

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, 2021 and ending July 31, 2022

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: 7/31/2022

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 4 full-time vacancies were filled by the employment unit.

A total of 1 part-time vacancies were filled by the employment unit.

A total number of 9 persons were interviewed for all of the full-time vacancies.

A total number of 4 persons were interviewed for all of the part-time vacancies.

PART 2
FULL-TIME VACANCIES
Period 8/1/2021- 7/31/2022

Job Title #1	Date Posted	# of Interviews	Date Filled	# of people considered
RADIO ACCOUNT EXECUTIVE	8/16/2017	7	OPEN	7
Name of Source	Address	Contact Person	Phone Number	# of Interviews Referred
STATION WEBSITES				0
ON-AIR JOB AD				0
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004	0
Porterville College	100 E. College Ave., Porterville, CA 93257	Tiffany Duke	559-791-2200	0
College of the Sequoias	915 S. Mooney Blvd., Vis, CA 93277	Marilyn C.	559-730-3730	0
San Joaquin Valley College	8400 W. Mineral King Ave., Vis, CA 93291	Michelle Whitendale	559-734-9000	0
Proteus	1900 N. Dinuba Blvd #6, Vis, CA 93291	Sue Journey	559-735-3670	0
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399	0
Workforce Connection-Fresno	3302 N. Blackstone, Suite 225, Fresno, CA 93726		559-230-3600	0
American Broadcast School	712 N. Watson Rd. Suite 200, Arlington, TX 76011	Michelle McConnell	817-695-2474	0
Brandman University	649 S. County Center Dr., Visalia, Ca 93277	Career Department	559-625-4436	0
EDD in Visalia	4025 W. Noble Ave., Visalia, CA		559-713-5150	0
Heald College Career Center	255 W. Bullard, Fresno, CA 93704	Blair Nelson	559-437-4173	0
Tulare County Employment Connection	1063 W. Henderson, Porterville, CA 93257			0
Manpower		Fax	866-253-4361	0
Milan Institute Career Center	6500 S. Mooney Blvd., Vis, CA 93277	Cindy Sandoval		0
Tulare County Office of Education	626 N. Akers Street, Visalia, CA 93291	Karen Davidson		0
University of Phoenix Job Placement		Fax	559-312-1186	0
Institute of Technology Career Center	546 W. Henderson, Clovis, CA 93612	Amanda Nash		0
Tulare County Hispanic Chamber	1100 W. Main Street, Visalia, CA 93291			0
Porterville College Force		Irene Ortega	559-791-3661	0
Business Referral - HIRING SOURCE				2
Current Employee				0
Employee Referral				0
Indeed - HIRING SOURCE				5
T.C. Job Fair	Visalia California			0

PART 2
FULL-TIME VACANCIES
Period 8/1/2021- 7/31/2022

Job Title #1	Date Posted	# of interviewees	Date Filled	# of people considered
ON AIR TALENT KIUG	4/18/2019	2	OPEN	2
Name of Source	Address	Contact Person	Phone Number	# of interviewees Referred
STATION WEBSITES				0
ON-AIR JOB AD				0
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004	0
Porterville College	100 E. College Ave., Porterville, CA 93257	Tiffany Duke	559-791-2200	0
College of the Sequoias	915 S. Mooney Blvd., Vis, CA 93277	Marilyn C.	559-730-3730	0
San Joaquin Valley College	8400 W. Mineral King Ave., Vis, CA 93291	Michelle Whitedale	559-734-9000	0
Proteus	1900 N. Dinuba Blvd #6, Vis, CA 93291	Sue Journey	559-735-3670	0
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399	0
Workforce Connection-Fresno	3302 N. Blackstone, Suite 225, Fresno, CA 93726		559-230-3600	0
American Broadcast School	712 N. Watson Rd. Suite 200, Arlington, TX 76011	Michelle Mcconnell	817-695-2474	0
Brandman University	649 S. County Center Dr., Visalia, Ca 93277	Career Department	559-625-4436	0
EPD in Visalia	4025 W. Noble Ave., Visalia, CA		559-713-5150	0
Heald College Career Center	255 W. Bullard, Fresno, CA 93704	Blair Nelson	559-437-4173	0
Tulare County Employment Connection	1063 W. Henderson, Porterville, CA 93257			0
Manpower		Fax	866-253-4361	0
Milan Institute Career Center	6500 S. Mooney Blvd., Vis, CA 93277	Cindy Sandoval		0
Tulare County Office of Education	626 N. Akers Street, Visalia, CA 93291	Karen Davidson		0
University of Phoenix Job Placement		Fax	559-312-1186	0
Institute of Technology Career Center	546 W. Henderson, Clovis, CA 93612	Amanda Nash		0
Tulare County Hispanic Chamber	1100 W. Main Street, Visalia, CA 93291			0
Porterville College Force		Irene Ortega	559-791-3661	0
Business Referral - HIRING SOURCE				2
Current Employee				0
Employee Referral				0
Indeed				0
T.C. Job Fair	Visalia California			0

