

## **PART 1**

This Report covers the following employment unit:

<b><u>CALL SIGN</u></b>	<b><u>AM/FM</u></b>	<b><u>FACILITY ID#</u></b>	<b><u>COMMUNITY OF LICENSE</u></b>	<b><u>STATE</u></b>
KJUG	FM	71714	TULARE	CA
KVMI	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 vacancies during the period covered by this Report.

A total of 5 full-time vacancies were filled by the employment unit.

A total number of 27 persons were interviewed for all of the full-time vacancies.

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2023- 7/31/2024**

<b>Job Title #1</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>RADIO ACCOUNT EXECUTIVE</b>	<b>8/1/2023</b>	<b>5</b>	<b>10/1/2023</b>	<b>5</b>

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
STATION WEBSITES				0
ON-AIR JOB AD HIRING SOURCE				1
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 #G, 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				1
Current Employee				1
Employee Referral				1
Indeed				1
T.C. Job Fair	Visalia California			0

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2023- 7/31/2024**

<b>Job Title #2</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>RADIO ACCOUNT EXECUTIVE</b>	<b>8/1/2023</b>	<b>4</b>	<b>10/15/2023</b>	<b>4</b>

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
STATION WEBSITES				1
ON-AIR JOB AD HIRING SOURCE				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 #G, 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				3
T.C. Job Fair	Visalia California			0

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2023- 7/31/2024**

<b>Job Title #3</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>RADIO ACCOUNT EXECUTIVE</b>	<b>8/1/2023</b>	<b>8</b>	<b>1/15/2024</b>	<b>8</b>

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
STATION WEBSITES				2
ON-AIR JOB AD HIRING SOURCE				1
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	1
San Joaquin Valley College	8400 W. Mineral King Ave., Vis, CA 93291	Michelle Whitendale	559-734-9000	0
Proteus	1900 N. Dinuba Blvd #G, 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				1
Current Employee				0
Employee Referral				2
Indeed				1
T.C. Job Fair	Visalia California			0

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2023- 7/31/2024**

<b>Job Title #4</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>RADIO ACCOUNT EXECUTIVE</b>	<b>4/1/2024</b>	<b>5</b>	<b>7/30/2024</b>	<b>5</b>

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
STATION WEBSITES				1
ON-AIR JOB AD HIRING SOURCE				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 #G, 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				1
Current Employee				0
Employee Referral				0
Indeed				3
T.C. Job Fair	Visalia California			0

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2023- 7/31/2024**

Job Title #5	Date Posted	# of Interviewees	Date Filled	# of people considered
KJUG Morning Show Talent	2/15/2024	5	6/20/2024	5

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 #G, 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
Current Employee -HIRING SOURCE				0
Indeed				2
Business Client - Referral				4
Career Builder				0
Job Fair				0

PART 3											
SUPPLEMENTAL RECRUITMENT INITIATIVES											
8/1/2023-7/31/2024						8/1/2023-7/31/2024					
Activity #1			Date: 8/1/23-7/31/24			Activity #2			Date: 8/1/23-7/31/2024		
<b>Description</b>			Sexual Harassment Training			<b>Description</b>			Recruitment Sources Notification		
<b>Host/Sponsor</b>						<b>Host/Sponsor</b>					
<b>Participating Staff</b>			New Hires and annual renewal			<b>Participating Staff</b>			All station employees		
<b>Description of Activity and level of Station Participation</b>						<b>Description of Activity and level of Station Participation</b>					
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 and a test. This training is renewed on an annual basis for all employees.						We broadcast every month airing the following PSA that KJUG FM, KVMI AM, KCRZ FM AND 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: 9/11/2023			Activity #4			Date: 10/4/2023		
<b>Description</b>			9/11 Blood Drive			<b>Description</b>			work force investment board job fair		
<b>Host/Sponsor</b>			Tulare Veterans Memorial Building			<b>Host/Sponsor</b>			work force investment board job fair		
<b>Participating Staff</b>			All Station On-Air Talents			<b>Participating Staff</b>			Randy Hendrix and Rik Mc Neil		
<b>Description of Activity and level of Station Participation</b>						<b>Description of Activity and level of Station Participation</b>					
This event was held in memory of the victims of 9/11. This is the 15th anniversary. The blood drive was held on Sunday 9/11 from 7a-7p. All stations participated in the great event. We ran advertising and also had live broadcast on location with all 4 stations. We participate in this great event each year.						This annual job fair runs 9-12:30. We were on site along with over 100 other agencies actively looking for candidates. We had sales and on air openings. We directed them to our on line sites to apply. There was a special 1/2 hour before the event started for veterans to come in. There was a live broadcast from the location from 9-11a. There were well over 2500 job seekers this year.					
Activity #5			Date: 10/6/2023			Activity #6			Date: 11/18/23-11/19/23		
<b>Description</b>			Tulare county Red ribbon week event			<b>Description</b>			Food link community food drive		
<b>Host/Sponsor</b>			Tulare county Red ribbon week event			<b>Host/Sponsor</b>			Food Link		
<b>Participating Staff</b>			Station on-air team			<b>Participating Staff</b>			All station staff		
<b>Description of Activity and level of Station Participation</b>						<b>Description of Activity and level of Station Participation</b>					
4p-6p Event is directed to the youth of the County of Tulare to get them to live a drug free life. There was food, games, and lots of giveaways. Dances from high school troops and clubs. Many Tulare County agencies and we were there with lots of games and prizes. We were also broadcasting live from the location to encourage all to live drug free.						All weekend the air staff collected food and monetary donations for those in need. It all went to the local foodbank Foodlink of Tulare county. We had a live broadcast at this event from 8a to 6pm each day.					

