

**EEO PUBLIC FILE REPORT
SMG-MEDFORD, LLC
OCTOBER 1, 2021 TO SEPTEMBER 30, 2022**

| Station Employment Unit | | | | | |
|--------------------------------|----------|----------------------|-----------|---------|----------------------|
| Call Sign | Fac. Id. | Community of License | Call Sign | Fac. Id | Community of License |
| KAKT-FM | 17573 | PHOENIX, OR | KTMT-FM | 60313 | MEDFORD, OR |
| KBOY-FM | 33678 | MEDFORD, OR | KTMT-AM | 57733 | ASHLAND, OR |
| KCMX-FM | 57434 | ASHLAND, OR | | | |
| KCMX-AM | 60314 | PHOENIX, OR | | | |
| | | | | | |

| Recruitment Sources | | | |
|---|--|--|------------------------------|
| Source | Contact | Address | Phone |
| Linked In | Michele Mussio | www.linkedin.com | 541-779-1550 |
| Indeed | Michele Mussio Steve Dennis, HR | www.indeed.com | 541-779-1550 918-492-2660 |
| Career Eco Job Fairs & Job Board Postings | Gena Mitchell Steve Dennis, HR | www.careereco.com | 918-492-2660 |
| Station Websites & Walk-Ins | Joe Mussio & Michele Mussio | www.thegame541.com www.thewolf1051.com www.957kboy.com www.lite102.com www.kcmxam.com | 541-779-1550 |
| Referrals | Matt Bagley (Employee) Justin Mathews | Matt.bagley@smgnational.com | 541-890-0878 406-548-1967 |

| Vacancies Filled During Period | | | | |
|---------------------------------------|-------------|------------------------------|---------------------|--------------------------------|
| Position Filled | Date Filled | Source | # of Interviewee(s) | Hired |
| | | Account Executive (Sales) | 01/07/22 | CareerEco Job Fair & Job Board |
| | | Station Websites/Walk-Ins | 0 | 0 |
| | | Indeed.com | 1 | 0 |
| | | Referral from Justin Mathews | 1 | 1 |
| | | Total: | 3 | 1 |
| Position Filled | Date Filled | Source | # of Interviewee(s) | Hired |
| | | Account Executive (Sales) | 04/13/22 | CareerEco Job Fair & Job Board |
| | | Station Websites/Walk-Ins | 0 | 0 |
| | | Indeed.com | 1 | 0 |
| | | Referral from Matt Bagley | 1 | 1 |
| | | Total: | 4 | 1 |
| Position Filled | Date Filled | Source | # of Interviewee(s) | Hired |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | Total: | | |

Menu Options

| Date | Menu Number | Total Complete | Description |
|----------------------|-------------|----------------|--|
| 10/01/2021 - 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. |
| 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 in all markets were posted for Sales & On-Air Positions. |
| 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 Competition Career Fair via Career Eco Virtual Events. Was open to colleges & university students & alumni across the US and world that participate in the National Sales Competition. Over 200 Students & Alumni attended this event where Full-Time opportunities in all markets were posted for Sales Positions. |
| 10/01/2021 – Ongoing | 8 | 1 | Local Employees participates in weekly VICI Webinar sales training and media planning sessions, gaining skills needed to qualify for higher level positions. Each session covers a specific digital solution for Digital advertising. |
| 01/01/2021 – Ongoing | 9 | 1 | Established Station Mentorship Program by creating Format Captains that mentor employees 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. |
| 10/01/21 – 09/30/22 | 14 | 1 | 3 Manager’s & 6 Employees completed & passed Preventing Sexual Harassment for Employees. |

Total Menu Options Completed: 4.00