

**EEO PUBLIC FILE REPORT**  
**CCR-MONTROSE IV, LLC**  
**KKXK-FM, KSNN-FM, KUBC-AM**  
**December 1, 2020 through November 30, 2021**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>All Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each RS</b>	<b>RS that Referred the hiree</b>
<i>Account Executive (1)</i>	<i>RS1 R16</i>	<i>RS1 – 4 interviewee</i>	<i>RS1(1 hiree)</i>
<i>Programming (2)</i>	<i>RS1 R9 R21 R22</i>	<i>R9 – 8 interviewees</i>	<i>R9 (2 hirees)</i>

**Section 2. Recruitment Source List**

RS Number	RS Information	RS Entitled to Vacancy Notification? (Y/N)	# of Interviews referred by RS over 12-Month period
(1) Cherry Creek Radio (on-air announcements/referrals)	106 Rose Lane Montrose, CO + stations websites/facebook pages	No	4
(2) Montrose Daily Press	3684 North Townsend Montrose, CO	No	0
(3) Gunnison Country Times	218 N. Wisconsin Gunnison, CO	No	0
(4) Delta County Independent	401 Meeker Delta, CO	No	0
(5) Daily Sentinel	734 S. 7th Grand Junction, CO	No	0
(6) Colorado Workforce Center	504 N. 1 <sup>st</sup> Montrose, CO	No	0
(7) Tvradijobs.com	Website – Tvradijobs.com	No	0
(8) Radio-online.com	Website – Radio-online.com	No	0
(9) Allaccess.com	Website – allaccess.com	No	8
(10) University of Colorado	Online listing-Career Bufs	No	0
(11) Western Colorado University	600 N. Adams St Gunnison, CO	No	0
(12) Colorado Mesa University	1100 North Ave. Grand Junction, CO	No	0
(13) Colorado State University	1062 Campus Delivery, Fort Collins, CO	No	0



**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Participation in a job fair</b>	<b>Our radio stations participated in the Colorado Broadcasters Virtual Job Fair during the week of August 9, 2021</b>
<b>Training Programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</b>	<b>We secured training courses for our AE's through the RAB, for on-going education, and training has included Certified Radio Marketing, and Certified Digital Marketing courses. The training courses are designed to enable station personnel to acquire skills that could qualify them for higher level positions.</b>
<b>Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	<b>Station KKXK-FM participated in the FCC EEO Webinar "Employment in the Time of COVID" on November 9, 2021</b>