<b>Activity #7</b>		<b>Date:</b>	9/28/2016	<b>Activity #8</b>		<b>Date:</b>	10/20/2023
<b>Description</b>	Tulare County Job Fair			<b>Description</b>	KJUG-FM Girls & Guitars		
<b>Host/Sponsor</b>	Employment Connection			<b>Host/Sponsor</b>	KJUG-FM		
<b>Participating Staff</b>	All Department Head Managers			<b>Participating Staff</b>	All Staff		
<b>Description of Activity and level of Station Participation</b>				<b>Description of Activity and level of Station Participation</b>			
On air personality Mike Pesto on KVMI broadcasts live on site for 36 hours collecting toys and cash for the local non-profit Ann's Kids for Christmas. All proceeds go to Ann's Kids for their annual Christmas giveaway.				This is an annual event sponsored by KJUG-FM. KJUG-FM advertises and puts on this fundraiser to bring awareness and raise money to support Los Girl's Mammography Fund at Kaweah Delta hospital Foundation. The money raised is used to make mammograms possible for women who are unable to obtain due to no insurance or funds to do so.			
<b>Activity #9</b>		<b>Date:</b>	4/26/2024	<b>Activity #10</b>		<b>Date:</b>	5/23/2024
<b>Description</b>	Orosi Career Day			<b>Description</b>	Mt. Whitney Career Fair		
<b>Host/Sponsor</b>	City of Orosi			<b>Host/Sponsor</b>	Mt Whitney High School		
<b>Participating Staff</b>	Rik McNiel			<b>Participating Staff</b>	Randy Hendrix		
<b>Description of Activity and level of Station Participation</b>				<b>Description of Activity and level of Station Participation</b>			
KJUG broadcast live as well as offered discussion and information about job opportunities at Momentum Broadcasting.				Randy Hendrix represented Momentum Broadcasting to inform students on the various employment opportunities here at the stations.			



**Job Opening #1**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>
Colton Heinemann	8/7/2024	Radio Ad	Paul Carter
Bonnie Shaefer	8/18/2024	Job Fair	Paul Carter
Johnathon McComb	8/23/2024	Employee Referral	Paul Carter
Princess White	8/21/2024	Indeed	Paul Carter
Victoria Sanchez	8/30/2024	Business Referral	Paul Carter

**Job Opening #2**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>
Tracy Keoviengthong	8/29/2023	Station Website	Paul Carter
Sara Badi	8/29/2023	Indeed	Paul Carter
John Carlson	8/29/2023	indeed	Paul Carter
Stephanie Luchetta	9/22/2023	Indeed	Paul Carter

**Job Opening #3**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>
Harrison Yaeger	10/06/2023	Station Website	Paul Carter
Rachel Lara	10/11/2023	Station Website	Paul Carter
Tim Hennesy	10/26/2023	Employee Referral	Paul Carter
Mario Aguirre	12/1/2023	Indeed	Paul Carter
Teagan Bryant	12/1/2023	Employee Referral	Paul Carter
Jules Galvez	12/12/2023	College of the Sequoias	Paul Carter
Katelyn Perry	1/12/2024	Business Referral	Paul Carter
Britanny Ward	1/12/2024	Radio Ad	Paul Carter

**Job Opening #4**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>
Lewis Comacho	2/28/2024	Station Website	Paul Carter
Eliazar Gonzalez	3/6/2024	Indeed	Paul Carter
Stephanie Carreiro	3/12/2024	Indeed	Paul Carter
Jessica Ramirez	6/25/2024	Indeed	Paul Carter
Kai Barnes	6/28/2024	Business Referral	Paul Carter

**Job Opening #5**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>
Jody Mize	4/1/2024	Indeed	Rik McNeil
Greg Lane	4/2/2024	Employee Referral	Rik McNeil
Scott Aber	4/3/2024	Business Referral	Rik McNeil
Kris Carson	4/8/2024	Indeed	Rik McNeil
Steven Fitzgerald	4/16/24	Indeed	Rik McNeil
Jason Crockett	4/17/2024	Business Referral	Rik McNeil