

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2007 through July 22, 2008.

- 1) Employment Unit: Copper Mountain Broadcasting Company**
- 2) Unit Members (Stations and Communities of License): KQCM (FM), Joshua Tree, CA
KXCM (FM), Twentynine Palms, CA**
- 3) EEO Contact Information for Employment Unit:**

Mailing Address: Copper Mountain Broadcasting Company PO Box 1437 Joshua Tree, CA 92252	Telephone Number: 760-362-4264
	Contact Person/Title: Gary De Maroney
	E-mail Address: gary.demaroney@coppermountainbroadcasting.com

- 4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. TRAFFIC MANAGER	IN-HOUSE REFERRAL
2. ACCOUNT EXECUTIVE	CLIENT REFERRAL
3. ACCOUNT EXECUTIVE	IN-HOUSE REFERRAL
4. ACCOUNT EXECUTIVE	ON-AIR BROADCAST
5. ACCOUNT EXECUTIVE	UNKNOWN: SELF-REPORTED AS "NEWSPAPER"
6. ACCOUNT EXECUTIVE	YUCCA VALLEY CHAMBER
7. ACCOUNT EXECUTIVE	PREVIOUS EMPLOYEE

5) Job Title:	TRAFFIC MANAGER		Referral Source of Hiree:	IN-HOUSE REFERRAL	
Nme of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website			1	N
California EDD	Website			1	N
CalWorks- Twentynine Palms	Bill Betters	73629 Sun Valley Dr. Twentynine Palms, CA 92277	760-361-4635		N
CalWorks-Yucca Valley	Dee	56357 Pima Trail	760-228-5301		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791	1	N
NASBA	Website	www.careerpage.org			N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twentynine Palms, CA 92277	760-830-5955 Fax	1	N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twentynine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Chris Price	IN-HOUSE/ON-AIR	760-362-4264	3	N

5) Job Title:	ACCOUNT EXECUTIVE		Referral Source of Hiree:	CLIENT REFERRAL	
Nme of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website			1	N
California EDD	Website			2	N
CalWorks- Twentynine Palms	Bill Betters	73629 Sun Valley Dr. Twentynine Palms, CA 92277	760-361-4635		N
CalWorks-Yucca Valley	Dee	56357 Pima Trail	760-228-5301		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791		N
NASBA	Website	www.careerpage.org			N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twentynine Palms, CA 92277	760-830-5955 Fax		N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twentynine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Chris Price	IN-HOUSE	760-362-4264	1	N
Saint Martin's Church	Father Ian Hanley	72348 Larrea Twentynine Palms, CA 92277	760-365-6431	1	N

5) Job Title:	ACCOUNT EXECUTIVE	Referral Source of Hiree:	IN-HOUSE REFERRAL		
Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification ?
All Access	Website			1	N
California EDD	Website			1	N
CalWorks-Twenty-nine Palms	Bill Betters	73629 Sun Valley Dr. Twenty-nine Palms, CA 92277	760-361-4635		N
CalWorks-Yucca Valley	Dee	56357 Pima Trail	760-228-5301		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791	1	N
NASBA	Website	www.careerpage.org			N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twenty-nine Palms, CA 92277	760-830-5955 Fax	1	N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twenty-nine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Chris Price	IN-HOUSE/ON-AIR	760-362-4264	3	N

5) Job Title:	ACCOUNT EXECUTIVE		Referral Source of Hiree:	ON-AIR BROADCAST	
Nme of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website			1	N
California EDD	Website			1	N
CalWorks- Twentynine Palms	Bill Betters	73629 Sun Valley Dr. Twentynine Palms, CA 92277	760-361-4635		N
CalWorks-Yucca Valley	Dee	56357 Pima Trail	760-228-5301		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791	1	N
NASBA	Website	www.careerpage.org		1	N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twentynine Palms, CA 92277	760-830-5955 Fax		N
California Broadcasters Assoc.	Website	www.cabroadcasters.org		3	N
Twentynine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Chris Price	IN-HOUSE	760-362-4264	1	N

5) Job Title:	ACCOUNT EXECUTIVE		Referral Source of Hiree:	UNKNOWN: SELF-REPORTED AS "NEWSPAPER"	
Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website				N
California EDD	Website				N
CalWorks- Twentynine Palms	Bill Betters	73629 Sun Valley Dr. Twentynine Palms, CA 92277	760-361-4635		N
CalWorks-Yucca Valley	Dee	56357 Pima Trail	760-228-5301		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791		N
NASBA	Website	www.careerpage.org			N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twentynine Palms, CA 92277	760-830-5955 Fax		N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twentynine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Gary De Maroney	IN-HOUSE	760-362-4264		N
Unknown: Self-Reported as "Newspaper"				1	N/A

