

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, 2019 and ending July 31, 2020

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, KVMJ-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: 7/31/2020

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

A total number of 22 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 8/1/2019- 7/31/2020**

Job Title #1	Date Posted	# of Interviewees	Date Filled	# of people considered	# of Interviewees Referred
RADIO ACCOUNT EXECUTIVE	8/16/2017	9	3/1/2019	9	0
Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred	
STATION WEBSITES					
ON-AIR JOB AD					
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004	3	
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	Manilyn 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	545 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				14	
T.C. Job Fair	Visalia California			0	

**PART 2
PART-TIME VACANCIES
Period 8/1/2019- 7/31/2020**

Job Title #1	Date Posted	# of Interviewees	Date Filled	# of people considered
ON AIR TALENT KCRZ	4/18/2019	3	OPEN	3
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
Business Referral				0
Current Employee				0
Employee Referral				0
Indeed				3
T.C. Job Fair	Visalia California			0

PART 2
FULL-TIME VACANCIES
Period 8/1/2019- 7/31/2020

Job Title #1	Date Posted	# of Interviewees	Date Filled	# of people considered
ON AIR TALENT KIUG	4/18/2019	13	OPEN	13
Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred
STATION WEBSITES				
ON-AIR JOB AD				5
CSET in Visalia	312 N. West 3rd Ave., Vis, CA 93277		559-625-7004	3
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				3
Current Employee				0
Employee Referral				0
Indeed				2
T.C. Job Fair	Visalia California			0

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

8/1/2019-7/31/2020

Activity #1	Date: 8/1/2019 - 7/31/2020
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: 8/1/2019 - 7/31/2020
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: 8/15/19, 8/16/19, and 8/17/19
Description:	Food Drive for Foodlink of Tulare County
Preparer:	
Host/Sponsor:	Momentum Broadcasting / Save Mart
Participating Staff:	Air personalities - KVMI, KJUG, KCRZ, KIOO
Description of Activity and level of Station Participation:	
The Momentum radio stations did a three-day live broadcast from Save Mart at 3615 West Noble in Visalia for three days. During the event, listeners were encouraged to come to the broadcast and drop off non-perishable food items. Momentum then turned the donated items and incidental cash donations over to Foodlink of Tulare County, who used the items to distribute to Food Banks throughout Tulare County. Momentum also uses this opportunity to provide information to individuals expressing interest in employment opportunities with Momentum Broadcasting.	

Activity #4	DATE: 9/7/2019
Description:	16th Annual Visalia Teen Idol
Preparer:	
Host/Sponsor:	Visalia Parks & Recreation, LJ Williams Theater
Participating Staff:	On-Air Personality - KVMI
Description of Activity and level of Station Participation:	
10 local teens competed for the title, Mike Pesto, host of My Mornings with Mike Pesto on KVMI, was this years host for the nearly 4 hour event. This year's winner was Kyleen Gray-Jacobsen, sophomore at Redwood High School. Kyleen spoke with Mike about the competition and what the future holds for him. Mike had the opportunity to speak at length with Kyleen and all of the participants about creative opportunities for them in radio.	

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SUPPLEMENTAL RECRUITMENT INITIATIVES

8/1/2019-7/31/2020

Activity #5		Date: 9/12/2019
Description:	Kings County Annual Fair	
Preparer:		
Host/Sponsor:	EDD	
Participating Staff:	Sales Manager, Business Manager	
Description of Activity and level of Station Participation:		
This annual event was held from 8:00am-1:00pm at the Hanford Civic Auditorium. There were at least 100 businesses and organizations had booths setup to speak to all of the job seekers about jobs they might be qualified for. Veterans had priority of service being let in first before the public. We advertised for this event and also did a live broadcast from the location. We had an Account Executive & an On-Air Talent position open and spoke to several job seekers. All department head managers attended the job fair and spoke to all job seekers that stopped at our booth. There was approximately 1500 job seekers.		

Activity #6		Date: 9/25/2019
Description:	Tulare County Job Fair	
Preparer:		
Host/Sponsor:	Employment Connection	
Participating Staff:		
Description of Activity and level of Station Participation:		
This annual event was held from 9:00am-12:00pm at the Visalia Convention Center. There were at least 100 businesses and organizations had booths setup to speak to all of the job seekers about jobs they might be qualified for. Veterans had priority of service being let in first before the public. We advertised for this event and also did a live broadcast from the location. We had an Account Executive & an On-Air Talent position open and spoke to several job seekers. All department head managers attended the job fair and spoke to all job seekers that stopped at our booth. There was approximately 1500 job seekers.		

Activity #7		Date: 10/12/2019
Description:	Walk to End Alzheimer's	
Preparer:		
Host/Sponsor:	KCRZ and KVMI On-air personalities	
Participating Staff:		
Description of Activity and level of Station Participation:		
Mike Pesto and Randy Hendrix were the guest MC's invited to participate in Visalia's Walk to End Alzheimer's at Mooney Grove park. Pesto and Hendrix were there at 8am and stayed until 10am when the walk started. Quite a few people attended the event. Both report speaking with attendees regarding opportunities in local radio and referred them to the Momentum Job page for applications and job descriptions.		

