

**KFMU FM Oak Creek/Steamboat Springs, Colorado
 KIDN FM Hayden/ Steamboat Springs, Colorado
 KQZR FM Hayden/ Steamboat Springs, Colorado**

**ANNUAL EEO PUBLIC FILE REPORT
 December 1, 2008**

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2003 EEO Rule and has been prepared on behalf of KFMU, KIDN, and KQZR Radio. KFMU, KIDN, and KQZR are owned directly by NRC Broadcasting Mountain Group, LLC., and share at least one common employee. Therefore, they have been treated as a single station employment unit for the purposes of this report.

KFMU, KIDN, and KQZR an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the station General Manager, at NRC Broadcasting Mountain Group, LLC by calling 970-879-5368 and/or writing to: General Manager, NRC Broadcasting Mountain Group, LLC, PO Box 772850, Steamboat Springs, CO. 80477, and/or sending an e-mail message to: jobs@nrcbroadcasting.com.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the candidate accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the phone. The vacancies are listed below, followed by Recruitment Sources which are identified by number and listed with complete contact information.

Full-Time Vacancies Filled During Reporting Period (December 1, 2007 to November 15,2008)

| Full-Time Position | Recruitment Sources Used | Recruitment Source for Successful Applicant | Total No. Interviewed from All Sources |
|--------------------|---|---|--|
| Office Manager | Referral Sources: 1, 2, 3, 4, 5, 7, 8, 10, 11 | Referral | 21 |

Total number of persons interviewed during applicable period: 21

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

| Activity/Description | Date | Staff Participant | Sponsor |
|---|----------------|-------------------------------|----------------------|
| Leadville Lions/Lake County High School Career Fair: NRC was a presenting sponsor on location to explain to attendees/students potential jobs available, as well as answer questions about the Radio Industry | April 18, 2008 | Stacy Towar, Program Director | Leadville Lions Club |

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|--|-------------------|-------------------------------|--------------------|
| Steamboat Resorts Job Fair: A job fair at the Eagleridge Lodge from 10a to 2p. Live Remote on location by Station representative. | December 12, 2007 | Kristie White, Office Manager | The Resort Company |
|--|-------------------|-------------------------------|--------------------|

RECRUITMENT SOURCES:

KFMU/KIDN/KQZR will continue to strive to update, refine, and expand its mailing lists through further efforts in the months and years ahead and intends to use the improved mailing lists for virtually all job openings.

| | Recruitment Source: Name, Address, Contact Person, Telephone Number | Total Number Interviewees Provided by Source During Period | Full-time Positions for Which This Source Was Utilized |
|----|---|---|---|
| 1 | Internal applicant/existing employee | | |
| 2 | Employee Referral | 4 | OFFICE MANAGER |
| 3 | Colorado Broadcasters' Association P. O. Box 2369 Breckenridge, CO. 80424 Contact: Marilyn Hogan, CEO/President Phone: 970-547-1388 | 1 | OFFICE MANAGER |
| 4 | Colorado Workforce Center PO Box 881419 Steamboat Springs, CO 80488 Contact: Brian Phone: 970-879-3075 www.yourworkforcecenter.com | 0 | OFFICE MANAGER |
| 5 | Colorado Mountain College 1330 Bob Adams Drive Steamboat Springs, CO 80477 Phone: 970-870-4444 Contact: Dan Schaffrick | 0 | OFFICE MANAGER |
| 6 | Equality Magazine Publishing Enterprises 19456 Ventura Blvd. Suite 200 Tarzana, CA 91356 Contact: Jeff Palmatier Phone: 818-654-0870 www.equalitymagazines.com | | |
| 7 | Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO. 80226 Contact: Dan Smith, Placement Coordinator Phone: 303-937-7070 | 0 | OFFICE MANAGER |
| 8 | On Air Broadcast/Website – NRC Broadcasting Contact: Brian Harvey, General Manager | 11 | OFFICE MANAGER |
| 9 | Unsolicited resumes | | |
| 10 | Wolf Hunter | 0 | OFFICE MANAGER |
| 11 | Steamboat Pilot & Today Newspaper classifieds@steamboatpilot.com | 5 | OFFICE MANAGER |
| 12 | AllAccess.com | | |

28955 Pacific Coast Highway, Ste.
210-5
Malibu, CA. 90265
Contact: Webmaster
Phone: 310-457-6616
www.allaccess.com

**KFMU FM Oak Creek/Steamboat Springs, Colorado
 KIDN FM Hayden/ Steamboat Springs, Colorado
 KTRJ FM Hayden/ Steamboat Springs, Colorado**

**ANNUAL EEO PUBLIC FILE REPORT
 December 1, 2007**

(This report is inclusive of individuals employed by NRC Broadcasting Mountain Group for the benefit of KQZR-FM pursuant to JSA and LMA agreements currently in place)

Statement of EEO Policy

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Full-Time Vacancies Filled During Reporting Period (December 1, 2006 to November 15, 2007)

| Full-Time Position | Recruitment Sources Used | Recruitment Source for Successful Applicant | Total No. Interviewed from All Sources |
|--------------------|--|---|--|
| Account Executive | Referral Sources: 1, 2, 3, 4, 5, 9, 11 | Local Referral | 5 |
| Office Manager | Referral Sources: 1, 2, 3, 4, 5, 7, 77 | Referral | 5 |

