

Stations(s) KJUG FM, KJUG AM, KCRZ FM, K100 FM

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ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning August 1, 2012 and Ending July 31, 2013

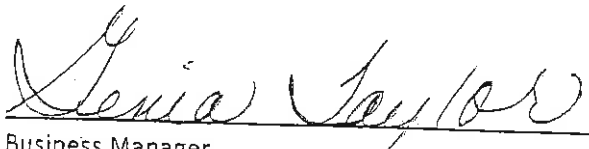
This Report consists of:

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

Preparer: Genia Taylor

Signature:

Title:


Business Manager

Date: 7/31/2013

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 vacancies during the period covered by this Report.

A total of 3 full-time vacancies were filled by the employment unit.

A total number of 11 persons were interviewed for all of the full-time vacancies.

PART 2

**FULL-TIME VACANCIES
Period 8/1/2012- 7/31/2013**

Job Title #1	Date Posted	# of Interviewees	Date Filled	# of people considered
Account Executive	9/18/2012	2	11/1/2012	2

Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred
STATION WEBSITES				1
EMPLOYEE REFERRAL				1

Job Title #2	Date Posted	# of Interviewees	Date Filled	# of people considered
Traffic Coordinator	9/20/2012	9	11/5/2012	9

Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred
CSET	312 N. West 3rd Ave., Vis, CA 93277	Noel Gregory	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	Linda Redd	559-622-1913	0
Proteus	1900 N. Dinuba Blvd #G, Vis, CA 93291	Sue Journey	559-735-3670	1
Visalia Times Delta				0
Tulare Advance Register				0
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399	0
Workforce Connection-Fresno				0
Porterville Tulare-Kings Hispanic Char	1100 W. Main Street, Vis, CA 93291	Javier Leon	559-734-6020	1
On-Air advertisement-all stations				0
Tulare County Job Fair				4
Employee Referral				1
Current Employee				1

Job Title #3
ON-AIR FULL TIME Z104.9

Date Posted # of Interviewees
1/24/2013

Date Filled
0 5/1/13 SYNDICATED BROADCAST

of people
considered
0

Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred
CSET	312 N. West 3rd Ave., Vis, CA 93277	Noel Gregory	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	Linda Redd	559-622-1913	0
Proteus	1900 N. Dinuba Blvd #G, Vis, CA 93291	Sue Journey	559-735-3670	0
Visalia Times Delta				0
Tulare Advance Register				0
Porterville Sheltered Workshop	187 West Olive Ave., Porterville, CA 93257	Career Department	559-784-1399	0
Tulare-Kings Hispanic Chamber	1100 W. Main Street, Vis, CA 93291	Javier Leon	559-734-6020	0
Workforce Connection-Fresno	3302 North Blackstone, Fresno, CA 93726		559-230-3600	0
Station Web site				0
American Broadcasting School	712 N. Watson Rd, Suite 200, Arlington, TX 76011	Michelle McConnell	817-695-2474	0
EDD in Visalia	4025 W. Noble Ave., Visalia, CA 93277		559-713-5150	0
Heald College	255 W. Bullard, Fresno, CA 93704	Blair Nelson	559-437-4173	0
Institute of Technology	546 W. Henderson, Clovis, CA 03612	Amanda Nash	559-297-4500	0
Milan Institute	6500 S. Mooney Blvd., Visalia, CA 93277	Cindy Sandoval	559-733-4040	0
T.C. Employment Connection	1063 W. Henderson, Porterville, CA 93257	Junior Russo		0
T. C. Office of Education	626 North Akers Street, Vis, CA 93291	Karen Davidson		0

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES 8/1/2012-7/31/2013

Activity #1

Date: 8/1/12-7/31/13

Activity #2

Date: 8/1/12-7/31/13

Description
Preparer
Host/Sponsor
Participating Staff

Sexual Harassment Training
New Hires
and Annual Renewal

Description
Preparer
Host/Sponsor
Participating Staff

Recruitment Sources Notification

Description of Activity and level of Station Participation

All new hires are required to take a sexual harassment avoidance training course on Compil. 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.

Description of Activity and level of Station Participation

We broadcast every month bring the following PSA that KJUG, KCRZ AND KIOO 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 and KIOO is an Equal Opportunity Employer and encourages minorities and females to apply.

Activity #3

Date: 9/11/2012

Description
Preparer
Host/Sponsor
Participating Staff

Rotary 9/11 BLOOD DRIVE
Central CA Blood Center
KJUG-FM
Station's PD's

Activity #4

Date: 9/13/2012

Description
Preparer
Host/Sponsor
Participating Staff

Kings County Job Fair
Gen'l Mgr., Gen'l Sls Mgr.
Station's PD's

Description of Activity and level of Station Participation

All stations participated in the 9/11 Blood Drive. We were at Veterans Memorial Hall in Tulare, CA from 12p-3p. KJUG was there to support 12p-1p, KCRZ 1p-2p, KIOO 2p-3p. This event was the largest single day event in the State of CA. Numbers were 1,142 pints of blood donated at the Tulare location. Because of the KJUG support people even went to blood bank in surrounding areas and a total of 1,297 pints were donated. KJUG had 6 sponsors

Description of Activity and level of Station Participation

This event was held at the Hanford Civic Auditorium from 9a-2p. Our general manager, general sales manager, and both station's PD's participated in this event. There was a very diverse group of people in attendance. We made available one-sheet brochures with overviews and directions how to apply on-line for any open positions we had available. Staff was on hand to describe the employment possibilities in advertising.

who each sponsored 1/2 hour of the time the stations were present at the event. Airtime was ran for each of the sponsors to advertise the event.

