

EEO PUBLIC FILE REPORT
SMG – MONTEREY, LLC
August 1, 2024 – July 31, 2025

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

Recruitment Sources			
Source	Contact	Address	Phone
Station Websites	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
Indeed	Gena Mitchell	2448 E 81 st St. Suite 5700 Tulsa, Ok www.indeed.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
Radio Ads & Jobs Email	David Stephens	2448 E 81 st St. Suite 5700 Tulsa, OK Jobs@smgnational.com	918-492-2660

Positions Filled During Period				
Position Filled:	Date Filled	Source	# of Interviewee(s)	Hired
Account Executive (Sales)	11/18/2024	Indeed	0	0
		Radio Ads/Jobs Email	4	1
		Station Websites	0	0
			Total: 4	1
Position Filled:	Date Filled	Source	# of Interviewee(s)	Hired
Account Executive (Sales)	12/02/2024	Indeed	0	0
		Radio Ads/Jobs Email	4	1
		Station Websites	0	0
			Total: 4	1
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	

Menu Options			
Date	Menu Number	Total Complete	Description
08/01/2024 – 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.
04/18/25	14	1	1 Managers completed and passed the Preventing Sexual Harassment for Managers in the state of California course.
02/26/25, 03/19/25, 05/21/25	8	1	Program Directors Training Zooms held by SVP of Programming & Technology Bob Thorton. Topics covered include insights from regional radio summit, Radio vs Digital Streaming Platforms, Building Strong Radio Brands, Music Content Variety, IRSC Codes, how to plan, launch, and execute winning promotions that attract the audience and create sales opportunities.
03/26/25, 05/28/25	8	1	Talent Training Zoom Meetings held by SVP of Programming & Technology, Bob Thorton. Topics covered Attracting younger audiences to Radio, focus/techniques on use of social media, discussed the role air talent plays in winning promotions, that generate interest on-air, appeal to the listeners, and generate sales opportunities.
2/22/25 and 2/23/25	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.
10/26/24	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.
Total Menu Options Completed:		6.0	