

MORONGO BASIN BROADCASTING
EEO NARRATIVE REPORT REGARDING OUTREACH
JULY 1, 2019 – JUNE 30, 2021

Policy: It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in a small rural market of under 90,000 people and employs 4 full time people (plus 3 owners). We are a small family run local company, with the corporate owners acting as General Manager, Sales Manager, News Director, Program Director and Operations Manager.

Vacancies: There were no vacancies in the past 24 months. The effects of the Covid-19 pandemic were felt hard by our small company. We did have to eliminate one position in 2020 as our business was down over 30%. That position will be filled in July 2021 as we start to regain business.

Outreach initiatives:

1. Our Number one Outreach is always through local College Internship Programs. These are through our local Community College and a State University. In January 2021 during the Pandemic, we were lucky enough to have one adult brave enough to Intern with us under the California Lockdown. She participated in a 100-hour internship program, through Cal State San Bernardino. Having worked with us as an intern and proving her skills and ability we shall hire her full time in July 2021. The fact that she was a Veteran of the USMC helped in our decision making. Our intern from 2017 eventually became a part time employee and has now been promoted to full time employee.
2. Career Days: Normally we would participate in these in the Spring for Twentynine Palms and Yucca Valley high schools, as well as Copper Mountain College, but they were not held in the Spring of either 2020 or 2021 due to Covid-19.
3. Marine Base: Staff keeps in constant communication with the Job Development Director at the local Marine Base (emphasis is on wives and dependents) to recruit eligible applicants.
4. Station Website: We actively recruit whether we have any vacancies or not. As a small family owned and operated station we rarely have openings.