

Annual EEO Public File Report Form
MonsterMedia, LLC
KLJZ-FM & KCYK-AM

June 1, 2019 – May 31, 2020

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KLJZ-FM & KCYK-AM, and has been placed in the public inspection files of these stations and posted on the appropriate websites.

The information contained in the Report covers the time period beginning June 1, 2018 to and including May 31, 2019 (the “Application Period”).

The FCC’s 2002 EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

**EEO Public File Report
KLJZ 93.1 FM & KCYK 1400-AM
Yuma, AZ 85364
June 1, 2019 – May 31, 2020**

JOB TITLE	NAME OF PERSON HIRED	NUMBER OF PERSONS INTERVIEWED	DATE FILLED	RECRUITMENT SOURCES OF HIRE
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There were no new hires for full time positions during this reporting period.

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KLJZ 93.1-FM & KCYK 1400-AM
Yuma, Arizona 85364
June 1, 2019 – May 31, 2020**

List of Recruitment Sources

Ian McGaughey
City Manager
P. O. Box 638
Somerton, AZ 85350
928-627-2058

Donna Lay
AWC Career & Advisement Services
P.O. Box 929
Yuma, AZ 85366-0929
928-344-7604

Dave Riek, GM
KAWC
P.O. Box 929
Yuma, AZ 85366-0929
928-344-4210

Fernando Quiroz
American Beginnings
P.O. Box 110
Yuma, AZ 85366
928-783-5794

John Morales, Director
Yuma Private Industry Council
3834 West 16th St
Yuma, AZ 85364
928-329-0990

The Sun Classified
Gladys Chairez
2055 Arizona Avenue
Yuma, AZ 85364
928-783-3333

Arturo Magana, Regional Coordinator
Chicanos por la Causa
P.O. Box 2837
Somerton, AZ 85350
928-627-2042

Goodwill of Central Arizona
San Juana Macias
3097 South 8th Ave
Yuma, AZ 85364

Monster.com
Facebook.com
Twitter.com
Indeed.com

Marisela Alvarado
PPEP Inc
PO Box 2089
San Luis, AZ 85349
928-627-8050

American Broadcasting School
4511 Southeast 29th Street
Oklahoma City, OK 73115
405-672-6511

American Broadcasting School
Michelle McConnell
712 North Watson Road Suite 200
Arlington, TX 76011
817-695-2474

American Graduate School
Thunderbird Campus
15249 North 59th Ave
Glendale, AZ 85306
602-978-7244

American Institute of Technology
Attn: Jim Larwood
440 South 54th Ave
Phoenix, AZ 85043
602-233-2222

Brookland College
2445 W Dunlap Road
Phoenix, AZ 85021-5820
602-242-6265
623-849-8208

Grace Worley
Arizona DES
3780 S 4th Ave, Ste. C1
Yuma, AZ 85364
928-247-8760

KLJZ & KCYK
Radio Stations
949 S. Avenue B
Yuma, AZ 85364
www.monstermediayuma.com
928-782-4321

Employee Referral

MonsterMedia, LLC
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Job Fairs:

September 28, 2019

Location: Yuma Civic Center & Convention

9:00am – 1:00pm

Station representatives: Janice Ramirez, Marketing Executive and Anita Maude, Business Manager, Jennifer Blackwell, Traffic/Operations Manager, and Theresa Straub, Sales Assistant/Production

Event: Yuma County Chamber of Commerce Community Expo

MonsterMedia was a Media Sponsor and had a booth at the Community Expo. This was a collaborative Expo for Yuma County with several civic organizations working together to provide job and educational opportunities for the Yuma community. Our radio stations employees were present at the event, answering questions, helping community members navigate possible careers in radio and discussed what it takes to be successful in this ever-changing industry, as well as taking interest forms from attendees.

October 1, 2019

Location: Gila Ridge High School

5:30pm – 7:30pm

Station representatives: Jennifer Blackwell, Traffic/Operations Manager Manager and Anita Maude, Business Manager

Event: Yuma Union High School District; College, Career and Military Fair

MonsterMedia had a booth at the fair. We provided job applications, took resumes and answered questions about careers in radio and electrical engineering.

October 2, 2019

Location: Yuma Civic Center

9:00am – 1:00pm

Station representatives: Janice Ramirez, Marketing Executive and Anita Maude, Business Manager

Event: Yuma Community Job & Education Fair sponsored by AZ@Work

MonsterMedia had a booth at the fair. This was a collaborative job fair for Yuma County with several civic organizations working together to provide job opportunities for Yuma job seekers. Our radio stations had a booth at the event, answering questions and giving advice on how to pursue a career in radio and what it takes to be successful in the ever-changing industry, as well as giving out job applications, and taking resumes.

October 16, 2019

Location: San Luis Learning Center

12:00pm – 3:00pm

Station representatives: Janice Ramirez, Marketing Executive and Anita Maude, Business Manager

Event: Transfer and Career Expo, for Arizona Western College.

MonsterMedia had a booth at the fair. We provided job applications, took resumes and answered questions about careers in radio and electrical engineering.

November 12, 2019

Location: Arizona Western College

10:00am – 1:00pm

Station representatives: Janice Ramirez, Marketing Executive and Anita Maude, Business Manager

Event: Arizona Western College's Transfer and Career Expo:

Monster Media was present at the AWC Transfer and Career Expo to provide students with career information, potential internship, volunteer, and employment opportunities.

