

Stations(s): KJUG FM, KJUG AM, KCRZ FM, KIOO FM

Licensed to: Momentum Broadcasting LP

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning August 1, 2020 and ending July 31, 2021

Statement of EEO Policy:

This EEO Public File Report is filed in compliance with section 73.2080 © (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of station(s) KJUG-FM, KVMI-AM, KCRZ-FM and KIOO-FM.

Momentum Broadcasting, LP an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensure equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of employment. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

This report consists of:

- Part 1 Station Information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Ashley Roddy

Signature:  _____

Title: Business Manager

Date: 7/31/2021

Telephone: 559-553-1500

PART 1

This report covers the following employment unit:

<u>CALL SIGN</u>	<u>AM/FM</u>	<u>FACILITY ID#</u>	<u>COMMUNITY OF LICENSE</u>	<u>STATE</u>
KJUG	FM	71714	TULARE	CA
KJUG	AM	71716	TULARE	CA
KCRZ	FM	37015	TIPTON	CA
KIOO	FM	7708	PORTERVILLE	CA

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time and part-time vacancies during the period covered by this Report.

A total of 2 full-time vacancies were filled by the employment unit.

A total of 0 part-time vacancies were filled by the employment unit.

A total number of 13 persons were interviewed for all of the full-time vacancies.

A total number of 0 persons were interviewed for all of the part-time vacancies.

**PART 2
FULL-TIME VACANCIES
Period 8/1/2020- 7/31/2021**

Job Title #1	Date Posted	# of interviewees	Date filled	# of people considered
RADIO ACCOUNT EXECUTIVE	8/16/2017	13	8/9/2021 & 4/12/2021	13

Name of Source	Address	Contact Person	Phone Number
STATION WEBSITES			
ON-AIR JOB AD - HIRING SOURCE			
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004
Porterville College	100 E. College Ave., Porterville, CA 93257	Tiffany Duke	559-791-2200
College of the Sequoias	915 S. Mooney Blvd., Vis, CA 93277	Marilyn C.	559-730-3730
San Joaquin Valley College	8400 W. Mineral King Ave., Vis, CA 93291	Michelle Whitendale	559-734-9000
Proteus	1900 N. Dinuba Blvd #G, Vis, CA 93291	Sue Journey	559-735-3670
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399
Workforce Connection-Fresno	3302 N. Blackstone, Suite 225, Fresno, CA 93726		559-230-3600
American Broadcast School	712 N. Watson Rd. Suite 200, Arlington, TX 76011	Michelle Mcconnell	817-695-2474
Brandman University	649 S. County Center Dr., Visalia, Ca 93277	Career Department	559-625-4436
EDD in Visalia	4025 W. Noble Ave., Visalia, CA		559-713-5150
Heald College Career Center	255 W. Bullard, Fresno, CA 93704	Blair Nelson	559-437-4173
Tulare County Employment Connection	1063 W. Henderson, Porterville, CA 93257		
Manpower		Fax	866-253-4361
Milan Institute Career Center	6500 S. Mooney Blvd., Vis, CA 93277	Cindy Sandoval	
Tulare County Office of Education	626 N. Akers Street, Visalia, CA 93291	Karen Davidson	
University of Phoenix Job Placement		Fax	559-312-1186
Institute of Technology Career Center	546 W. Henderson, Clovis, CA 93612	Amanda Nash	
Tulare County Hispanic Chamber	1100 W. Main Street, Visalia, CA 93291		
Porterville College Force		Irene Ortega	559-791-3661
Business Referral			
Current Employee			
Employee Referral			
Indeed - HIRING SOURCE			
T.C. Job Fair	Visalia California		

**PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2020-7/31/2021**

Activity #1	Date: 8/1/2020 - 7/31/2021
Description:	Sexual Harassment Training
Preparer:	
Host/Sponsor:	New Hires and annual renewal
Participating Staff:	
Description of Activity and level of Station Participation:	
All new hires are required to take a sexual harassment avoidance training course on Compli. There is also a separate course just for managers. This course consists of approximately one hour of training for staff, two hours for managers and a test. This training is renewed on an annual basis for all employees.	

Activity #2	Date: 8/1/2020 - 7/31/2021
Description:	Recruitment Sources Notification
Preparer:	
Host/Sponsor:	
Participating Staff:	All station employees
Description of Activity and level of Station Participation:	
We broadcast every month airing the following PSA that KJUG FM, KVMI AM, KCRZ FM & KIOO FM are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations please notify the Business Manager at our office telephone number. Also stating KCRZ, KJUG, KVMI and KIOO are an Equal Opportunity Employer and encourages minorities and females to apply.	