PART 2
PART-TIME VACANCIES
Period 8/1/2021- 7/31/2022

Job Title #1	Date Posted	# of interviewees	Date Filled	# of people considered
Promotions/Street Team	1/1/2022	4	5/31/2022	4
Name of Source	Address	Contact Person	Phone Number	# of interviewees Referred
STATION WEBSITES				0
ON-AIR JOB AD				0
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004	0
Porterville College	100 E. College Ave., Porterville, CA 93257	Tiffany Duke	559-791-2200	0
College of the Sequoias	915 S. Mooney Blvd., Vis, CA 93277	Marilyn C.	559-730-3730	0
San Joaquin Valley College	8400 W. Mineral King Ave., Vis, CA 93291	Michelle Whitendale	559-734-9000	0
Proteus	1900 N. Dinuba Blvd #6, Vis, CA 93291	Sue Journey	559-735-3670	0
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399	0
Workforce Connection-Fresno	3302 N. Blackstone, Suite 225, Fresno, CA 93726		559-230-3600	0
American Broadcast School	712 N. Watson Rd. Suite 200, Arlington, TX 76011	Michelle McConnell	817-695-2474	0
Brandman University	649 S. County Center Dr., Visalia, Ca 93277	Career Department	559-625-4436	0
EDD in Visalia	4025 W. Noble Ave., Visalia, CA		559-713-5150	0
Heald College Career Center	255 W. Bullard, Fresno, CA 93704	Blair Nelson	559-437-4173	0
Tulare County Employment Connection	1063 W. Henderson, Porterville, CA 93257			0
Manpower		Fax	866-253-4361	0
Milan Institute Career Center	6500 S. Mooney Blvd., Vis, CA 93277	Cindy Sandoval		0
Tulare County Office of Education	626 N. Akers Street, Visalia, CA 93291	Karen Davidson		0
University of Phoenix Job Placement		Fax	559-312-1186	0
Institute of Technology Career Center	546 W. Henderson, Clovis, CA 93612	Amanda Nash		0
Tulare County Hispanic Chamber	1100 W. Main Street, Visalia, CA 93291			0
Porterville College Force		Irene Ortega	559-791-3661	0
Business Referral				0
Current Employee				0
Employee Referral				0
Indeed - HIRING SOURCE				4
T.C. Job Fair	Visalia California			0

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2021-7/31/2022

Activity #1		Date: 8/1/2021 - 7/31/2022
Description:	Sexual Harassment Training	
Preparer:		
Host/Sponsor:		
Participating Staff:	New Hires and annual renewal	
Description of Activity and level of Station Participation:		
All new hires are required to take a sexual harassment avoidance training course on		
Compl. 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: 8/1/2021 - 7/31/2022
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		9/9/2021
Description:	Kings County Job Fair	
Preparer:	Program Director	
Host/Sponsor:	Kings County Job Fair Committee	
Participating Staff:	Program Director	
Description of Activity and level of Station Participation:		
Momentum Broadcasting Program Director attended the Kings County Job Fair from 9am-1pm on		
Thursday September 9th. There were quite a few businesses involved. We had a sales position open		
and when attendees came by I told them about the radio business & also gave them info about our		
opening with a few prospects. This was a slower job fair since covid is in a surge in this area.		

Activity #4		9/29/2021
Description:	Tulare County Annual Job Fair	
Preparer:	General Manager	
Host/Sponsor:	Tulare County	
Participating Staff:	Momentum Broadcasting General Manager	
Description of Activity and level of Station Participation:		
Momentum Broadcasting joined dozens of other employers, both private and public sector, in		
providing information on job opportunities at their businesses. The General Manager of Momentum		
Broadcasting was there to meet with interested prospects to discuss current job positions available,		
skills required, steps necessary to take to apply, as well as strategies for getting into the broadcast		
industry in general and at Momentum specifically. Station staff was available for the entire job fair		
from 9am until 12noon.		

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES
8/1/2021-7/31/2022

Activity #5		11/9/2021
Description:	Career Day	
Preparer:	On-Air Personality	
Host/Sponsor:	Hanford High School	
Participating Staff:	Production Dept.	
Description of Activity and level of Station Participation:		
High school career day for Hanford High School. Freshman through Seniors attended our presentation about being employed in the broadcast industry and what to do to prepare for that.		

Activity #6		1/28/2022
Description:	Job Fair	
Preparer:	General Manager	
Host/Sponsor:	Momentum Broadcasting	
Participating Staff:	KJUG Program Director and Management Staff	
Description of Activity and level of Station Participation:		
Momentum Broadcasting held a job fair on Friday, January 28, 2022 from 8am-12pm at Proteus in Visalia.		
Momentum Broadcasting ran 100 commercials the week of 1/24/22 to support the event. The KJUG program director manned the Momentum booth during the event and discussed three sales account executive positions with attendees, hiring practices and distributed hand-outs for the application process. In addition to Momentum Broadcasting other employers & organizations attending for recruitment purposes were Amazon, Job Connect, US Navy, Electric Motor Shop & Supply, Stardom Employment Consultants, Insight Staffing Solutions, Proteus Inc, Visalia Economic Development Commission, California Dairies, VF, Marriott Hotels, Fresno Pacific University, Visalia City Transit, Green Rabbit, BlueScope, Workforce Investment Board, United We Staff, ABLE Industries, Employment Connection, rePlanet Packaging, ProYouth, Tulare County Office of Education, Guardian Safety, Visalia Unified School District, Tri-County Janitorial, and CSET		

