

**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, 2022 and ending July 31, 2023

### **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: JoAnna Lozano

Signature:



Title: Business Manager

Date: 7/31/2023

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 5 persons were interviewed for all of the full-time vacancies.

A total number of 5 persons were interviewed for all of the part-time vacancies.

**PART 2  
FULL-TIME VACANCIES  
Period 8/1/2022- 7/31/2023**

<b>Job Title</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>Traffic Coordinator</b>	<b>3/17/2023</b>	<b>3</b>	<b>6/1/2023</b>	<b>3</b>
<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
AMERICAN BROADCASTING SCHOOL				0
BRANDMAN UNIVERSITY				0
Business Referral				0
CAL WORKS				0
COS WELCOME CENTER				0
CSET EMPLOYMENT CONNECTION				0
CSET IN VISALIA				0
EDD IN VISALIA				0
EDD WORKFORCE SERVICES				0
EMPLOYMENT CONNECTION (VISALIA)				0
Facebook				1
HEALD COLLEGE CAREER CENTER				0
Indeed				1
In-house				1
INSTITUTE OF TECHNOLOGY CAREER CENTER				0
MANPOWER				0
MILAN INSTITUTE CAREER CENTER				0
ON-AIR JOB AD				0
OWENS VALLEY CAREER DEVELOPMENT CENTER				0
PORTERVILLE COLLEGE WORKFORCE				0
PORTERVILLE SHELTERED WORKSHOP				0
PROTEUS INC. IN VISALIA				0
Reedley College & Madera & Oakhurst Centers				0
SAN JOAQUIN VALLEY COLLEGE				0
STATION WEBSITES				0
State of California (EDD)				0
TULARE COUNTY EMPLOYMENT CONNECTION				0
TULARE COUNTY OFFICE OF EDUCATION				0
TULARE-KINGS HISPANIC CHAMBER				0
UNIVERSITY OF PHOENIX JOB PLACEMENT				0
UNIVERSITY OF SOUTHERN CALIFORNIA				0
WORKFORCE CONNECTION				0

**PART 2  
PART-TIME VACANCIES  
Period 8/1/2022- 7/31/2023**

<b>Job Title</b>	<b>Date Posted</b>	<b># of Interviewees</b>	<b>Date Filled</b>	<b># of people considered</b>
<b>Street Team</b>	<b>5/2/2023</b>	<b>5</b>	<b>6/8/2023</b>	<b>1</b>
<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone Number</b>	<b># of Interviewees Referred</b>
AMERICAN BROADCASTING SCHOOL				0
BRANDMAN UNIVERSITY				0
Business Referral				0
CAL WORKS				0
COS WELCOME CENTER				0
CSET EMPLOYMENT CONNECTION				0
CSET IN VISALIA				0
EDD IN VISALIA				0
EDD WORKFORCE SERVICES				0
EMPLOYMENT CONNECTION (VISALIA)				0
Facebook				0
HEALD COLLEGE CAREER CENTER				0
Indeed				4
In-house				1
INSTITUTE OF TECHNOLOGY CAREER CENTER				0
MANPOWER				0
MILAN INSTITUTE CAREER CENTER				0
ON-AIR JOB AD				0
OWENS VALLEY CAREER DEVELOPMENT CENTE				0
PORTERVILLE COLLEGE WORKFORCE				0
PORTERVILLE SHELTERED WORKSHOP				0
PROTEUS INC. IN VISALIA				0
Reedley College & Madera & Oakhurst Centers				0
SAN JOAQUIN VALLEY COLLEGE				0
STATION WEBSITES				0
State of California (EDD)				0
TULARE COUNTY EMPLOYMENT CONNECTION				0
TULARE COUNTY OFFICE OF EDUCATION				0
TULARE-KINGS HISPANIC CHAMBER				0
UNIVERSITY OF PHOENIX JOB PLACEMENT				0
UNIVERSITY OF SOUTHERN CALIFORNIA				0
WORKFORCE CONNECTION				0

