

EEO PUBLIC FILE REPORT
SMG – TRI CITIES, LLC
 October 1, 2021 – September 30, 2022

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 Steve Dennis, HR	www.careereco.com	(918) 492-2660
Indeed	Dan Manella Steve Dennis	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

NO Vacancies Filled During Period				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	

Menu Options			
Date	Menu Number	Total Complete	Description
October 1, 2021 - Ongoing	8	1	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.

			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.
17-Dec-21	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.
18-Feb-22	4	.25	Market General Manager met with personnel of Educational Service District 123 of Pasco WA to discuss broadcast employment, recruitment, and promotional opportunities.
24-Feb-22	4	.25	Market General Manager met with personnel of the Work Source Columbia Basin to discuss broadcast employment, recruitment, and promotional opportunities.
24-Apr-22	4	1	Market General Manager attended the 2022 NAB Diversity Symposium held at the NAB 2022 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.
30-Jun-22	10	.25	Market General Manager participated a guest speaker at Tri-Tech Skills Center, a division of the Kennewick (Wa) School District. Spoke to students specifically interested in broadcasting and who participate in their student Radio station.
17-Aug-22	4	.25	Market General Manager participated in a Career Development Fair organized by the local Department of Labor WIOA representative.
24-Aug-22	1	.25	3 Employees (including two Senior Managers with substantial hiring responsibilities) participated in a Benton Franklin Corrections Job Fair.
20-Sep-22	4	.25	Market General Manager meets with additional personnel of Educational Service District 123 of Pasco WA to update and follow-up on initiatives and employment opportunities.
10/01/21 – 09/30/22	14	1	2 Manager's completed & passed Preventing Sexual Harassment for Managers & 5 Employees completed & passed Preventing Sexual Harassment for Employees.
03/23/22	1	.25	Attended the Big 12 Virtual Career Fair via Career Eco Virtual Events. 10 Big 12 Universities and 1843 Students & Alumni participated in this virtual career fair where Full Time Opportunities for Sales & On-Air positions were posted for all markets.
04/06/22	1	.25	Attended the SEC & ACC Career Fair via Career Eco Virtual Events. 29 SEC & ACC Universities participated along with 2025 Students & Alumni where Full-Time Opportunities in all markets were

09/19/22	1	.25	posted for Sales & On-Air Positions. Attended the National Collegiate Sales Competition Career Fair via Career Eco Virtual Events. Was open to University Students & Alumni across the country that participate in the national competition. Over 200 Students & Alumni attended this event where Full-Time opportunities were posted for Sales Positions in every Market.
October 1, 2021 - Ongoing	6	.25	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.
Total Menu Options Completed:		5.75	