

EEO PUBLIC FILE REPORT

CCR-Tri Cities IV, LLC

KONA-AM, KONA-FM, KZHR-FM ¹

10/1/2010 – 9/30/2011

Section 1. Vacancy List

Job Title	Recruitment Source (RS) Used to Fill Vacancy	RS that Referred the hiree
Program Director KONA FM	CCR Website, All Access	Part Time Employee Hired to Full Time
On Air Announcer KZHR FM	All Access, Facebook, Tri-Tech Skills Center, CBC Community College, Big Bend Community College, Whitman College, Walla Walla Community College, Good Will Industries of Columbia	Past Employee
Account Executive	CCR Website, Radio, Open House, Work Source Columbia Basin, Tri-Tech Skills Center, CBC Community College, Goodwill Industries, Heritage College, Big Bend Community College, Basin Employment, NW Employment, Columbia Industries, Whitman College, Walla Walla Community College, Good Will Industries of Columbia, Work Source Oregon Employment, Work Source Walla Walla	2 Persons Hired Both Referred From Radio
Administrative Assistant	CCR Website, Work Source Columbia Basin, Tri-Tech Skills Center, CBC Community College, Goodwill Industries, Heritage College, Big Bend Community College, Basin Employment, NW Employment, Columbia Industries, Whitman College, Walla Walla Community College, Good Will Industries of Columbia, Services, Work Source Oregon Employment, Work Source Walla Walla	Temp Employee
General Sales Manager	CCR Website, Radio, Open House	
Senior Administrative Assistant	CCR Website, Work Source Columbia Basin, Tri-Tech Skills Center, CBC Community College, Goodwill Industries, Heritage College, Big Bend Community College, Basin Employment, NW Employment, Columbia Industries, Whitman College, Walla Walla Community College, Good Will Industries of Columbia, Services, Work Source Oregon Employment, Work Source Walla Walla	Self Referral Walk-In

¹ CCR-Tri Cities IV, LLC also programs KGSG(FM) and KUJJ(FM) pursuant to a local marketing agreement.

Section 2. Recruitment Source List

Recruitment Source (RS) Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	CCR Website	No	4
2	WSAB Sandie Maki sandiewsab@earthlink.net	No	0
3	Radio	No	16
4	Walk In	No	6
5	Employee Referral	No	8
6	All Access	No	1
7	Newspaper – Tri-City Herald On Line Ad Placement Tricityherald.adperfect.com	No	0
8	On-Line Newspaper – Tri-City Herald.Com/Career Builder.Com On Line Ad Placement Tricityherald.adperfect.com	No	0
9	Newspaper – Walla Walla Union Bulletin On Line Ad Placement Secure.townnews.com	No	0
10	Work Source Columbia Basin Attn: Joyce 815 N. Kellogg St. STE D Kennewick, WA 99336	No	0
11	Tri-Tech Skills Center Attn: Ed Dailey 5929 W. Metaline Kennewick, WA 99336	Yes	0
12	Columbia Basin College Student Employment Dept Attn: Daphne Lightfoot 2600 N. 20 th Ave. Pasco, WA 99301 studentemployment@columbiabasin.edu	Yes	1
13	Heritage College – Career Services 3240 Fort Rd. Toppenish, WA 98948	Yes	0

14	Big Bend Community College Attn: Ken Russell 7662 Chanute St. NE Room 1409 Moses Lake, WA 98837 kenr@bigbend.edu	Yes	0
15	Basin Employment Services 415 W. 3 rd Moses Lake, WA 98837	No	0
16	Express Personnel 101 N. Union STE 203 Kennewick, WA 99336	No	0
17	Kelly Services 8911 W. Grandridge Blvd. Kennewick, WA 99336	No	1
18	NW Employment 7903 W. Grandridge Blvd. STE #J Kennewick, WA 99336	No	0
19	Columbia Industries PO Box 7346 Kennewick, WA 9933	No	0
20	Goodwill Industries 789 N. Central Dr. Moses Lake, WA 98837	No	0
21	Whitman College – Career Center 345 Boyer Walla Walla, WA 99362 Attn: Margaret Ely postjobs@whitman.edu	Yes	0
22	Walla Walla Community College 500 Tausick Way Walla Walla, WA 99362 Attn: Kristi Wellington-Baker Kristi.wellington-baker@wwcc.edu	Yes	0
23	Goodwill Industries of the Columbia Melinda Montgomery 815 N Kellogg St. STE A Kennewick, WA 99336 mmontgomery@goodwillotc.org	Yes	0
24	Work Source Walla Walla 1530 S. Stevens St. Walla Walla, WA 99362	No	0
25	Work Source Oregon Employment 950 SE Columbia Dr. Hermiston, OR 97838	No	0

26	Othello Learning Center 165 N. 1 st Ave. Othello, WA 99344	No	0
27	Job Fairs	No	0
28	Open House	No	1
Total Number of Interviews over 12-month period: 38			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Established an internship program for KZHR On Air Radio	Candidate for the intern program provided through Tri-Tech Skill Center in the Spring 2011 Candidate worked side by side with our experienced Announcers learning all aspects from production to on air announcing