

EEO PUBLIC FILE REPORT
KXOJ, INC. | KMMY, INC. | SMG – TULSA, LLC
 Dates: 02/01/2019 – 01/31/2020

| Station Employment Unit | | | | | |
|--------------------------------|----------|----------------------|-----------|---------|----------------------|
| Call Sign | Fac. Id. | Community of License | Call Sign | Fac. Id | Community of License |
| 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 |
| Zip recruiter | David Stephens | ziprecruiter.com | 918-492-2660 |
| LinkedIn | David Stephens Summer Kirkland | LinkedIn.com | 918-492-2660 |
| Station Websites | Bob Thornton | KXOJ.com, Edgetulsa.com, Totallyawesometulsa.com | 918-492-2660 |
| Indeed | Summer Kirkland | Indeed.com | 918-492-2660 |
| Walk-In | David Stephens | 2448 E 81 st Street, Ste 5700, Tulsa, OK 74137 | 918-492-2660 |
| Careers Email | Summer Kirkland Gena Mitchell | careers@smgok.com | 918-492-2660 |

| Vacancies Filled During Period | | | | |
|---------------------------------------|-------------|---------------------------|---------------------|------------|
| Position Filled: | Date Filled | Source | # of Interviewee(s) | Hired |
| | | Account Executive (Sales) | 04/08/19 | Linked In |
| | | Indeed | 0 | 0 |
| | | Station Websites | 0 | 0 |
| | | | | |
| | | Total: | 1 | 1 |
| Position Filled: | Date Filled | Source | # of Interviewee(s) | Hired |
| | | On-Air | 06/05/19 | All Access |
| | | Linked In | 0 | 0 |
| | | Indeed | 1 | 0 |
| | | | | |
| | | Total: | 8 | 1 |
| Position Filled: | Date Filled | Source | # of Interviewee(s) | Hired |
| | | Account Executive (Sales) | 08/05/19 | Linked In |
| | | Indeed | 1 | 1 |
| | | Station Website | 0 | 0 |
| | | | | |
| | | Total: | 2 | 1 |
| Position Filled: | Date Filled | Source | # of Interviewee(s) | Hired |
| | | Account Executive (Sales) | 08/26/19 | Linked In |
| | | Indeed | 2 | 1 |
| | | Station Website | 0 | 0 |
| | | | | |
| | | Total: | 2 | 1 |

| | | | | |
|--|-------------------------|-----------------|---------------------|-------|
| Position Filled: Account Executive (Sales) | Date Filled 11/18/19 | Source | # of Interviewee(s) | Hired |
| | | Linked In | 0 | 0 |
| | | Indeed | 2 | 1 |
| | | Station Website | 0 | 0 |
| | | Total: 2 | | 1 |

Menu Options

| Date | Menu Number | Total Complete | Description |
|--|-------------|----------------|---|
| 01/2019 – 12/2019 | 14 | 1 | 10 Managers completed & passed Sexual Harassment Prevention Training for Managers |
| 09/25/2019 | 1 | 1 | Participated in a Career Fair with Oral Roberts University, showcased Full Time Opportunities with Account Executive & On-Air, and Part-Time Opportunities with Board Operators and Promotions Assistants. Attended by Summer Kirkland, Jessica Foster, & Bobby Slater. |
| 10/11/2019 | 10 | .50 | On-Air Talent and Production Manager Gary Thompson gave a studio tour and had Industry Discussions with 2 classes of the Media & Pop Culture Course at Oral Roberts University of Approximately 25 students each. |
| 11/04/2019 | 10 | .25 | Kevin Ward, On-Air Talent and Program Director participated in a Panel Interview with the Communications Department for Media Industries course on Sports Management at Oral Roberts University to discuss the radio industry and careers. Attended by 135 students. |
| 12/05/2019 | 10 | .25 | On-Air talent “Speedbump” was a Guest speaker at an Audio Production Class at Rogers State University, discussed the radio industry. |
| 12/01/2019 to currently ongoing | 5 | 1 | Hosted one unpaid internship with the board operations and producer team. |
| Total Menu Options Completed: 4 | | | |