Activity #7		3/23/2022
Description:	College & Career Readiness Program	
Preparer:	Momentum Program Director	
Host/Sponsor:	Visalia Unified School Districts	
Participating Staff:	Momentum Program Director	
Description of Activity and level of Station Participation:		
Momentum Broadcasting participated in a session over Zoom with Visalia Unified School Districts College & Career Readiness program. Momentum Program Director answered questions during the session and presented broadcast as a career option to the attendees online in a session hosted by District Counselor Paige Loverin. During the event, he was able to outline the different departments that make up a broadcast operation and discuss the responsibilities of each. Each of these sessions hosted by VUSD concentrates on one particular field, and Momentum Boardcasting was the sole company represented in the online conference with VUSD students.		

Activity #8		5/26/2022
Description:	Momentum Broadcasting Community Concert & Job Fair	
Preparer:	Momentum Program Director	
Host/Sponsor:	Momentum Broadcasting	
Participating Staff:	Momentum General Manager, KJUG Program Director	
Description of Activity and level of Station Participation:		
Momentum Broadcasting's KJUG head an outdoor community concert and Job Fair at Centennial Park in Porterville located on Main Street. During the concert Momentum's General Manager handed out Momentum Broadcasting job listings and discussed with interested parties the specifics of choosing a career in broadcasting and specifically with Momentum Broadcasting. During the event, participants were able to discuss careers with employees from promotions, on-air and programming.		

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

8/1/2021-7/31/2022

Activity #9		6/7/2022
Description: Momentum Broadcasting Community Concert & Job Fair		
Preparer: Momentum Program Director		
Host/Sponsor: Momentum Broadcasting		
Participating Staff: Momentum General Manager, KJUG Program Director		
Description of Activity and level of Station Participation:		
Momentum Broadcasting's KJUG held an outdoor community concert and Job Fair at Centennial Park in Porterville located on Main Street. During the concert Momentum's General Manager handed out Momentum Broadcasting job listings and discussed with interested parties the specifics of choosing a career in broadcasting and specifically with Momentum Broadcasting. During the event, participants were able to discuss careers with employees from promotions, on-air and programming.		

Activity #10		7/1/2022
Description: Momentum Broadcasting Internship		
Preparer: General Manager		
Host/Sponsor: Momentum Broadcasting		
Participating Staff: Momentum General Manager and Staff		
Description of Activity and level of Station Participation:		
Momentum Broadcasting offered a program to Thomas, a resident of Tulare County, part of the Momentum Broadcasting service area. Thomas is currently attending Fresno State University where he is studying communications. The internship relates directly to his area of study at Fresno State. Thomas is also receiving pay for this internship. Thomas was exposed to all facets of the radio stations operations including extensive exposure & training to sales and the sales process, programming, promotions, production & business. He received hands on training in each of these departments, as he would if we were bringing him in as a new employee. He was here in each department one week during the month of July.		

Activity #11		7/3/2022
Description: Momentum Broadcasting Community Concert & Job Fair		
Preparer: Momentum Program Director		
Host/Sponsor: Momentum Broadcasting		
Participating Staff: Momentum General Manager, KJUG Program Director		
Description of Activity and level of Station Participation:		
Momentum Broadcasting's KJUG held an outdoor community concert and Job Fair at Centennial Park in Porterville located on Main Street. During the concert Momentum's General Manager handed out Momentum Broadcasting job listings and discussed with interested parties the specifics of choosing a career in broadcasting and specifically with Momentum Broadcasting. During the event, participants were able to discuss careers with employees from promotions, on-air and programming.		

Activity #11		7/22/2022
Description: Virtual Station Job Fair		
Preparer: Momentum General Manager		
Host/Sponsor: Momentum Broadcasting		
Participating Staff: Momentum General Manager and 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. This includes in-depth hour long tours with interviews for our Program Directors, Sales Manager, Traffic Director, Business Manager, Promotions Coordinator and the General Manager. We had 5 people, (Jay, Rafael, Lettie, Lori & Justin), request and receive access to our virtual job fair.		

Kings County Job Fair 9/9/2021



Kings County Job Fair 9/9/2021



Kings County Job Fair 9/9/2021



Kings County Job Fair 9/9/2021



Tulare County Annual Job Fair 9/29/2021



Momentum Broadcasting Job Fair 1/28/2022



Momentum Broadcasting Job Fair 1/28/2022



Momentum Broadcasting Job Fair 1/25/2022



Momentum Broadcasting Community Concert & Job Fair 5/26/2022



Momentum Broadcasting Community Concert & Job Fair 6/7/2022



Momentum Broadcasting Community Concert & Job Fair 7/3/2022

