

KJMM, INC.

**ANNUAL EEO PUBLIC FILE REPORT
FOR EMPLOYMENT UNIT**

**KJMM-FM
KGTO-AM**

**FOR THE PERIOD
FEBRUARY 1, 2022 – JANUARY 31, 2023**

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning February 1, 2022 and Ending January 31, 2023

This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees.

This Report consists of:

<u>Part 1</u>	Station Information
<u>Part 2</u>	Recruitment sources/interviewees for each full-time vacancy
<u>Part 3</u>	Recruitment initiatives

Preparer: Kenyatta Terry

Signature: 

Title: General Manager

Date: 2-23-23

Telephone: 918-494-9886

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of one (1) full-time vacancy was filled by the employment unit.

*This Report, which covers the prior 12-month period, is to be placed in each station's public file and on each station's website (if applicable) every year on the anniversary of the due date of the station's renewal application.

PART 1

This Report covers the following employment unit for Perry Broadcasting of Tulsa, Inc.

Call Sign	AM/FM	Facility ID#	Community of License
KJMM	FM	35015	Bixby, OK
KGTO	AM	35766	Tulsa, OK

PART 2

RECRUITMENT SOURCE

Job Title: Receptionist
Date Filled: March 23, 2022
Total Interviews: Two (2)
Candidate Hired: Yolanda Harding
Start Date: Thursday March 23, 2022

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Radio Ad	7030 S. Yale Ste. 302 Tulsa, OK 74136	Kenyatta Terry	918-494-9886	1
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Kenyatta Terry	918-494-9886	1
Social Media	7030 S. Yale Ste. 302 Tulsa, OK 74136	Kenyatta Terry	918-494-9886	0

One full-time vacancy was hired from social media/website/radio ad.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: OAB/OBEA Student Day Career Fair 9:30am- 11am

Date: Thursday, March 24, 2022

Participating Station Personal: Alicia Farrow and Terry Monday

Description of Activity: Alicia Farrow and Terry Monday worked the booth. During the career fair they answered questions and spoke with students about the broadcasting industry. They also informed each student about internships and employment opportunities within the Perry Broadcasting corporation in Tulsa, Oklahoma City and Arkansas.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Email from Dr. David Nelson About Judging Students In OBEA Competition

Date: Friday, February 25, 2022

Participating Station Personal: Terry Monday, VP Radio Programming

Description of Activity: Terry Monday was requested by Dr. David Nelson to be a judge for the Oklahoma Broadcast Education Association's Student Competition. Terry was given a username and password to log in and judge the student in the competition. The students were judged in various categories and completed before Tuesday, March 1, 2022.

Part 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Meeting with Jill Lambeth at the University of Central Oklahoma
Date: Monday May 23, 2022

Participating Station Personal: Terry Monday, VP Radio Programming

Description of Activity: Terry Monday talked to Jill Lambeth, Intern Coordinator at the University of Central Oklahoma Department of Communications. Jill talked to Terry about accepting UCO student Leeland Gates. Leeland Gates started his internship on Monday May 23, 2022 until Tuesday, July 26, 2022. Leeland was trained in the production department and produced commercials, loaded commercials into the computer and helped in other areas at the radio station. Leeland completed a total 120 hours for his internship. During his internship I informed Leeland about part-time and full-time employment opportunities with Perry Broadcasting in **Tulsa, Arkansas, and Oklahoma City.**

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Conversation with Kim Flannigan at Langston University

Date: Saturday May 14, 2022

Participating Station Personal: Terry Monday, VP Radio Programming

Description of Activity: On Saturday, May 14, Terry Monday spoke to Ms. Flannigan about a summer internship for one of her Langston University students. A meeting was set up with Langston student Leah Lilly. Terry spoke with Leah and she started her internship on Tuesday, May 31, 2022. Leah started her internship on Wednesday, June 1, 2022 and completed 105 hours. Leah was also informed of employment opportunities within the company in **Tulsa, Arkansas, and Oklahoma City.**

FCC Form 396
Narrative Statement

“KJMM-FM and KGTO-AM participate have adopted a policy of wide-ranging community outreach. Several members of each station’s staff regularly attend career expos, job fairs, and accept public speaking engagements. The management of KJMM-FM and KGTO-AM has adopted a corporate policy of developing young, energetic, talented individuals from a variety of talent pools including universities, trade associations, public gatherings, and the like, all for the purpose of attracting a variety of individuals from different backgrounds. KJMM-FM and KGTO-AM management also use more generic approaches, including internet based and radio ads. The success of the corporate commitment is demonstrated by the highly diverse population of employees at each station.”

