

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period of: July 23, 2008 to July 22, 2009.

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 PO Box 1437 Joshua Tree, CA 92252	Telephone: 760-362-4264 Contact: Gary De Maroney, General Manager E-mail: gary.demaroney@coppermountainbroadcasting.com
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4) **List all full-time job vacancies filled by each station in the employment unit:**

Job Title	Recruitment Source Referring Hiree
<u>TRAFFIC ASSISTANT/RECEPTIONIST</u>	<u>SAN BERNARDINO COUNTY EDA</u>

5) **Job Title: Traffic Assistant/Receptionist** **Referral Source of Hiree: San Bernardino Co. EDA**

Name of organization notified of job vacancy	Contact Person	Address:	Phone # Website &/or Email	# referred	Recruitment source requested notification?
California EDD	Website	N/A	www.caljobs.com	3	N
29 Palms Chamber of Commerce	Jessica Schultz	73660 Civic Center Dr., Ste D, 29 Palms, CA 92277	760-367-3445 29coc@29chamber.com	0	N
CareerPage	Website	N/A	http://careerpage.org	0	N
Copper Mountain College	Kristy Warch	6162 Rotary Way, Joshua Tree, CA 92252	760-366-3791 kwarch@cmccd.edu	0	N
Craig's List	Website	N/A	www.inlandempire.craigsl.com	0	N
San Bernardino County EDA	Sue Tippet	15555 Main St. G4 Hesperia, CA 92345	760-949-5206	2	N
Yucca Valley Chamber of Commerce	Cheryl Nanker vis	56711 29 Palms Hwy Yucca Valley, CA 92284	760-365-6323	3	N

Stations KQCM (FM) and KXCM (FM) are Equal Opportunity Employers.

6) Total # of Interviewees Referred: For the period from July 23, 2008-July 22, 2009, this Employment Unit interviewed 8 interviewees in connection with the single full-time vacancy filled.

7) Supplemental Recruitment Initiatives.

a) Initiative: Participation in Regional Occupation Program

The Station Employment Unit General Manager is a member of the California Association of Regional Occupational Centers and Programs (CAROCP), which provides exemplary career technical education and workforce preparation that contributes to the success of local high school and college students, and to the economic development of California. CAROCP sponsors 9-week courses, up to 3 times annually, focusing on broadcast programming, news, and sales. In addition to providing practical skills training in broadcasting, the CAROCP program helps provide opportunities for internships and employment in the broadcasting industry. The General Manager serves as a member of the curriculum committee, advising on the specific topics taught in the broadcasting program. On April 9, 2009, the General Manager conferred with the head of the local CAROCP program regarding the broadcasting curriculum.

b) Initiative: Participation in Programs Sponsored by Educational Institutions

On February 19, 2009, Copper Mountain Broadcasting participated in the Career Pathways program at Yucca Valley High School in Yucca Valley, California. The employment unit interviewed students and explained the various career opportunities in broadcasting. The Career Pathways program is designed to assist the youth in this community with job interview skills that they can use once they graduate from high school.

c) Initiative: Participation in Educational Career Fairs

On March 6, 2009, Copper Mountain Broadcasting attended the Twentynine Palms High School Career Fair from 9 a.m. to 1 p.m. The station employment unit introduced students to the career opportunities that exist in radio, including on-air personalities, sales representation, and office support.

d) Initiative: Participation in Job Fairs

On October 2, 2008, Copper Mountain Broadcasting participated in the Copper Mountain College Career Fair in Joshua Tree, California from 9am to 1 pm. The purpose of the activity was to inform the students at the college of the many career opportunities in radio and to seek out prospective employees.

e) Initiative: Participation in Scholarship Foundation

Copper Mountain Broadcasting's Business Manager is a founding member and chairman of 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 go over 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.

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