

**EEO PUBLIC FILE REPORT**  
**SMG – TULSA, LLC & KXOJ, INC. & KMMY INC.**  
 Dates: 02/01/2022 – 01/31/2023

<b>Station Employment Unit</b>					
<b>Call Sign</b>	<b>Fac. Id.</b>	<b>Community of License</b>	<b>Call Sign</b>	<b>Fac. Id</b>	<b>Community of License</b>
KXOJ	28850	Glenpool, OK	KITO	17034	Vinita, OK
KEOJ	35975	Caney, KS	KGND-AM	17035	Vinita, OK
KMYZ	59979	Pryor, OK	KYAL-AM	35974	Sapulpa, OK
KTSO	35976	Sapulpa, OK	KYAL-FM	35141	Muskogee, OK
KCFO	22665	Tulsa, OK			

<b>Recruitment Sources</b>			
<b>Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>
LinkedIn	Gena Mitchell Bob Thornton	<a href="http://www.linkedin.com">www.linkedin.com</a>	918-492-2660
Indeed	Steve Dennis, HR	<a href="http://www.indeed.com">www.indeed.com</a>	918-492-2660
Station Websites	Bob Thornton	<a href="http://www.KXOJ.com">www.KXOJ.com</a> <a href="http://www.edgetulsa.com">www.edgetulsa.com</a> <a href="http://www.KTSO.com">www.KTSO.com</a>	918-492-2660
Career Eco Job Fairs & Job Board Postings	Gena Mitchell Steve Dennis, HR	<a href="http://www.careereco.com">www.careereco.com</a>	918-492-2660
Facebook	Tommy Gray	<a href="http://www.facebook.com">www.facebook.com</a>	918-492-2660
Walk-In/Phone	Steve Dennis, HR	2448 E 81 <sup>st</sup> Street, Ste 5700, Tulsa, OK 74137	918-492-2660
On-Air Ads/Jobs Email/Inside Radio	David Stephens	<a href="http://www.insideradio.com">www.insideradio.com</a> <a href="mailto:jobs@smgnational.com">jobs@smgnational.com</a> 2448 E 81 <sup>st</sup> Street, Ste 5700, Tulsa, OK 74137	918-492-2660
Referral	Adam Akins	In House Agency – Referral	918-488-8557

<b>Vacancies Filled During Period</b>				
<b>Position Filled:</b>	<b>Date Filled</b>	<b>Source</b>	<b># of Interviewee(s)</b>	<b>Hired</b>
Business Manager	02/16/22	Linked In	3	1
		Indeed	2	0
		<b>Total:</b>	<b>5</b>	<b>1</b>
Director of Sales (National Sales Manager)	06/01/22	Linked In	2	0
		Inside Radio	4	1
		<b>Total:</b>	<b>6</b>	<b>1</b>
General Manager (Market Manager)	06/20/22	Inside Radio	4	1
		Indeed	2	0
		Linked In	2	0
		<b>Total:</b>	<b>8</b>	<b>1</b>

<b>Position Filled:</b>	<b>Date Filled:</b>	<b>Source</b>	<b># of Interviewee(s)</b>	<b>Hired</b>
Account Executive (Sales)	07/11/22	Indeed	1	0
		Linked In	0	0
		On-Air Ads/Jobs Email	4	1
		Career Eco Job Boards/Career Fairs	1	0
		<b>Total: 6</b>	<b>1</b>	
<b>Position Filled:</b>	<b>Date Filled:</b>	<b>Source</b>	<b># of Interviewee(s)</b>	<b>Hired</b>
Account Executive (Sales)	07/11/22	Indeed	1	0
		Linked In	0	0
		On-Air Ads/Jobs Email	4	1
		Career Eco Job Boards/Career Fairs	1	0
		<b>Total: 6</b>	<b>1</b>	
<b>Position Filled:</b>	<b>Date Filled:</b>	<b>Source</b>	<b># of Interviewee(s)</b>	<b>Hired</b>
Account Executive (Sales)	10/01/22	Indeed	1	0
		Referral from Adam Akins	1	1
		On-Air Ads/Jobs Email	0	0
		Career Eco Job Boards/Career Fairs	1	0
		<b>Total: 3</b>	<b>1</b>	
<b>Position Filled:</b>	<b>Date Filled:</b>	<b>Source</b>	<b># of Interviewee(s)</b>	<b>Hired</b>
Engineer	12/05/22	Facebook	3	0
		Indeed	0	0
		Linked In	0	0
		On-Air Ads/Jobs Email	1	1
		<b>Total: 4</b>	<b>1</b>	

<b>Menu Options</b>			
<b>Date</b>	<b>Menu Number</b>	<b>Total Complete</b>	<b>Description</b>
02/01/2022 – 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.
02/01/22	10	.25	Dave Weston, KXOJ & KTSO On-Air Personality had the opportunity to sit down and discuss with Middle & High School students at Augustine Christian Academy about a career in the broadcast industry, the different aspects of hosting radio on-air shows, sports announcing,

			video production, voice over acting and his experiences.
03/23/22	1	.25	Participated in the Career Eco Career Fair where 10 Big 12 Schools were participating in a virtual career fair open to students and graduates of the participating universities. 1843 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales and On-Air positions
04/06/22	1	.25	Participated in the Career Eco Career Fair where 29 SEC & ACC Schools Participating in a virtual career fair open to students and alumni of the participating universities. 2025 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales & On-Air positions
09/19/22	1	.25	Participated in the Career Eco Career Fair for Students from Universities across the US and the world participated the National Collegiate Sales Competition virtual career fair open to students and alumni interested in a career in sales. 200 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Position
02/01/22 to 01/31/23	14	1	7 Managers completed and passed the Preventing Sexual Harassment for Managers course, and 13 Team Members completed and passed, Preventing Sexual Harassment for Employees course.
02/01/22 - Ongoing	6	.25	Participated in the Career Eco Job Bank with ongoing Full Time & Part Time jobs posted, Account Executive & On-Air. This online job board & virtual event platform is free to jobseekers & students.
<b>Total Menu Options Completed: 3.25</b>			