5) Job Title:	ACCOUNT EXECUTIVE		Referral Source of Hiree:	YUCCA VALLEY CHAMBER OF COMMERCE	
Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website				N
California EDD	Website				N
CalWorks-Twenty-nine Palms	Bill Betters	73629 Sun Valley Dr. Twenty-nine Palms, CA 92277	760-361-4635		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
Copper Mountain College	Khristy Warch	6162 Rotary Way Joshua Tree, CA 92252	760-366-3791		N
Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323	1	N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twenty-nine Palms, CA 92277	760-830-5955 Fax		N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twenty-nine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N

5) Job Title:	ACCOUNT EXECUTIVE		Referral Source of Hiree:	PREVIOUS EMPLOYEE	
Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone/Fax	# Interviewees Referred	Did Recruitment Source Request Notification?
All Access	Website				N
California EDD	Website				N
CalWorks- Twentynine Palms	Bill Betters	73629 Sun Valley Dr. Twentynine Palms, CA 92277	760-361-4635		N
San Bernardino Co. Economic Development Agency	Sue Tippet	15555 Main St., G4 Hesperia, CA 92345	760-949-5206		N
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Yucca Valley Chamber of Commerce	Cheryl Nankervis		760-365-6323		N
MCAGCC Base Career Center	Dennis Warn	MCAGCC, Twentynine Palms, CA 92277	760-830-5955 Fax		N
California Broadcasters Assoc.	Website	www.cabroadcasters.org			N
Twentynine Palms Chamber of Commerce	Christina Dooley	29coc@29chamber.com	760-367-3445		N
Copper Mountain Broadcasting	Gary De Maroney	IN-HOUSE	760-362-4264	1	N

6) Total # of Interviewees Referred: For the period from July 23, 2007 to July 22, 2008, the Employment Unit interviewed 30 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives

A.) Initiative: October 2, 2007 - Copper Mountain College Career Day

The Program Director for KQCM and Director of Sales for Copper Mountain Broadcasting attended the Copper Mountain College Career Fair on Wednesday October 19th, 2007. The Program Director and Director of Sales distributed 23 applications and answered potential applicants' questions about the broadcast field and radio sales. The career fair lasted approximately 4 hours (9am-1pm).

B.) Initiative: February 21, 2008 - Yucca Valley High School Career Day

The Program Director for KQCM attended the Yucca Valley High School Career Day on February 21st. The Program Director discussed working in the radio industry and answered the students' questions about career opportunities in the radio broadcasting industry, including radio sales.

C.) Initiative: April 1, 2008 - Copper Mountain College Career Fair

The Program Director for KQCM attended the Copper Mountain College Career Fair on Wednesday April 1st from 10am through 2pm. The Program Director distributed approximately 15 applications and answered various question about the radio broadcasting industry, including radio sales.

D.) Initiative: April 15, 2008 - 29 Palms High School Career Fair

The Program Director for KQCM attended the 29 Palms High School Carer Fair. The Program Director discussed working in the radio industry and answered the students' questions about career opportunities in the radio broadcasting industry, including radio sales. The Program Director distributed 2 applications. The career fair began at 9am and ended at 12pm.

E.) Initiative: May 14, 2008 - San Bernardino County Job Fair

The Program Director for KQCM attended the S.B.C. Job Fair on May 14th from 9am until 1pm . The Program Director distributed approximately 75 applications and answered questions regarding possible jobs in the radio broadcasting industry. At Copper Mountain Broadcasting the Program Director received 23 applications and/or resumes during the time he was present at the job fair and held "mock interviews" with applicants who returned with their applications and/or resumes. The Job Fair was held at the Yucca Valley Community Center from 9am to 1pm.

F.) Initiative: Yucca Valley Chamber of Commerce Scholarship Foundation

The Business Manager for Copper Mountain Broadcasting is a founding member and chairman for the Yucca Valley Chamber of Commerce Scholarship Foundation. The Business Manager's participation is long-running and recurrent. She attends monthly meetings on the 2nd Wednesday of each month to address Foundation issues and plan future fundraising strategies. The purpose of the Yucca Valley Chamber of Commerce Scholarship Foundation is to provide the residents of the Morongo Basin with educational opportunities and financial support, which will benefit each individual as well as our communities. On May 20, 2008 the Business Manager presented a scholarship to a student at the Joshua Springs Christian

School. On May 28, she presented a scholarship at the Yucca Valley High School, and on June 19, 2008 presented a third scholarship at the Yucca Valley Chamber of Commerce awards dinner.

G.) Initiative: Regional Occupation Program

The General Manager is a member of the California Association of Regional Occupational Centers and Programs (CAROCP). The purpose of the association is to provide exemplary career technical education/workforce preparation that contributes to the success of students and to the economic development of California. On March 18, 2008, the General Manager attended a meeting at Z107.7 to discuss the Regional Occupation Program. The General Manager is a member of the committee that decides what topics will be taught in the broadcasting section of the R.O.P. program.