

**EEO PUBLIC FILE REPORT
SMG-MEDFORD, LLC
OCTOBER 1, 2022 TO SEPTEMBER 30, 2023**

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			

Recruitment Sources			
Source	Contact	Address	Phone
All Access	Casey Baker	www.allaccess.com	541-779-1550
Indeed	Michele Mussio Gena Mitchell	www.indeed.com	541-779-1550 918-492-2660
Career Eco Job Fairs & Job Board Postings	Gena Mitchell	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.Joy937.com www.kcmxam.com	541-779-1550
Referrals	Employee Referrals	1438 Rossanley Drive Medford, OR	541-779-1550

Vacancies Filled During Period				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Production (Programming)		12/05/22
		All Access	0	0
		Station Websites/Walk-Ins/ Radio Commercials	0	0
		Indeed.com	2	0
		Employee Referral C.Baker	1	1
		Total:	3	1
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Account Executive (Sales)		02/01/23
		CareerEco Job Fair & Job Board	0	0
		Station Websites/Walk-Ins/Radio Commercials	1	1
		Indeed.com	3	0
		Total:	4	1
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Traffic Coordinator (Admin)		02/01/23
		CareerEco Job Fair & Job Board	0	0
		Station Websites/Walk-Ins/ Radio Commercials	0	0
		Indeed.com	3	1
		Total:	3	1

Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
Account Executive (Sales)	09/06/23	CareerEco Job Fair & Job Board	0	0
		Station Websites/Walk-Ins/Radio Commercials	0	0
		Indeed.com	3	0
		Rehire/Employee Referral from M.Fisher	1	1
		Total:	4	1

Menu Options			
Date	Menu Number	Total Complete	Description
05/19/23 05/26/23 06/02/23	8	1	Participated in 3 Part Training on AI Tool Chat GPT where use of 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 to clients presented to the Sales & Management Team.
03/22/23	1	.25	10, Big 12 Schools 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
03/15/23	1	.25	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 a career opportunity. 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.
04/05/23	1	.25	29, SEC & ACC Schools participated in a virtual career fair open to students and alumni of the participating universities across the US. 2285 Students & Alumni participated in this virtual Career fair where full time opportunities in all our markets were posted for Sales and On-Air Positions.
10/01/22 - 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.

10/01/22 – Ongoing	8	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.
Total Menu Options Completed: 3.00			