

KJMM, INC.

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

**KJMM-FM
KGTO-AM**

**FOR THE PERIOD
FEBRUARY 1, 2019 – JANUARY 31, 2020**

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning February 1, 2019 and Ending January 31, 2020*

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

This Report consists of:

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

Preparer: Russell M. Perry

Signature: _____

Title: President

Date: _____

Telephone: (405) 424-4695

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 two (2) full-time vacancies were filled by the employment unit.

A total of 1 part-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.

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

PART 2

FULL TIME VACANCY#1

Job Title: Account Executive

Date Filled:1/31/19

Total Number of Interviewees: 27

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	5
Social Media*	105.3kjamz	Martha Vaughan	918-494-9886	16
105.3FM	7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	6

(2) One full-time vacancies were hired from Social Media.



April 20, 2018

Martha Vaughan
KJMM-FM
7030 South Yale, #302
Tulsa, OK 74136

Martha:

This will confirm Perry Radio Tulsa's participation in the OAB Education Foundation's **Student Day Career Fair** on April 19, 2018, at the River Spirit Casino Resort in Tulsa. There were 161 students in attendance, representing the following Oklahoma colleges and universities:

Bacone College
Cameron University
Langston University
Oklahoma Baptist University
Oklahoma Christian University
Oklahoma City Community College
Oklahoma City University
Oklahoma State University
Rogers State University
Southeastern Oklahoma State University
University of Central Oklahoma
University of Oklahoma

Thank you for your participation.

Sincerely,

Nancy Nordeen Struby
VP, Director of Operations

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

October/November 2018

Activity: **Speaking at Rogers State University**

Description of Activity: **Invited by Tim Crowley Instructor of Communications.**

The following is a brief description of these issues and the station's most significant programming treatment of them: Issues important to this quarter including the following: Traveling to the campus to speak to students of the Audio Production course of Rogers State University about radio broadcasting in general in and the function of Perry Broadcasting specifically; and to educate them on how to go about being a part of a future career with our company. They also received an applied knowledge of all other departments of the company

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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.”