Total number of persons interviewed during applicable period: 10

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

| Activity/Description | Date | Staff Participant | Sponsor |
|----------------------|------|-------------------|---------|
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| | Recruitment Source: Name, Address, Contact Person, Telephone Number | Total Number Interviewees Provided by Source During Period | Full-time Positions for Which This Source Was Utilized |
|----|---|--|--|
| 1 | Internal applicant/existing employee | | Account Executive |
| 2 | Employee Referral | 3 | Account Executive |
| 3 | Colorado Broadcasters' Association P. O. Box 2369 Breckenridge, CO. 80424 Contact: Marilyn Hogan, CEO/President Phone: 970-547-1388 | | Office Manager |
| 4 | Colorado Workforce Center PO Box 881419 Steamboat Springs, CO 80488 Contact: Brian Phone: 970-879-3075 www.yourworkforcecenter.com | 2 | Account Executive Office Manager |
| 5 | Colorado Mountain College 1330 Bob Adams Drive Steamboat Springs, CO 80477 Phone: 970-870-4444 Contact: Dan Schaffrick | | Account Executive Office Manager |
| 6 | Equality Magazine Publishing Enterprises 19456 Ventura Blvd. Suite 200 Tarzana, CA 91356 Contact: Jeff Palmatier Phone: 818-654-0870 www.equalitymagazines.com | | |
| 7 | Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO. 80226 Contact: Dan Smith, Placement Coordinator Phone: 303-937-7070 | 1 | Account Executive Office Manager |
| 8 | On Air Broadcast/Website – NRC Broadcasting Contact: Brian Harvey, General Manager | | |
| 9 | Unsolicited resumes | | |
| 10 | Wolf Hunter | | Account Executive Office Manager |
| 11 | Steamboat Pilot & Today Newspaper | 3 | Account Executive |

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|----|---|--|--|
| | classifieds@steamboatpilot.com | | |
| 12 | AllAccess.com 28955 Pacific Coast Highway, Ste. 210-5 Malibu, CA. 90265 Contact: Webmaster Phone: 310-457-6616 www.allaccess.com | | |

**KFMU FM Oak Creek/Steamboat Springs, Colorado
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KRMR FM Hayden/ Steamboat Springs, Colorado**

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December 1, 2006**

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KFMU, KIDN, and KRMR an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the station General Manager, at NRC Broadcasting, Inc by calling 970-879-5368 and/or writing to: General Manager, NRC Broadcasting, Inc, PO Box 772850, Steamboat Springs, CO. 80477, and/or sending an e-mail message to: dconway@nrcbroadcasting.com .

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|--------------------|---|---|--|
| Account Executive | Referral Sources: 1, 2, 3, 4, 5, 9, 11 | Local Referral | 2 |
| Office Manager | Referral Sources: 1, 2, 3, 4, 5, 7, 77 | Job Fair | |
| Production Manager | Referral Sources: 1, 2, 3, 4, 5, 8, 9, 12 | AllAccess.com | 5 |
| General Manager | Referral Sources: 1 | Internal promotion (this position was declared exigent) | 1 |
| Account Executive | Referral Sources: 1, 2, 3, 4, 5, 9, 12 | Employee Referral | 3 |

Total number of persons interviewed during applicable period: 43

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

| Activity/Description | Date | Staff Participant | Sponsor |
|---|-------------------------------|--|----------------------------|
| <u>S.N.O.W.</u> : Sisters Outstanding Women 2006 8 th grade Girls Career Conference. We facilitated and presented during this conference. | April 11, 2006 | Elizabeth Marcon, Account Executive, and Julia Arroti, New Director | KFMU/KIDN/KRMR/KQZR Radio. |
| <u>Internship Program</u> : KFMU/KIDN/KRMR Radio provided approximately an unpaid internship for a student of Steamboat Springs High School. The internship provided Academic credit. | November 15, 2005 to May 2006 | Julia Arrotti, Program Director and Chris Fitzgerald, Production Assistant | KFMU/KIDN/KRMR/KQZR Radio. |

RECRUITMENT SOURCES:

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| 4 | Colorado Workforce Center PO Box 881419 Steamboat Springs, CO 80488 Contact: Brian Phone: 970-879-3075 www.yourworkforcecenter.com | | |
| 5 | Colorado Mountain College 1330 Bob Adams Drive Steamboat Springs, CO 80477 Phone: 970-870-4444 Contact: Dan Schaffrick | | |
| 6 | Equality Magazine Publishing Enterprises 19456 Ventura Blvd. Suite 200 Tarzana, CA 91356 Contact: Jeff Palmatier Phone: 818-654-0870 www.equalitymagazines.com | | |

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|----|---|--|--|
| 7 | Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO. 80226 Contact: Dan Smith, Placement Coordinator Phone: 303-937-7070 | | |
| 8 | On Air Broadcast/Website – NRC Broadcasting Contact: Brian Harvey, General Manager | | |
| 9 | Unsolicited resumes | | |
| 10 | Job Fair – supplemental outreach | | |
| 11 | Wolf-Hunter (email) | | |
| 12 | AllAccess.com 28955 Pacific Coast Highway, Ste. 210-5 Malibu, CA. 90265 Contact: Webmaster Phone: 310-457-6616 www.allaccess.com | | |

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| General Manager | Referral Sources: 1 | Internal promotion (this position was declared exigent) | 1 |
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