

Federal Communications Commission Washington, D.C. 20554  Approved by OMB 3060-0113 (March 2003)  <b>FCC 396</b>	FOR FCC USE ONLY
<b>BROADCAST EQUAL EMPLOYMENT          OPPORTUNITY PROGRAM REPORT</b> (To be filed with broadcast license renewal application)  Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. - 20050722ABF

**Section I**

Legal Name of the License MORONGO BASIN BROADCASTING CORPORATION		
Mailing Address 6448 HALLEE ROAD SUITE 5		
City JOSHUA TREE	State or Country (if foreign address) CA	Zip Code 92252 -
Telephone Number (include area code) 7603668471	E-Mail Address (if available) CINDYD@KCDZFM.COM	
Facility ID Number 43811		Call Sign KCDZ
<b>TYPE OF BROADCAST          STATION:</b> (if applicable)	<b>Commercial Broadcast Station</b> <input checked="" type="checkbox"/> Radio <input type="checkbox"/> TV <input type="checkbox"/> Low Power TV <input type="checkbox"/> International	<b>Noncommercial Broadcast Station</b> <input type="checkbox"/> Educational Radio <input type="checkbox"/> Educational TV

<b>Application Purpose</b> <input checked="" type="checkbox"/> New Program Report <input type="checkbox"/> Amendment to Program Report	
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List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

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### Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KCDZ	43811	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	TWENTYNINE PALMS, CA	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

### CONTACT PERSON IF OTHER THAN LICENSEE

Name RICHARD S. BECKER		Street Address 7128 FAIRFAX ROAD	
City BETHESDA	State MD	Zip Code 20814-	Telephone Number 3019869005

### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?  Yes  No

If so, please provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.** This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent CYNTHIA M. DAIGNEAULT
Title PRESIDENT/GENERAL MANAGER	Telephone No. (include area code) 7603668471
Date 7/21/2005	

**The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.**

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: CYNTHIA M. DAIGNEAULT	Title: PRESIDENT/GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember – you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13; OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

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**Attachment 2**

Description
EEO Public File Report

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**Attachment 3**

Description
Narrative Statement

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**Exhibit 2**

MORONGO BASIN BROADCASTING  
EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

Report of August 1, 2003

Policy: It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in the small market category and employs 6 full time people.

Vacancies: There were no full time job vacancies or new hires during the past 12 months.

Outreach efforts: Even when we have no vacancies, our company is very active in educating people about career opportunities in the broadcast industry. In the past year our management and staff have taken part in the following:

Our Program/News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester long with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and write a resume. Our PD then helps students with referrals to stations in the area looking for employees. The class is a mix of high school age and adults.

Job Shadowing: In the past 12 months we have had 8 students “job shadow” our staff to introduce them to the business of broadcasting. These students are from the local High Schools.

Career Day: Our Operations Director participated in local career days at 29 Palms High School and Yucca Valley High School.

MORONGO BASIN BROADCASTING  
EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

Report of August 1, 2004

Policy: It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in the small market category and employs 6 full time people.

Vacancies: There were no full time job vacancies or new hires during the past 12 months.

Outreach efforts: Even when we have no vacancies, our company is very active in educating people about career opportunities in the broadcast industry. In the past year our management and staff have taken part in the following:

Our Program/News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester long with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and write a resume. Our PD then helps students with referrals to stations in the area looking for employees. The class is a mix of high school age and adults.

Job Shadowing: In the past 12 months we have had 10 students “job shadow” our staff to introduce them to the business of broadcasting. These students are from the local High Schools.

Career Day: Our Operations Director participated in local career days at 29 Palms High School and Yucca Valley High School.

Paid Internship: For three months (May-July) we hired a paid intern to help in our news department so she could hone here skills before moving into a bigger market. She was able to secure a job in the Palm Springs market.

**Exhibit 3**

MORONGO BASIN BROADCASTING  
EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

Narrative Report, July 1, 2005

**Policy:** It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in the small market category and employs 6 full time people.

**Vacancies:** There was one full time job vacancy during the past 12 months.

**Recruitment:** During the past two years we have had one full time job vacancy in our sales department

We recruited from the following sources:

Want Ads in the Hi Desert Star and Desert Trail (local newspapers)

Want Ads in the Military paper "The Observation Post"

On air announcements which included our EEO statement

Recruitment through the community college Job Development Department

Recruitment through the local Marine Base Job Development Department (caters to female military dependents)

In all, there were 17 inquiries, 14 of which were women, three were minorities.

