

EEO PUBLIC FILE REPORT
SMG – TRI CITIES, LLC
 October 1, 2022 – September 30, 2023

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id.	Community of License
KUJ-FM	77777	BURBANK, WA	KALE-AM	63359	RICHLAND, WA
KIOK-FM	12455	RICHLAND, WA			
KEGX-FM	53140	RICHLAND, WA			
KKSR-FM	35717	WALLA WALLA, WA			
KJOX-AM	53139	KENNEWICK, WA			

Recruitment Sources			
Source	Contact	Address	Phone
Station Walk Ins/Referrals	Dan Manella	4304 W 24 TH AVE SUITE 200 KENNEWICK WA 99338 dan.manella@smgnational.com	(509) 783-0783
Career Eco Job Fairs & Job Board Postings	Gena Mitchell	www.careereco.com	(918) 492-2660
Indeed	Dan Manella Gena Mitchell	www.indeed.com	(509) 783-0783 (918) 492-2660
Station Websites	Dan Manella Frank Jaxon	www.power991fm.com www.949thewolf.com www.eagle1065.com www.1340espnradio.com www.1061thebridge.com	(509) 783-0783

Vacancies Filled During Period				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Account Executive	8/16/23	On-Air Advertising
		Indeed	0	0
		Career Eco Job Fairs/Job Boards	2	0
		Total:	5	1

Menu Options

Date	Menu Number	Total Complete	Description
October 1, 2022 - Ongoing	8	1	<p>Market General Manager and members of the Sales Department regularly and actively participates in online industry meetings and seminars designed to educate in skills required to grow their overall skills and enhance their career path, creating opportunities to advance within the company and the broadcast industry.</p> <p>Local Staff participates in weekly VICI Digital webinar sales training and media planning sessions, gaining skills needed to qualify for higher level positions. Each session covers a specific digital advertising and technology solution and product.</p>
October 1 2022 – Ongoing	9	1	<p>Established Station Mentorship Program by creating Format Captains that mentor staff on on-air, programming, promotions, and other duties in their respective format. This program allows the Format Captains to be able to share their expertise and experience mentoring team members to find growth and development opportunities and acquire new skills.</p>
October 1, 2022 - Ongoing	6	.25	<p>Participates in the Career Eco Job Bank with ongoing Full-Time Positions posted for Account Executive & On-Air Positions. This online job board & virtual event platform is free to job seekers & students.</p>
03/15/23	1	.25	<p>Students from Universities across the US that are considered HBCU & Minority Serving Institutions participated in a virtual career fair open to students and alumni interested in a career opportunity. 229 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Positions and On-Air Opportunities.</p>
03/22/23	1	.25	<p>10 Big 12 Schools participating in a virtual career fair open to students and graduates of the participating universities. 911 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales and On-Air positions</p>
04/05/23	1	.25	<p>29, SEC & ACC Schools participated in a virtual career fair open to students and alumni of the participating universities across the US. 2285 Students & Alumni participated in this virtual Career fair where full time opportunities in all our markets were posted for Sales and On-Air Positions.</p>
04/16/23	4	1	<p>Market General Manager attended the 2023 NAB Diversity Symposium held at the NAB 2023 event in Las Vegas, designed to help broadcast organizations develop corporate diversity, equity and inclusion (DEI) strategies and embrace diversity in media and the workplace. The Market manger attended 4 sessions.</p>
05/11/23	1	.25	<p>3 Employees (including two Senior Managers with</p>

			substantial hiring responsibilities) participated in the TC Futures Future Fest Job Fair
05/19/23 05/26/23 06/02/23	8	1	Participated in 3 Part Training on AI Tool Chat GPT where use of AI in the Industry was discussed, how to use AI, when to use AI, what to watch for when using AI for content creation and ads as well as easily creating emails to clients presented to the Sales & Management Team.
06/06/23	4	.25	Market General Manager met with personnel of the Benton-Franklin County Workforce Development Council to discuss broadcast employment opportunities for the members of the community that they serve.
09/13/23	10	.25	Market General Manager participated a guest speaker for the local Boys and Girls Club held at the Radio stations. Spoke to students specifically interested in broadcasting.
Total Menu Options Completed:		5.75	