**PART 2**  
**FULL-TIME VACANCIES**  
**Period 8/1/2022- 7/31/2023**

Job Title	Date Posted	# of Interviewees	Date Filled	# of people considered
ON AIR TALENT	12/27/2022	2	7/11/2023	2
Name of Source	Address	Contact Person	Phone Number	# of Interviewees Referred
AMERICAN BROADCASTING SCHOOL				0
BRANDMAN UNIVERSITY				0
Business Referral				1
CAL WORKS				0
COS WELCOME CENTER				0
CSET EMPLOYMENT CONNECTION				0
CSET IN VISALIA				0
EDD IN VISALIA				0
EDD WORKFORCE SERVICES				0
EMPLOYMENT CONNECTION (VISALIA)				0
Facebook				0
HEALD COLLEGE CAREER CENTER				0
Indeed				1
In-house				0
INSTITUTE OF TECHNOLOGY CAREER CENTER				0
MANPOWER				0
MILAN INSTITUTE CAREER CENTER				0
ON-AIR JOB AD				0
OWENS VALLEY CAREER DEVELOPMENT CENTE				0
PORTERVILLE COLLEGE WORKFORCE				0
PORTERVILLE SHELTERED WORKSHOP				0
PROTEUS INC. IN VISALIA				0
Reedley College & Madera & Oakhurst Centers				0
SAN JOAQUIN VALLEY COLLEGE				0
STATION WEBSITES				0
State of California (EDD)				0
TULARE COUNTY EMPLOYMENT CONNECTION				0
TULARE COUNTY OFFICE OF EDUCATION				0
TULARE-KINGS HISPANIC CHAMBER				0
UNIVERSITY OF PHOENIX JOB PLACEMENT				0
UNIVERSITY OF SOUTHERN CALIFORNIA				0
WORKFORCE CONNECTION				0

EEO Interviews  
August 1, 2022 - July 31, 2023

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**Job Opening - ON AIR TALENT KJUG**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>	<b>Hired (yes/no)</b>	<b>Date hired</b>
Larry	2/6/2023	Indeed	Rik	YES	6/12/2023
Jason	5/17/2023	referral	Rik	NO	

**Job Opening - Traffic Coordinator**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>	<b>Hired (yes/no)</b>	<b>Date hired</b>
Jessica	5/17/2023	Facebook	Bill & JoAnna	YES	5/26/2023
Yasmin	5/17/2023	Indeed	no show	NO	
Ray	5/17/2023	inhouse	Bill & JoAnna	NO	

**Job Opening - Promotions/Street Team**

<b>Interviewee Name</b>	<b>Date of Interview</b>	<b>Recruitment Source</b>	<b>Interviewed By</b>	<b>Hired (yes/no)</b>	<b>Date hired</b>
Thomas M	6/8/2023	In House	Bill	Yes	6/8/2023
Brendan S	6/28/2023	Indeed	Bill	No	
Jayden C	6/28/2023	Indeed	Bill	No	
Jesus P	6/19/2023	Indeed	Bill	No	
Aria S	6/19/2023	Indeed	Bill	No	

**PART 3**  
**SUPPLEMENTAL RECRUITMENT INITIATIVES**  
**8/1/2022-7/31/2023**

**Activity #1** **Date:** 8/1/22-7/31/23

**Description** Sexual Harassment Training  
**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 Compli. There is also a separate course just for managers. This course consists of minimum 2 hours of training and a test. This training is renewed on an annual basis for all employees.

