

EEO PUBLIC FILE REPORT
SMG – YAKIMA, LLC
10/01/2022 – 09/30/2023

Station Employment Unit					
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

Recruitment Sources			
Source	Contact	Address	Phone
All Access	Justin Henriksen	www.AllAccess.com	509-248-2900
Monster.com	Yakima Work Source Laurie Hammermeister	www.WorkSourceWA.com	509-574-0105
Station Websites	Laurie Hammermeister Justin Henriksen	www.cherryfm.com www.thefanyakima.com www.newhot997.com www.thehawkyakima.com www.kruznktr.com www.1041kxdd.com	509-248-2900
Linked-In	Laurie Hammermeister Gena Mitchell	www.linkedin.com	509-248-2900 918-492-2660
Indeed	Laurie Hammermeister Gena Mitchell	www.indeed.com	509-248-2900 918-492-2660
Career Eco Job Fairs & Job Board Postings	Gena Mitchell	www.careereco.com	918-492-2660
Referral	SPD & G Agency	1440 N. 16 th Ave. Suite #1 Yakima, WA 98902	509-248-1760

Vacancies Filled During Period				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Account Executive (Sales)	11/1/2022	Referral from Agency SPD&G
		Indeed	0	0
		Radio Ads/Station Websites	3	0
		Career Eco Job Boards	0	0
		Total	4	1
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
		Account Executive (Sales)	08/01/2023	Indeed
		Radio Ads/Station Websites	2	1
		Career Eco Career Fair/Job Boards	0	0
		Total	2	1

Menu Options

Date	Menu Number	Total Complete	Description
October 1, 2022 – Currently Ongoing Meets 1x 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.
Sept 20th, 2023	1	.25	BNI Job Fair Day – members of the community are invited to learn about the businesses involved for career opportunities.
Oct 1 st – Oct 30 th 2022	10	.25 .25 .25 .25	Worked with a YV Tech class 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.
Oct 1 2022 – August 2023	5	1	Internship established for broadcast employment. Individuals in the community interested in on air broadcasting participate in a daily training and job shadowing.
10/1/2022 – 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.
October 1, 2022 - 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.
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.
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
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.
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.
Total Menu Options Completed:		6.25	