

KJMM, INC.

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

**KJMM-FM
KGTO-AM**

**FOR THE PERIOD
FEBRUARY 1, 2016 – JANUARY 31, 2017**

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning February 1, 2016 and Ending January 31, 2017*

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 one (0) full-time vacancy was filled by the employment unit.

*This Report, which usually 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 Lawton, Inc. and Perry Broadcasting of Southwest Oklahoma, 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: On-air personality/News Director

Date Filled: 3/28/16

Total Number of Interviewees: 6

Recruitment Sources:¹

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Radio	7030 So. Yale Ste 302	Martha Vaughan	918-494-9886	4
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	2

*One (1) full-time vacancy was hired from Radio ads.

¹ A source with an (*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME VACANCY#2

Job Title: Administrative Assistant

Date Filled: 3/28/16

Total Number of Interviewees: 4

Recruitment Sources:²

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Radio	7030 So. Yale Ste 302	Martha Vaughan	918-494-9886	4
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	1

*One (1) full-time vacancy was hired from Radio ads.

² A source with an (*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME VACANCY#3

Job Title: Affidavit Assistant

Date Filled: 8/22/16

Total Number of Interviewees: 2

Recruitment Sources:³

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Radio	7030 So. Yale Ste 302	Martha Vaughan	918-494-9886	0
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	0
Workforce	907 S Detroit Ave, Tulsa, OK 74120	Aaron Bernard	918-494-9652	2

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

³ A source with an (*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME VACANCY#4

Job Title: Account Executive

Date Filled: 4/4/16

Total Number of Interviewees: 10

Recruitment Sources:⁴

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Radio	7030 So. Yale Ste 302	Martha Vaughan	918-494-9886	8
Website	www.kjmm.com 7030 S. Yale Ste. 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	3
Workforce	907 S Detroit Ave, Tulsa, OK 74120	Aaron Bernard	918-494-9652	0

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

⁴ A source with an (*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Speaking Engagement at Douglass High School for The Gear Up Program for the

University of Oklahoma Date: Wednesday March 30, 2016

Participating Station Personnel: Terry Monday- VP Radio Programming

Description of Activity: I was invited by Stacey Harris and Dr. Quintin Hughes with the Gear Up Program organized by the University of Oklahoma. I spoke to thirty students for their Career Café initiative. I spoke to the student body about a career in broadcasting as well as employment with Perry Broadcasting in Oklahoma City, Lawton, Duncan, Anadarko, Tulsa and Arkansas.

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Teleconference Speaking Engagement Date: March 28, 2016

Participating Station Personnel: Terry Monday, VP Radio Programming

Description of Activity: Walter Davis, Media Technician with Alabama State University invited me to speak to his class. I spoke to a classroom of twenty-five students about my broadcasting career and employment with Perry Broadcasting in Oklahoma City, Tulsa, Lawton, Duncan, Anadarko, and Arkansas. As a result of the speaking engagement I received a call from Kayla Tucker, a senior with Alabama State University. Kayla requested an internship with Perry Broadcasting in Oklahoma City. Kayla ended up doing an internship May 31, 2016 until August 18, 2016.

PART 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Oklahoma City Community College Fall Semester Advisory Committee Meeting Date:
Friday April 29, 2016

Participating Station Personnel: Terry Monday, VP of Radio Programming

Description of Activity: The Academic Business Division Secretary, Donita Graves invited Terry Monday to speak to the faculty and staff at Oklahoma City Community College. Terry talked about the Perry Broadcasting and the radio industry of today. The group discussed issues pertaining to what's needed to better prepare their students for the Broadcasting industry.

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Speaking Engagement At Douglass High School for The Gear Up Program for the University of Oklahoma Date: Wednesday March 30, 2016

Participating Station Personnel: Terry Monday- VP Radio Programming

Description of Activity: I was invited by Stacey Harris and Dr. Quintin Hughes with the Gear Up Program organized by the University of Oklahoma. I spoke to thirty students for their Career Café initiative. I spoke to the student body about a career in broadcasting as well as employment with Perry Broadcasting in Oklahoma City, Lawton, Duncan, Anadarko, Tulsa and Arkansas.

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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 have 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.”