**Activity #2** **Date:** 8/1/22-7/31/2023

**Description** Recruitment Sources Notification  
**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 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:** 9/11/2022

**Description** 9/11 Blood Drive  
**Host/Sponsor** Tulare Veterans Memorial Building  
**Participating Staff** All Station On-Air Talent

**Description of Activity and level of Station Participation**  
 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.

**Activity #4** **Date:** 7/16/2023

**Description** Emergency Blood Drive  
**Host/Sponsor** Momentum Broadcasting Studios  
**Participating Staff** All Station On-Air Talent

**Description of Activity and Level of Station Participation**  
 Momentum Broadcasting held a one day emergency blood drive to assist the Blood Bank. Blood reached a crisis situation where emergency victims in need of blood were being re-directed out of the region due to a shortage of blood.

**Activity #5** **Date:** 8/6/2022

**Description** Stuff the Bus  
**Host/Sponsor** Momentum Broadcasting at Walmart  
**Participating Staff** All Station On-Air Talent

**Description of Activity and Level of Station Participation**  
 Momentum Broadcasting promoted and collected school supplies for at need students in the Visalia Unified School District

**Activity #6** **Date:** 11/26-27/2022

**Description** Foodlink  
**Host/Sponsor** Momentum Broadcasting at Walmart  
**Participating Staff** All Station On-Air Talent

**Description of Activity and Level of Station Participation**  
 Momentum Broadcasting in conjunction with Foodlink of the South Valley promoted and collected food stuffs to be turned over to Foodlink, along with cash donations to assist in the purchase of additional food that is then distributed by Foodlink into the needy community during the Thanksgiving and Christmas holidays.

**Activity #7****Date:** Date

10/6/2022

<b>Description</b>	KJUG-FM Girls & Guitars
<b>Host/Sponsor</b>	KJUG-FM
<b>Participating Staff</b>	All Staff

**Description of Activity and level of Station Participation**

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.

**RECRUITMENT INITIATIVES**  
Part 4

<b>Activity #8</b>		<b>Date: 6/28/2023</b>
<b>Description:</b>	Internship	
<b>Preparer:</b>	Bill L	
<b>Host/Sponsor:</b>	Momentum Broadcasting	
<b>Participating Staff:</b>	Rik M, Randy H, Mike O, Mike P, Colin J	
Bill L, Joanna L, all 4 sales AE's David, Amy, Tracy, O.G.		
<b>Description of Activity and level of Station Participation:</b>		
Intern was taken through all positions in a radio station at length. He was in studio for on-air broadcast, took a turn at commercial editing, worked in the business department, and went out with the sales department on a series of calls with different advertisers. This is the same program we year when we brought Thomas M. in		

<b>Activity #9</b>		<b>Date: 6/28/2023</b>
<b>Description:</b>	Internship	
<b>Preparer:</b>	Bill L	
<b>Host/Sponsor:</b>	Momentum Braodcasting	
<b>Participating Staff:</b>	Rik M, Randy H, Mike O, Mike P, Colin J, Bill L, Joanna L, David,	
Amy, Tracy, OG		
<b>Description of Activity and level of Station Participation:</b>		
Intern was scheduled through all the positions in a radio station. Studio, production, business department, and out with all of Momentum's AE's to visit different clients.		

Rec Initiatives  
Part 5

<b>Activity: Job Fair</b>		<b>Date: Sep 8, 2022</b>
<b>Description:</b>	Kings County Annual Job Fair	
<b>Preparer:</b>	Rik M	
<b>Host/Sponsor:</b>	Kings County	
<b>Participating Staff:</b>	Rik M	
<b>Description of Activity and level of Station Participation:</b>		
Rik, Program Director attended and manned the Momentum booth during the during the event, and discussed three sales account executive positions with attendees, outlined hiring practices, and distributed hand-outs to guide prospective applicants to the application process.		
In addition to Momentum Broadcasting, more than 50 additional employers and organizations attended for recruitment purposes, including Amazon, Harris Farms, California Dairies, H&R Block, CSET, New York Life, California Department of Corrections and Rehabilitation, Workforce Investment Board, T-Mobile, Del Monte Foods, Adventist Health, Tachi Palace, the City of Hanford, Fresno County Sheriff's Department, Jobconnect, and others.		