Activity #8		Date: 11/7/2019
Description:	Central Valley Honor Flight	
Preparer:		
Host/Sponsor:	Momentum Broadcasting / Central Valley Honor Flight / KMPH	
Participating Staff:	On Air Personalities - KVMI, KCRZ, KJUG, KIOO	
Description of Activity and level of Station Participation:		
Each of the Momentum radio stations was live on location at Walmart on Mooney in Visalia collecting cash donations to fund the Central Valley Honor Flight. Personalities were on hand from 6am to 9pm to explain the Honor Flight, meet and greet with Veterans, and do live appearances on KMPH TV to promote Central Valley Honor Flight and the collection event. The KMPH visibility brought a great del of local traffic. Several people asked how they could come to work for the radio station as a result of what they perceived as exceptional community involvement. One woman specifically stated that no one else does what Momentum Broadcasting does.		

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SUPPLEMENTAL RECRUITMENT INITIATIVES

8/1/2019-7/31/2020

Activity #9		11/23/2019
Description:	KCRZ Turkey Drop	
Preparer:		
Host/Sponsor:	KCRZ	
Participating Staff:	Randy , Chad, Mike Pesto , Tony Osbourne, Ray Garcia	
Description of Activity and level of Station Participation:		
KCRZ bought 104 turkeys and gave them away to the community . Local community members wait for hours in line which gives station staff ample opportunity to discuss job opportunities.		

Activity #11		Date: FEBRUARY and MARCH 2020
Description:	KJUG's Next Morning Star	
Preparer:		
Host/Sponsor:	MOMENTUM BROADCASTING	
Participating Staff:	All KJUG Staff	
Description of Activity and level of Station Participation:		
During the months of February and March 2020, KJUG executed a contest to recruit applicants for the KJUG MORNING AIR PERSONALITY opening. During the period, listeners who were interested in the advertised position were invited to submit application materials. In addition to the regular job applicants, Momentum received an additional 53 applicants from this recruitment effort. From that total pool, 13 strong candidates were identified and interviewed for the position. In addition, 10 candidates were invited to sit in with the morning show and find out how a radio station works, receiving in-person coaching and instruction on execution of a radio show.		

Activity #13		Date: 2/5/2020
Description:	Tulare Western High School	
Preparer:		
Host/Sponsor:	Luann Cherry - Career Technician	
Participating Staff:		
Description of Activity and level of Station Participation:		
9:00a - 12n, Spoke to students in two sessions about radio career opportunities and how to prepare for them		

Activity #15		Date: 2/19 /20 through 2/22/20
Description:	Porterville Firefighter Fundraiser	
Preparer:		
Host/Sponsor:	Momentum Broadcasting	
Participating Staff:	Air personalities, KVMI, KCRZ, KJUG, KIOO	
Description of Activity and level of Station Participation:		
Following the deaths of two local firefighters during a tragic local fire, Momentum Broadcasting did live broadcasts on 2/19/20, 2/20/20, 2/21/20, and 2/22/20 in order to raise support.		
The stations made banners for the community to sign condolence wishes, which were then presented to the Fire Department. The stations also sold t-shirts to raise money for the families of the fallen firefighters, raising \$22,000 for their expenses. Air personalities were on hand to explain the effort to the community and answer questions for those who might be interested in the radio business.		

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

8/1/2019-7/31/2020

Activity #14	Date: 2/5/2020
Description:	Internship Interviews
Preparer:	
Host/Sponsor:	Momentum Broadcasting
Participating Staff:	All Department Managers
Description of Activity and level of Station Participation:	
	For the first time ever Momentum Broadcasting had genuine interest in our internship program. We decided that we would run the program starting late April to commence with the uptick in activity throughout the radio stations that comes from the commencement of our promotional activities, particularly on KIUG and KCRZ, but on KIOO and KVMJ as well to a lesser degree. With that in mind we choose two individuals that expressed interest in internships for interviews, with the idea that we would choose one. In the interest of privacy their names are withheld, one a female attending Fresno State for Communications, and an interest in Business, the other a male attending College of the Sequoias seeking a degree in Music, and an interest in the Recording Arts Engineering specialty. Interviews were conducted the afternoon of February 5th, 2020. We liked both the candidates so much, and they both seemed legitimately interested in an internship, that internally we decided that we would bring them both in. We informed them that we would like to bring them both and, had internal department head level meetings to discuss what the program we would set up for them would look like, so we could bring them both in at once. Since then this entire program has been shut down effective March 18, when all but the most essential of employees were sent home. Since that time we are attempting to minimize outside contact with staff. We have had one employee acquire SARS -2, and subsequently was out of work and office for 5 weeks. As long as Tulare County is experiencing a significant SARS-2 impact it seems unlikely we can, in the interest of safety for existing staff, have outside non-employees in the building in close proximity to staff.