

February 1, 2012

**Via Electronic and Regular Mail**

Martha Vaughan  
KJMM, Inc.  
7030 South Yale, Suite 302  
Tulsa, Oklahoma 74136

Re: KJMM, Inc. - Equal Employment Opportunity Public File Report for the Station  
Employment Unit including Radio Stations KJMM-FM and KGTO (AM)

Dear Martha:

Enclosed is the original Annual Equal Employment Opportunity Public File Report (the "EEO Report") for KJMM-FM and KGTO (AM) signed by Russell M. Perry. The EEO Report or a copy thereof should be placed in each of the Radio Stations' Local Public Inspection Files as required by the Federal Communications Commission.

Additionally, a copy of the EEO Report has been forwarded to Perry Broadcasting Company, Inc. so that the EEO Report can be posted on the radio stations' websites.

If you have any questions, please telephone.

Sincerely,



H. Edward DeBee

HED/kjt  
Enclosure

cc: Russell M. Perry (w/o encl.)  
Kevin S. Perry (w/o encl.)

219821

**KJMM, INC.**

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

**KJMM – FM  
KGTO (AM)**

**FOR THE PERIOD  
FEBRUARY 1, 2011 – JANUARY 31, 2012**

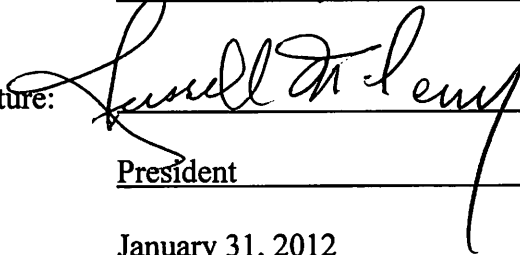
**ANNUAL EEO PUBLIC FILE REPORT**

For the Period Beginning February 1, 2011 and Ending January 31, 2012\*

**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: January 31, 2012  
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 (1) full-time vacancy was filled by the employment unit.

A total of eleven (11) people were interviewed for the full-time vacancy.

\*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 KJMM, 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	65766	Tulsa, OK

**PART 2**

**FULL TIME VACANCY #1**

Job Title: Account Executive

Date Filled: May 2, 2011

Total Number of Interviewees: 11

**Recruitment Sources:**<sup>1</sup>

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
Perry Publishing and Broadcasting Company Website	<u>www.kjmm.com</u> 7030 S. Yale, Suite 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	6x
Radio Ads	7030 S. Yale Suite 302 Tulsa, OK 74136	Martha Vaughan	918-494-9886	5*

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

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<sup>1</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #1**

**Activity:** Employment Law Seminar

**Date:** October 12, 2011

**Host/Sponsor of Activity:** Crowe and Dunlevy Law Firm

**Participating Station Personnel:** Joy Chapman – General Market Manager

**Description of activity:** Great Plains SHRM Chapter – 2011 Employment Law Update

Speakers for the Law Firm of Crowe and Dunlevy updated attendee on the recent developments in the state and federal workplace laws, including Oklahoma Workers Compensation Code; changes in Oklahoma employment law; important legislative changes taking effect on November 1, 2011; and Equal Employment Opportunity Commission Final Regulations under the American with Disabilities Act.

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #2**

**Activity:** OAB Student Day Career Fair

**Date:** March 3, 2011

**Host/Sponsor of Activity:** Oklahoma Association of Broadcasters

**Participating Station Personnel:** Terry Monday, Program Director and J. Swick

**Description of activity:** Student Day Career Fair

The Oklahoma Association of Broadcasters Student Career Day was held at the Oklahoma History Center in Oklahoma City to give broadcast students an opportunity to ask questions and explore opportunities in the broadcasting field. Terry Monday was invited to participate in the Career Fair by Nancy Struby, Director of Operations with the Oklahoma Association of Broadcasters. Approximately 125 – 200 students attended this event.