, holds one 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: On June 3, 2020, the General Manager participated in the ASU/UA/NAU Career Mixer for Broadcasters, a virtual fair hosted by the Arizona Broadcasters Association.

Participation in Other Activities Designed to Further the Goal of Disseminating Information as to Employment Opportunities in Broadcasting: The employment unit held its annual “Open House” on May 27, 2021, inviting the public to come to our stations and speak with the department heads about careers in radio. This event is designed to reach persons who might otherwise be unaware of job opportunities in the broadcasting industry.

EEO Training for Management-Level Personnel: Station personnel participated in this webinar on anti-harassment and EEO obligations on August 13, 2020.