

EEO PUBLIC FILE REPORT JULY 21, 2023

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, 2023*

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, 2023

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>Donor Development Director</i>	<i>July 7, 2022</i>	<i>N/A</i>
<i>Administrative Assistant</i>	<i>December 5, 2022</i>	<i>January 6, 2023</i>
<i>General Manager</i>	<i>February 23, 2023</i>	<i>March 24, 2023</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>HisAir.net</i>	<i>His Air Media 37327 Lakeshore Ave Prairieville, LA 70769</i>	<i>n/a</i>	<i>Online</i>
<i>CMBOnline.org</i>	<i>Christian Music Broadcasters PO Box 241871 Little Rock, AR 72223</i>	<i>n/a</i>	<i>Online</i>
<i>AllAccess.com</i>	<i>All Access Music Group PO Box 6587 Malibu, CA 90264</i>	<i>n/a</i>	<i>Online</i>
<i>CelebrationRadio.com</i>	<i>Central Valley Broadcasting 90 E 16th St Merced, CA 95340</i>	<i>Lynne Gregory</i>	<i>209-723-1015</i>
<i>merced.jobspeaker.com</i>	<i>Merced College 3600 M Street Merced, CA 95348</i>	<i>n/a</i>	<i>Online</i>
<i>Fall Job Fair</i>	<i>Merced College 3600 M Street Merced, CA 95348</i>	<i>Luciano Gonzalez</i>	<i>209-384-6053</i>
<i>app.joinhandshake.com</i>	<i>UC Merced, Merced CA CA State University Stanislaus, Turlock CA Fresno Pacific University, Fresno CA Sacramento State University, Sacramento CA Fresno State University, Fresno CA Merced College, Merced CA</i>	<i>n/a</i>	<i>Online</i>
<i>LinkedIn</i>	<i>Tim Land's LinkedIn Page</i>	<i>Tim Land</i>	<i>209-723-1015</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>Administrative Assistant</i>	<i>KAMB On-Air Announcements</i>
<i>General Manager</i>	<i>KAMB Website</i>

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

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
<i>KAMB On-Air / Website</i>	<i>8</i>
<i>HisAir.Net</i>	<i>1</i>
<i>LinkedIn</i>	<i>1</i>
<i>Referrals</i>	<i>3</i>

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:

True Love Christian Music & Art Festival, Aptos – July 30, 2022
Marriage Date Night at First Baptist Church, Merced- September 9, 2022
Boardwalk Beach Blitz, Santa Cruz- September 9-10, 2022
Jordan Feliz Concert, Clovis- September 17, 2022
Hunter Farms Vendor Fair, Merced- October 1, 2022
Open Cockpit Day, Merced – October 8, 2022
The Bulls, Barrels & Kids Rodeo, Merced – October 8, 2022
Coats for Hope, Merced- Oct 1st- Nov 5, 2022
Merced College Job Fair – November 17, 2022
Gateway Church Event, Merced- February 19, 2023
Gaither Vocal Band Concert, Fresno- March 16, 2023
Jason Crabb Concert, Ceres- March 18, 2023
Zach Williams Concert, Fresno- March 25, 2023
Spirit West Coast, Stockton- June 9, 2023
Yogolicious, Atwater- June 20, 2023
Yogolicious, Turlock- June 21, 2023

2. Mentoring Program:

Three volunteer on-air hosts, (one from Nov 2020-ongoing, one from Feb 2021-ongoing, and one from Feb 2022-ongoing), 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: Christopher Grant

Title: General Manager

Date: July 21, 2023

Telephone Number: (209) 723-1015