

**KJMM, INC.**

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

**KJMM-FM  
KGTO-AM**

**FOR THE PERIOD  
FEBRUARY 1, 2018 – JANUARY 31, 2019**

**ANNUAL EEO PUBLIC FILE REPORT**

For the Period Beginning February 1, 2018 and Ending January 31, 2019\*

**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.

\*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.

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

**PART 2**

**FULL TIME VACANCY#1**

**Job Title: Account Executive**

**Date Filled:11/6/17**

**Total Number of Interviewees: 4**

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Number of Interviewees Referred</b>
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	4

(1) One full-time vacancy was hired from Website.

**PART 2**

**FULL TIME VACANCY#2**

**Job Title: Administrative Assistant/Affidavit Assistant**

**Date Filled: 4/6/17**

**Total Number of Interviewees: 3**

Recruitment Sources:<sup>1</sup>

The following recruitment sources were utilized to fill this vacancy:

<b>Name of Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Number of Interviewees Referred</b>
Workforce	201 W 5th St #200, Tulsa, OK 74103	Martha Vaughan	918-494-9886	3

\*One (1) full-time vacancy was hired from Workforce.

---

## Part 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: speaking with the Audio Production course at Rogers State University.

Date: October 10, 2017

Participating Station Personnel: Aaron Bernard- Assistant Radio Programming & Production

Director – Alicia Farrow

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

Our team spoke and gave advice to the students to inspire and educate them and how to go about being a part of a future career with Perry Publishing & Broadcasting. They also gave students a mix of theory and applied knowledge regarding the broadcast industry.

### Part 3

#### SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Mentor Shadowing Program

Date: September 2017- December 2017

Participating Station Personnel: Terry Monday- VP Radio Programming

Description of Activity: Terry Monday accepted John Marshall High School student China McCauley to complete the Perry Broadcasting Shadow/Mentor Program. China started September 2017 until December 2017.

PART 3  
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Speaking Engagement At Career Day

Date: February 23, 2017

Participating Station Personnel: Nikki Nice- On Air Talent

Description of Activity: Nikki Nice was invited by Co-Academy Coordinator Chaya Fletcher to speak at career day. Nikki spoke to a large group of students at the Star Spencer High School Academy from 8:30am until 11:00 am. Nikki talked to the students about the radio industry as well as careers with Perry Broadcasting.

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Greater Grads Career Fair

Date: Thursday February 23, 2017

Participating Station Personnel: Terry Monday- VP Radio Programming

Description of Activity: Terry Monday attended the Greater Grad Career Fair at the Cox Convention Center. The career fair was noon until 4pm in Exhibition Hall 3.

**FCCForm396**  
**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.”