

**EEO PUBLIC FILE REPORT**  
**SMG – YAKIMA, LLC**  
10/01/2021 – 09/30/2022

<b>Station Employment Unit</b>					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
KARY-FM	53674	Grandview, WA	KRSE-FM	49876	Yakima, WA
KBBO-AM	49875	Yakima, WA	KTCR-AM	7918	Selah, WA
KHHK-FM	36031	Yakima, WA	KXDD-FM	7919	Yakima, WA

<b>Recruitment Sources</b>			
Source	Contact	Address	Phone
All Access	Justin Henriksen	<a href="http://www.AllAccess.com">www.AllAccess.com</a>	509-248-2900
Monster.com	Yakima Work Source Laurie Hammermeister	<a href="http://www.WorkSourceWA.com">www.WorkSourceWA.com</a>	509-574-0105
Station Websites	Laurie Hammermeister Justin Henriksen	<a href="http://www.cherryfm.com">www.cherryfm.com</a> <a href="http://www.thefanyakima.com">www.thefanyakima.com</a> <a href="http://www.newhot997.com">www.newhot997.com</a> <a href="http://www.thehawkyakima.com">www.thehawkyakima.com</a> <a href="http://www.kruznkter.com">www.kruznkter.com</a> <a href="http://www.1041kxdd.com">www.1041kxdd.com</a>	509-248-2900
Linked-In	Laurie Hammermeister Steve Dennis	<a href="http://www.linkedin.com">www.linkedin.com</a>	509-248-2900  918-492-2660
Indeed	Laurie Hammermeister Steve Dennis, HR	<a href="http://www.indeed.com">www.indeed.com</a>	509-248-2900
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
Referral	Yv Tech	1120 S. 18 <sup>th</sup> Street – Yakima, WA 98901	509-573-5500

<b>Vacancies Filled During Period</b>				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
Account Executive (Sales)	Oct 25, 2021	Referral from Yv Tech	7	1
		Indeed	3	0
		Radio Ads/Station Websites	0	0
		Career Eco Job Boards	0	0
		<b>Total</b>	<b>10</b>	<b>1</b>
		<b>Total</b>	<b>10</b>	<b>1</b>
Program/Production Manager	Feb 1, 2022	All Access	4	1
		Radio Ads/Station Websites	0	0
		<b>Total</b>	<b>4</b>	<b>1</b>

### Menu Options

Date	Menu Number	Total Complete	Description
October 1, 2021 – Currently Ongoing  Meets 2x a week.	16	1	Business Networking International – A business group that gathers weekly to share business ideas and educate each other of details and inner workings of their businesses. Our members have hosted many BNI members and we have been presented with candidates who they felt would be qualified for positions here.
August 2nd, 2022	1	.25	BNI Job Fair Day – members of the community are invited to learn about the businesses involved for career opportunities.
March - April 2022	10	.25 .25 .25 .25	Worked with YV Tech introducing and speaking on how to build a career in Radio Broadcasting and Radio Sales. Had students create PSA Campaigns. Students participate for 4 weeks.
May 2 <sup>nd</sup> – 5th 2022	5	1 .	Internship established for broadcast employment. Individuals in the community interested in on air broadcasting participate in a daily training and job shadowing.
March 29 <sup>th</sup> , 2022	1	.25	BNI Job Fair Day – members of the community are invited to learn about the businesses involved for career opportunities.
January 1, 2022 – Currently 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.
10/01/21 – 09/30/22	14	1	2 Manager’s 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

09/19/22	1	.25	were 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.
<b>Total Menu Options Completed:</b>		6.50	