Activity #5 Date: 9/21/2012

Description: Boys and Girls Club of the Sequoias
 Preparer: Social Swirl Gala & Golf Classic
 Host/Sponsor: Gen'l Sls Mgr. & KIUG Morning Show DJ
 Participating Staff:

Description of Activity and level of Station Participation

This was a fund raise event to raise money for the Boys & Girls Club. Our General Manager and KIUG Morning Show host played in the golf portion of the event. The radio stations ran a PSA schedule from 8/31/12-9/9/12 to help promote this event. This event makes it possible for all club members to receive opportunity and support for a better future.

Activity #7 Date: 9/27/2013

Description: Visalia's Writers Race and Taste the Arts
 Preparer: Art's Consortium
 Host/Sponsor:
 Participating Staff:

Description of Activity and level of Station Participation

We ran airtime on KIUG FM and KCRZ FM from 9/22 - 9/27 to bring community awareness for this local event.

production, promotions, and on-air departments.

Activity #6 Date: 9/26/2012

Description: Tulare County Job Fair
 Preparer:
 Host/Sponsor: Momentum Broadcasting - Gold Sponsor
 Participating Staff: Gen'l Mgr., Gen'l Sls Mgr., KCRZ PD, and Business Manager

Description of Activity and level of Station Participation

This was the 21st year for this event and held at the Visalia Convention Center from 9a-1p. We ran PSA schedules on all stations to promote this event. We handed out information to job seekers of how to apply for open positions on-line. The Business Manager spoke to a prospective applicant regarding an open position. She applied and was interviewed for this open position. There were approximately 63 vendors this year.

Activity #8 Date: 10/20/2012

Description: Red Ribbon Kick Off Week
 Preparer:
 Host/Sponsor:
 Participating Staff: On-Air DJ

Description of Activity and level of Station Participation

This was the 21st annual Red Ribbon Kick Off Week for DRUG FREE AWARENESS. It was held at the Visalia Convention Center. Our DJ was there to play music from 12p-5p. He also handed out stickers and spoke to the people who attended the event.

10/26/2012

Date:

Activity #10

Internship

Description
Preparer

Host/Sponsor

Participating Staff

Business Manager

10/23/2012

Date:

Activity #9

Tulare Union High School Career Day

Description
Preparer

Host/Sponsor

Participating Staff

General Sales Manager

Description of Activity and level of Station Participation

Our General Sales Manager represented Momentum Broadcasting for the annual career day held at the Living Christ Church in Tulare. There were 3 separate sessions that I shared with two other presenters. Each session had approximately 30-35 students of the high school junior grade level. Each session was 45 minutes long and the program was from 9:55a-12:15p. I spoke of the importance of finishing high school and researching future careers to determine what additional education may be required.

Activity #11

1/30/2013

Date:

Brändman University Job Fair

Description
Preparer

Host/Sponsor

Participating Staff

Gen'l Manager & Gen'l Sales Manager

Description of Activity and level of Station Participation

On January 30th we had a booth at the Brändman University Job Fair. Our booth was there from 8:30a-12p. We had two positions open On-Air for KCHZ FM and Account Executive. Job applicants were advised how to go on-line on the appropriate station websites to apply for each open position.

Activity 12

3/4/2013

Description
Preparer

Host/Sponsor

Participating Staff

SHAVE FOR CASH Broadcast Live in KIUG parking lot

Morning Show KIUG FM

Description of Activity and level of Station Participation

The Morning Show for KIUG FM broadcast live in the parking lot to bring awareness to a local child with cancer. The morning show host and volunteers from the community came and had their heads shaved to raise money for this local child. One of the salon's here in Visalia helped with this very great cause.

Activity #13

Date: March 7 & 8, 2013

Description: St. Jude's Radiothon
Preparer: All On-Air Radio Staff
Host/Sponsor: KIUG FM
Participating Staff:

Activity #14

Date: 5/2/2013

Description: Fresno State Student/Sales Manager Interview
Preparer: Fresno State Student/Sales Manager
Host/Sponsor: General Sales Manager
Participating Staff:

Description of Activity and level of Station Participation
On March 7 & 8 all on-air staff on KIUG FM conducted a radiothon for St. Jude's Children's Hospital. The radiothon was to raise money for St. Jude's. The conference room was setup with phones which we had volunteers help taking calls for donations. This is an annual event for KIUG FM. During the programming the community was introduced over the radio to local children who have and are benefiting from the care that is provided by St. Jude's Children's Hospital.

Activity #15

Date: 5/21/2013

Description: Tulare Western High School Career Day
Preparer: Tulare Western High School Career Day
Host/Sponsor: Production Manager
Participating Staff:

Activity #16

Date: 6/21/2013

Description: Tulare/Kings Suicide Prevention Task Force Interview
Preparer: Tulare/Kings Suicide Prevention Task Force Interview
Host/Sponsor: Program Director & Promotions Director
Participating Staff:

Description of Activity and level of Station Participation
Our Production Manager/On-Air participated in the annual event. There were three 45 minutes sessions with three presenters per session. Each presenter had approximately 10-15 minutes per session to speak to the students regarding their specialized area. The remainder of the time was open to questions and answers. The participating staff talked to the students about radio and the many job descriptions within the organization. The event started at 8:20A

Description of Activity and level of Station Participation
The community Outreach Manager spent time in the studios of KIUG FM and KRZ FM to be interviewed. He discussed the signs of someone who may be dealing with depression and bullying. During the interview we made available to the public the suicide prevention hotline, posted links to the websites to make available meeting times and training and support groups for those that have lost loved ones.