

EEO PUBLIC FILE REPORT JULY 21, 2020

Central Valley Broadcasting Co., Inc. the licensee of KAMB FM (Facility Number 34427) is a religious broadcaster as defined by the Federal Communications Act. (See Section 47 CFR 73.2080 ©(1) – Review of the Federal Communication Commission’s Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rod. 24018 (2002). As a religious broadcaster, Central Valley Broadcasting has established a religious qualification policy for all employee positions. In accordance with the FCC’s rules, Central Valley Broadcasting makes a reasonable, good faith effort to recruit applicants without regard to race, color, national origin or gender from among those applicants who are qualified for employment based on their religious affiliation. Listed below are the full-time vacancies filled during this responding period with appropriate supporting data.

EEO PUBLIC FILE REPORT

For the 12 month Period Ending July 21, 2020

Prepared by: Central Valley Broadcasting
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
<i>KAMB</i>	<i>34427</i>	<i>Class B FM</i>	<i>Merced, CA</i>	<i>N/A</i>

The station had two full time job openings during the 12 month period ending July 21, 2020

A. The following is a list of all vacancies for full time or part time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
<i>Morning Show Host</i>	<i>July 21, 2017</i>	<i>N/A</i>
<i>Director of Development</i>	<i>July 21, 2019</i>	<i>N/A</i>

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact</u>	<u>Phone</u>
<i>Celebration Radio On Air Announcement</i>	<i>90 E. 16th St., Merced, Ca.</i>	<i>Dave Benton</i>	<i>(209) 723-1015</i>
<i>Celebration Radio Website</i>	<i>CelebrationRadio.com</i>	<i>Lynne Gregory</i>	<i>(209) 723-1015</i>
<i>Audience Development Group</i>	<i>100 Grandville, SW, Suite 203 Grand Rapids, MI 49503</i>	<i>Brian Wright</i>	<i>(616) 940-8309</i>
<i>Linkedin</i>	<i>Linkedin.com</i>		
<i>Facebook</i>	<i>Facebook.com</i>		
<i>HisAir.Net</i>	<i>Hisair.net</i>		
<i>Indeed</i>	<i>Indeed.com</i>		
<i>Zip Recruiter</i>	<i>ZipRecruiter.com</i>		

C. The following is a list of the services for full and part time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

<u>Job Title</u>	<u>Recruitment Source</u>
<i>None</i>	<i>N/A</i>

D. During the previous 12 months, there were 3 individuals interviewed for full-time vacancies.

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
<i>Indeed</i>	<i>1</i>
<i>Zip Recruiter</i>	<i>1</i>
<i>CelebrationRadio.com</i>	<i>1</i>

E. During the previous 12 months, the station employment unit engaged in the following:

1. Community Events:

KAMB participated in a number of community events in which our Staff was able to inform interested members of the public about jobs (both paid and volunteer) in broadcasting. These events included:

*Micah Tyler & Caitie Hurst Concert – August 10, 2019
Jessica’s House Golf Tournament – October 14, 2019
Alpha Pregnancy Help Center Annual Gala – November 7, 2019
Central Presbyterian Church Craft Fair – December 7, 2019
TobyMac Hits Deep Tour – February 14, 2020*

2. Mentoring Program:

Two volunteer on-air hosts, (one from 2011-ongoing and the other from 2018-Nov 2019), have supplemented our Staff and gained experience in radio announcing through the current reporting period. These individuals served on a part-time basis and were heard weekly on regularly scheduled weekend air shifts and helped with live broadcasts. Our volunteers each received ongoing professional talent coaching and production instruction.

3. Other Outreach Initiatives:

Our Staff also conducted several station tours and used these onsite opportunities to explain various aspects of broadcasting at the local level and discuss opportunities to obtain further education and training for jobs in broadcasting.

Name of Respondent: Tim Land
Title: General Manager
Date: July 21, 2020
Telephone Number: (209) 723-1015