

EEO PUBLIC FILE REPORT**SMG – MONTEREY, LLC**

Dates: 8/1/23-7/31/24

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
KCDU	54621	Carmel, Ca			
KHIP	9858	Gonzales, Ca			
KKHK	29337	Carmel, Ca			
KWAV	7714	Monterey, Ca			
KPIG	54745	Freedom, Ca			

Recruitment Sources			
Source	Contact	Address	Phone
Station Websites & Radio Ads	Jodi Morgan	80 Garden Ct #102, Monterey, Ca	831-658-5200
Walk Ins & Client Referrals	Jodi Morgan	80 Garden Ct #102, Monterey, Ca	831-658-5200
RegionalHelpWanted.com	Jodi Morgan	RegionlaHelpWanted.com	831-658-5200
Linkedin & Indeed	Gena Mitchell	2448 E 81 st St. Suite 5700 Tulsa, Ok www.indeed.com / www.linkedin.com	918-492-2660x207
Career Eco Career Fairs & Job Board	Gena Mitchell	2448 E 81st St. Suite 5700 Tulsa, Ok www.careereco.com	918-492-2660x207

No Vacancies Filled During Period				
Position Filled:	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	

Menu Options			
Date	Menu Number	Total Complete	Description
2/24/24 and 2/25/24	3	1	Co-Sponsored Clam Chowder Cook Off and Job Recruitment at Santa Cruz Beach Boardwalk for two days. This event is heavily attended by women and minorities and positions for Sales & On-Air Opportunities were available.
10/28/24	3	1	Co-Sponsored Chili Cook Off and Job Recruitment at Santa Cruz Beach Boardwalk. This event is heavily attended by women and minorities and positions for Sales & On-Air Opportunities were available.
01/17/24, 02/24/24, 05/01/24, 05/15/24, 05/22/24, 05/29/24, 06/05/24	8	1	Talent Zoom Training Meetings with 49 of our full-time on-air and programming team members to go over best production practices, how pick the best voices, help sales with spots and specs, pick music, everything. Other Topics Included: discussed Edison Research on Share of Ear and discussed innovating to overcome Radios declining share of ear. & talent training - language skills, and Music Masters Training
08/01/2023 – 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.
01/16/24 – 03/31/24	8	1	Visibility & Reputation Management Pitch Training. A 30-minute training daily for 1 month, then weekly for 2 months all managers and sales team members to help learn about the Vendasta reports and what they mean so they can communicate that to their clients during pitch meetings.
09/20/23, 09/22/23, 09/27/23, 10/02/23, 10/05/23, 10/09/23	8	1	Sales and Management took part in several training workshops presented by Vendasta designed to assist the sales team provide more opportunities and services to their clients.
10/26/23	1	.25	Participated in the Career Eco Career Fair for 14 AAC Universities open to Students and alumni of the participating universities. 406 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Position & On-Air Positions.
10/01/23 - Ongoing	6	.25	Participated in the Career Eco Job Bank with ongoing Full Time & Part Time jobs posted, Account Executive & On-Air. This online job board & virtual event platform is free to jobseekers & students.
Total Menu Options Completed:		6.50	