<b>Activity: TULARE COUNTY JOB FAIR</b>		<b>Date: September 14, 2022</b>
<b>Description:</b>	Job Fair	
<b>Preparer:</b>	Bill L	
<b>Host/Sponsor:</b>	Workforce Investment Bureau	
<b>Participating Staff:</b>	Bill L	
<b>Description of Activity and level of Station Participation:</b>		
The Tulare County Job Fair, put on by the Workforce Investment Bureau happened September 14th, from 9am to 12noon, and was attended to by Bill, General Manager of Momentum Broadcasting.		
This job fair, more than any to date brought out potential candidates for the radio station, including people in the entertainment industry. We had several positions that were either opening, or expected to open soon, and we talked with easily a dozen prospects at the event. We provided them with a one sheet that explained the best way to go about keeping up-to-date on what jobs are available, and the way that interested parties can apply for positions.		

<b>Activity: Career Day</b>		<b>Date: Oct 17, 2022</b>
<b>Description:</b>	Career Fair	
<b>Preparer:</b>	Randy H	
<b>Host/Sponsor:</b>	Mt Witney School	
<b>Participating Staff:</b>	Randy H	
<b>Description of Activity and level of Station Participation:</b>		
TALKED TO SEVERAL CLASSES ABOUT RADIO AND COMMUNICATIONS.		
THERE WERE WELL OVER 100 STUDENTS THAT WE PRESENTED TO AND OVER 350 THAT ATTENDED.		

<b>Activity: Career Day</b>		<b>Date: Oct 17, 2022</b>
<b>Description:</b>	Career Fair	
<b>Preparer:</b>	Mike O	
<b>Host/Sponsor:</b>	Misson Oak High School	
<b>Participating Staff:</b>	Mike O	
<b>Description of Activity and level of Station Participation:</b>		
TALKED TO SEVERAL CLASSES INCLUDING THE JUNIOR AND SENIOR CLASSES ABOUT RADIO.		
GAVE THEM INSIGHT ABOUT WHAT CLASSES TO TAKE IN COLLEGE , SUCH AS MUSIC AND VIDEO		

<b>Activity: Career Day</b>		<b>Date: May 16, 2023</b>
<b>Description:</b>	Career Day	
<b>Preparer:</b>	Randy H	
<b>Host/Sponsor:</b>		
<b>Participating Staff:</b>	Randy H	
<b>Description of Activity and level of Station Participation:</b>		
Lindsay California career day, saw approximately 300 students within a 2-hour period gave out at least that many business cards and flyers. Talk to many kids about getting into radio and doing summer internships.		
This was May 16th 2023		

<b>Activity: Visalia High School Career Day</b>		<b>Date: May 23, 2023</b>
<b>Description:</b>	Career day	
<b>Preparer:</b>	Randy H	
<b>Host/Sponsor:</b>	Mount Whitney High School	
<b>Participating Staff:</b>	Randy H	
<b>Description of Activity and level of Station Participation:</b>		
Visalia High School's career day		
Saw over a thousand kids between 3:30 and 5:00 p.m. with all of Visalia High School's attending including El Diamante Mount Whitney Golden West and the other outline schools.		
Gave away all of our flyers and business cards talk		
to many kids that seemed very interested in are jobs that we had available and seasonal internships..		

<b>Activity: TULARE YOUTH JOB FAIR &amp; CAREE</b>		<b>Date: May 24, 2023</b>
<b>Description:</b>	Job Fair & Career Expo	
<b>Preparer:</b>	Mike O	
<b>Host/Sponsor:</b>	Tulare Joint Union High School District & the Workforce Investment Board of Tulare Co	
<b>Participating Staff:</b>	Mike O	
<b>Description of Activity and level of Station Participation:</b>		
Tulare Joint Union High School District & the Workforce Investment Board of Tulare		
County presenting career opportunities and employers on-site. I presented for		
Momentum Broadcasting, presenting our current openings and how to apply for them.		