

EEO PUBLIC FILE REPORT
SMG-SPOKANE, LLC
October 1, 2021 – September 30, 2022

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
KBBD FM	36488	Spokane, WA	KGA AM	11234	Spokane, WA
KDRK FM	11242	Spokane, WA	KJRB AM	11235	Spokane, WA
KEY FM	53147	Cheney WA	KZBD FM	11243	Spokane, WA

Recruitment Sources			
Source	Contact	Address	Phone
On Air Commercials	Brent Phillipy	1601 E 57 th - Spokane WA 99223	(509) 448-1000
Station Websites	Brent Phillipy Kent Jones	www.1039bobfm.com www.937themountain.com www.key101fm.com www.1035thegame.com www.941thebear.com www.1057nowfm.com	(509) 448-1000
All Access	Brent Phillipy	www.AllAccess.com	(509) 448-1000
Radio Online	Bob Thornton	2488 E 81 st Street 57 th floor- Tulsa OK 74137	(918) 492-2660
LinkedIn	Bob Thornton Gena Mitchell	www.linkedin.com	(918) 492-2660
Career Eco Job Fairs & Job Board Postings	Gena Mitchell Steve Dennis, HR	www.careereco.com	(918) 492-2660
Industry Referrals	Bob Thornton	2448 E 81 st Street, Ste 5700 – Tulsa, OK 74137 Bob.thornton@smgnational.com	(918) 492-2660
Employee Referral	Jamie Patrick	1601 East 57 th – Spokane, WA 99223 Jamie.patrick@smgnational.com	509-448-1000

Vacancies Filled During Period				
Position Filled Program Director*	Date Filled 09/21/2022	Source	# of Interviewee(s)	Hired
		Exigent Hire	1	1
			Total: 1	1
Position Filled Account Executive (Sales)	Date Filled 04/01/2022	Source	# of Interviewee(s)	Hired
		On-Air Ads/Station Website	6	1
		Career Eco Job Board/Career Fair	2	0

*exigent hire

		LinkedIn	0	0
		Total:	8	1

Menu Options			
Date	Menu Number	Total Complete	Description
October 1 2021 – Ongoing	9	1	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.
February 4, 2022	10	.25	Jamie Patrick, PD and Morning personality "Q & A" with teens from the "Boys & Girls Club" located at the old Northwood Jr High School. Topics ranged from how to create content to air on a morning radio show, to how we (I) pick the music on the radio station.
October 1, 2021 – Ongoing	9	1	Established Sales Mentorship Program that meets weekly to mentor sales and management personnel on sales, promotions, and education on products. This program allows the members to be able to share their expertise and ideas across other markets and experience mentoring other team members to find growth and development opportunities.
10/01/21 – 09/30/22	14	1	1 Manager completed & passed Preventing Sexual Harassment for Managers & 7 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 posted for Sales & On-Air Positions.
09/19/22	1	.25	Attended the National Collegiate Sales

October 1, 2021 - Ongoing	6	.25	<p>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.</p> <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>
October 1, 2021 - Ongoing	8	1	Weekly Sales Training 30 minutes every Monday covering opportunities and hardware training.*
			Weekly Promotions and Management meetings making sure we are serving in the public interest, and improving communications. *
			Digital training bi-monthly webinars for all Sales Team members on learn how to pitch digital advertising*
			<i>*staff gained skills needed to qualify for higher-level positions</i>
Total Menu Options Completed:		5.25	