Activity #3	Date: 12/29/2020 - 7/16/2021
Description:	Virtual Station Tour
Preparer:	Department Manager
Host/Sponsor:	KCRZ FM
Participating Staff:	Department Manager
Description of Activity and level of Station Participation:	
1145 individuals took the station prepared tour, provided virtually due to Coronavirus restrictions https://www.youtube.com/watch?v=X1eP50HfZs&t=29s	

Activity #4	Date: 12/29/2020 - 7/16/2021
Description:	Virtual Station Tour
Preparer:	Department Manager
Host/Sponsor:	KIOO FM
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
1 individuals took the station prepared tour, provided virtually due to Coronavirus restrictions https://youtu.be/7CIT0d72L2E	

**PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2020-7/31/2021**

Activity #5	12/29/2020 - 7/16/2021
Description:	Virtual Station Tour
Preparer:	Department Manager
Host/Sponsor:	KIUG FM
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
814 individuals took the station prepared tour, provided virtually due to Coronavirus restrictions	
https://youtu.be/l75_LB4_RT4	

Activity #6	12/29/2020 - 7/16/2021
Description:	Virtual Station Tour
Preparer:	Department Manager
Host/Sponsor:	KVMI FM
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
328 individuals took the station prepared tour, provided virtually due to Coronavirus restrictions	
https://www.youtube.com/watch?v=VZzhJ08IuE	

Activity #7	12/29/2020 - 4/30/2021
Description:	Virtual Station Tour Recruitment Ads
Preparer:	Department Manager
Host/Sponsor:	Momentum Broadcasting
Participating Staff:	All Management Staff
Description of Activity and level of Station Participation:	
We broadcasted 1,144 ads on KIUG FM, KVMI AM, KCRZ FM & K100 FM about the Virtual Station tours we have posted to You Tube.	

Activity #8	1/11/2021
Description:	Virtual Station Tour - Classroom Tour
Preparer:	Department Manager
Host/Sponsor:	KIUG FM
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
4 classrooms took teacher accompanied station tours, provided virtually due to Coronavirus restrictions.	

**PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2020-7/31/2021**

Activity #9	3/4/2021
Description:	EEO Webinar
Preparer:	Greg Skall, TLP Law
Host/Sponsor:	California Broadcasters Association
Participating Staff:	General Manager
Description of Activity and level of Station Participation:	
General Manager took a one hour FCC EEO training session	

Activity #10	4/28/2021
Description:	Job Outreach to Local Business Leaders
Preparer:	General Manager
Host/Sponsor:	Better Business Bureau
Participating Staff:	General Manager
Description of Activity and level of Station Participation:	
General discussion of multiple job availabilities at Momentum Broadcasting. Done via Zoom.	
A dozen of participants in attendance.	

Activity #11	4/28/2021
Description:	Job Fair
Preparer:	General Manager
Host/Sponsor:	Momentum Broadcasting
Participating Staff:	All Management Staff
Description of Activity and level of Station Participation:	
Momentum Broadcasting hosted a job fair, virtually due to the Coronavirus restrictions. Momentum staff presented job requirements and opportunities within the organization for prospective job candidates. We had 17 people apply for a job after hosting this virtual job fair.	
We broadcasted 472 ads on KIUG FM, KVMI AM, KCRZ FM & KIOO FM about the Virtual Job fair from 4/15/2021 to 4/27/2021	

Activity #12	4/29/2021
Description:	Virtual Station Tour - Classroom Tour
Preparer:	Department Manager
Host/Sponsor:	KCRZ FM
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
2 classrooms took teacher accompanied station tours, provided virtually due to Coronavirus restrictions.	

**PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2020-7/31/2021**

Activity #13	5/11/2021
Description:	Presentation to students about working in radio
Preparer:	Department Manager
Host/Sponsor:	
Participating Staff:	On-Air Personality
Description of Activity and level of Station Participation:	
We went to Hanford Adult School and talked to the students live in the room and on Zoom about the world of radio. The history of radio, and how we got where we are today with the business. We also talked about day to day programming positions and what we all do at Momentum. Randy explained in detail what all the departments consisted of from the business to the sales and on the air and out on the streets. There were quite a few questions and Randy stayed and answered them all. They were very interested in the business of radio and what happens behind the scenes.	

Activity #14	5/13/2021
Description:	Staff EEO Training
Preparer:	Greg Skall, TLP Law
Host/Sponsor:	California Broadcasters Association
Participating Staff:	Momentum Management Staff
Description of Activity and level of Station Participation:	
Managers took a one hour FCC EEO training session	