MonsterMedia had a booth at the fair. We provided job applications, took resumes and answered questions about careers in radio.

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Educational Outreach:

January 29, 2020– Theresa Straub, Sales/Production Assistant presented at the OC Johnson Elementary School, 21st Century Career Exploration Class, on radio broadcasting. Theresa spoke to Mrs. Bernel’s 4th grade class about MonsterMedia, Yuma’s only locally owned radio stations, KCYK – AM and KLJZ –FM and job opportunities in radio. She dispelled the idea that the only job in radio is to be a DJ or radio personality and expressed that in our industry, especially in Yuma, that there is a demand for electrical and radio engineers. She talked about the importance of accurate journalism and that those skills could be learned in Yuma by attending the local community college and transferring to one of the universities available in our small community. Theresa also went into detail about how radio broadcasting works and the process of getting a sound transmission on a radio. She also discussed that the way a radio station makes revenue is through the commercials aired on the station. Another element of broadcast radio is the production of these commercials. As part of the 21st Century Career Exploration Class, students had the opportunity to “interview” Theresa and ask questions about the possible careers in radio broadcasting. Theresa expressed the importance of attending programs like CTE, STEAM and STEM to help students grow in areas that will support the necessary skills to work in radio.

February 15, 2019 – Jennifer Blackwell, Operations Manager/Traffic Manager and Theresa Straub Sales/Production Assistant were awarded Yuma’s Best for the Today in Yuma show for the second year in a row. Jennifer and Theresa’s weekday, one hour show primarily focuses on providing a platform for local non-profits and local organizations to share information relevant to the Yuma community. Jennifer and Theresa also share caveats periodically that highlight radio broadcasting elements and what is needed to run a successful broadcast.

March 5, 2020 - Jennifer Blackwell, Operations Manager/Traffic Manager, Theresa Straub Sales/Production Assistant, Janice Ramirez, Marketing Executive and Anita Maude, Business Manager participated in the Rally on Main hosted by the Caballeros de Yuma. MonsterMedia provided music for the event and fielded and answered many questions about broadcasting, production, advertising and more.

March 6 & 7, 2020 - Jennifer Blackwell, Operations Manager/Traffic Manager, Theresa Straub Sales/Production Assistant and Anita Maude, Business Manager took part in the annual Midnight at the Oasis event hosted by the Caballeros de Yuma. Jennifer and Theresa were the emcees for the live performances throughout the two day event. During the breaks the staff took the opportunity to talk to guests and visitors about broadcasting and the different types of jobs in broadcasting.

Exhibit No. 1B

**MonsterMedia, LLC
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Narrative Statement:

During the 2018/2019 reporting period, MONSTERMEDIA, LLC had no fulltime positions vacant and had no need to fill this position meeting the Federal Communication Commission §73.2080 Equal employment opportunities (EEO) requirements. MONSTERMEDIA, LLC does not discriminate applicants for employment because of race, color, religion, national origin, or sex when attempting to fill any full time positions and recruits through widely disseminated resources, to include resources to organizations that distribute information about employment to job seekers, as well as meeting all employment opportunity requirements.

Over the course of the last two year reporting period, MONSTERMEDIA, LLC completed numerous Job Fairs to inform the public of broadcasting employment opportunities, as well as participation in local programs promoting outreach.

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Training Programs:

Training programs are designed to enable station personnel to acquire skills that have the potential for advancement within the organization.

Marketing Assistants at our radio stations are trained in commercial production for clients as well as station promos, liners and imaging segments. This training helps the individual to develop a professional ear for quality sound (whether it be a commercial or on-air programming).

Marketing Assistants are trained to prioritize their production based on client: approvals, needs, and actual air dates.

They are trained to utilize the Adobe Audition System, as well as the DadPro on air systems.

Marketing Assistants also train with the Traffic Department on entering advertising time orders.

Operations Manager/Traffic Manager is trained to enter Traffic and Client orders in the DeltaFlex system as well as meeting the needs of industry standards as systems migrate with updated OSI.

Marketing Assistant and Operations Manager continue to train on website development and knowledge integration with the current platform and continuously work on the website making improvements and daily updates.

Account Executives utilize programs provided by the Arizona Broadcast Associates as well as other local programs for Media Sellers. Webinars and online training platforms used are:

- RAB: Radio vs. Work Status
- RAB: COVID-19 Impact on KHTS
- RAB: Role as Personality Influencers
- RAB: Senior Leadership Focus 2020
- All Access: WEB DIY Industry
- All Access: Everyone Home, No Radio Podcast
- All Access: Mochella idea (virtual event idea)
- All Access: 12 Easy Ways to Support Local Businesses
- All Access: How Brand Loyalty has Changed
- ABA: New Consumer Research in the COVID-19 Era
- Yuma Chamber of Commerce: Chamber Lunch and Learn 04/22/20
- Yuma Chamber of Commerce: Chamber Lunch and Learn 04/29/20
- 05/27/20 RAB: Webinar: The Impact on Radio Listeners During COVID-19

Business Manager is regularly training on QuickBooks modules and has attended several webinar trainings as a means to develop best practices for the stations.

- 10/10/19 – Equifax – I-9 Webinar
- 04/09/20 – ABA Pillsbury CARES ACT webinar
- 04/15/20 – Enough, COVID-19 Survival Guide for Media Sellers , Swagger Institute and P1 Learning

On-Air Announcements:

Both radio stations, also keep the local community informed with local breaking news and events with its on-air announcements.