## EEO PUBLIC FILE REPORT SMG – TULSA, LLC & KXOJ, INC. & KMMY INC. Dates: 02/01/2023 – 01/31/2024

Station Employment Unit					
Call Sign	Fac. Id.	<b>Community of License</b>	Call Sign	Fac. Id	<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			

	Recruitment Sources				
Source	Contact	Address	Phone		
LinkedIn	Gena Mitchell	www.linkedin.com	918-492-2660		
Indeed	Bob Thornton	www.indeed.com			
Radio Online	Bob Thornton	www.radioonline.com	918-492-2660		
Word of Mouth		bob.thornton@smgnational.com			
Station Websites	Bob Thornton	www.KXOJ.com	918-492-2660		
		www.edgetulsa.com			
		www.KTSO.com			
Career Eco Job	Gena Mitchell	www.careereco.com	918-492-2660		
Fairs & Job	<b>Bob</b> Thornton				
Board Postings	Kerry Knight				
C	Amber Ishikawa				
Corporate Jobs	David Stephens	jobs@smgnational.com	918-492-2660		
Email		2448 E 81 <sup>st</sup> Street, Ste 5700, Tulsa, OK 74137			

Vacancies Filled During Period				
<b>Position Filled:</b>	Date Filled	Source	# of Interviewee(s)	Hired
Assistant Program	04/17/23	Linked In	2	0
Director		Word of Mouth	2	0
		Radio Online	1	1
			Total: 5	1
Position Filled:	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	
Position Filled:	Date Filled:	Source	# of Interviewee(s) Hired	
			Total:	

Menu Options				
Date	Menu Number	Total Complete	Description	
02/01/2023 – 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.	
03/15/23	1	.25	Participated in the Career Eco Career Fair where Students from Universities across the US that are considered HBCU & Minority Serving Institutions participated in a virtual career fair open to students and alumni interested in career opportunities. 229 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Positions and On-Air Opportunities.	
03/22/23	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. 911 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales and On-Air positions	
03/29/23	10	.25	Dave Westin, On-Air Talent for KXOJ & KTSO was asked to attend the ORU's Sports Management class dinner. The ORU Sports Management classes have incorporated etiquette, professional dress, and professional social interaction discussions into our classroom sport management curriculum at ORU. This etiquette dinner serves as an opportunity for our students to get some practical experience in applying these skills in a simulated professional setting. Sitting at each table with the students, is a professional within the field, and the students will be able to hear your story and ask you questions about your career in the broadcast industry.	
03/30/23	1	.25	The Oklahoma Broadcasters Association held a career fair during their annual meeting in which 100 students were invited from across the state to attend and speak with broadcasters within the market, we featured	

			Full Time positions in Sales and On-Air Opportunities for our Tulsa & Ardmore Station Markets
04/05/23	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. 2280 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales & On- Air positions
05/19/23, 05/26/23, & 06/02/23	8	1	Sales, On-Air/Programming, and Management participated in a 3 Part Training lead by David Stephens on the AI Tool Chat GPT where use of the AI in the Industry was discussed. How to use AI, when to use AI, what to watch for when using AI for content creation and ads as well as easily creating emails.
06/07/23,06/16/23,06/21/23, 06/27/23,06/28/23	8	1	Sales, Programming, and Management took part in a 5-Part training workshop provided by Nielsen to learn more about Tapscan, Nielsen Ratings Data, Retail Spending Power Data, and Scarborough Consumer Data so they understand their stations and listener bases and were instructed on how and how not to use this data.
06/08/23	10	.25	Gary Thompson, KXOJ On-Air Talent and Production Director gave a studio tour and had discussions regarding the broadcast industry with 4 Girl Scouts in a troop.
09/20/23, 09/22/23, 09/27/23, 10/02/23, 10/05/23, 10/09/23	8	1	Sales and Management took part in several training workshops presented by Vendasta designed to assist the sales team provide more opportunities and services to their clients.
10/26/23	1	.25	Participated in the Career Eco Career Fair for 14 AAC Universities open to Students and alumni of the participating universities. 406 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Position & On-Air Positions.
02/01/23 - Ongoing Total Menu Options Comple	6 tad: 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.