Instead of hiring one sales person, we hired two due to the quality of applicants. One was Hispanic, and one was female.

Outreach efforts: Even when we have no vacancies, our company is very active in educating people about career opportunities in the broadcast industry. In the past two years our management and staff have taken part in the following:

Our Program/News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester long with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and write a resume. Our PD then helps students with referrals to stations in the area looking for employees. The class is a mix of high school age and adults.

Job Shadowing: In the past 2 years we have had 22 students “job shadow” our staff to introduce them to the business of broadcasting. These students are from the local High Schools.

Career Day: Staff participates annually in local career days at 29 Palms High School and Yucca Valley High School.

Community College: Job vacancies notices are given to the Job Development Director at the local Community College.

Marine Base: We keep in constant communication with the Job Development Director at the local Marine Base (emphasis is on wives and dependents) to recruit eligible applicants.

MORONGO BASIN BROADCASTING  
EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

Narrative Report, July 1, 2006

Policy: It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in the small market category and employs 9 full time people.

Vacancies: There was one full time vacancy during the past 12 months.

Recruitment: During the past two years, we had 1 full time job vacancy for our sales department.

We recruited from the following sources:

Want ads in the Hi Desert Star and Desert Trail (local newspapers)

Want ads in the military paper, "The Observation Post"

On air announcements which included our EEO statement

Recruitment through the community college Job Development Department

Recruitment through the local Marine Base Job Development Department (caters to female military dependents)

In all, there were 17 inquiries, 12 of which were women minorities.

We hired one salesperson and created a new position, Account Coordinator to support sales staff. One is a Hispanic female, and one female.

Outreach efforts: Even when we have no vacancies, our company is very active in educating people about career opportunities in the broadcast industry. In the past two years our management and staff have taken part in the following:

Our News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester in length with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and prepare a resume. Our News Director also helps students with referrals to stations in the area looking for employees. The class is a mix of ages from high school to senior citizens.

Job Shadowing: In the past year, we have had 10 students “job shadow” our staff to introduce them to the business of broadcasting. These students are from the local high schools.

Career Day: Staff participates annually in local career days at Twentynine Palms and Yucca Valley high schools.

Community College: Job vacancies are given to the Job Development Director at, Copper Mountain College, our local community college.

Marine Base: We keep in constant communication with the Job Development Director at the local Marine Base (emphasis is on wives and dependents) to recruit eligible applicants.

MORONGO BASIN BROADCASTING  
EQUAL OPPORTUNITY EMPLOYMENT PROGRAM

Narrative Report, July 1, 2007

Policy: It is the policy of our company to hire employees with absolutely no discrimination as to race, sex, religion or physical disability. Our employment base exemplifies this standard. Recruitment and dissemination of job opening information is performed to maximize the prospect of educating and attracting a broad variety of applicants with particular attention given to exposure to minorities and women.

Our company is in the small market category and employs 10 full time people.

Vacancies: There was one full time vacancy during the past 12 months.

Recruitment: During the past two years, we had 1 full time job vacancy for our sales department.

We recruited from the following sources:

Want ads in the Hi Desert Star and Desert Trail (local newspapers)

Want ads in the military paper, "The Observation Post"

On air announcements which included our EEO statement

Recruitment through the community college Job Development Department

Recruitment through the local Marine Base Job Development Department (caters to female military dependents)

In all, there were 65 inquiries, 52 of which were women minorities.

We created a new position, Graphics Coordinator to support all staff. Employee is a female.

Outreach efforts: Even when we have no vacancies, our company is very active in educating people about career opportunities in the broadcast industry. In the past two years our management and staff have taken part in the following:

Our News Director teaches Broadcast Occupations for the Regional Occupation Program through the County of San Bernardino and the Morongo Unified School District. Classes are a semester in length with two semesters that coincide with the local school districts schedule. As a part of the class each student gets hands on training in broadcasting and is then required to make a demo tape and prepare a resume. Our News Director also helps students with referrals to stations in the area looking for employees. The class is a mix of ages from high school to senior citizens.

Job Shadowing: In the past year, we have had 5 students “job shadow” our staff to introduce them to the business of broadcasting. These students are from the local high schools.

Career Day: Staff participates annually in local career days at Twentynine Palms and Yucca Valley high schools.

Community College: Job vacancies are given to the Job Development Director at, Copper Mountain College, our local community college.

Marine Base: We keep in constant communication with the Job Development Director at the local Marine Base (emphasis is on wives and dependents) to recruit eligible applicants.