EEO PUBLIC FILE REPORT
SMG – TRI CITIES, LLC
October 1, 2025 – September 30, 2026

Station Employment Unit					
Call Sign	**Fac. Id.**	**Community of License**	**Call Sign**	**Fac. Id.**	**Community of License**
KUJ-FM	77777	BURBANK, WA	KALE-AM	63359	RICHLAND, WA
KIOK-FM	12455	RICHLAND, WA	KKSR	35717	WALLA WALLA, WA
KEGX-FM	53140	RICHLAND, WA	KJOX-AM	53139	KENNEWICK, WA

Recruitment Sources			
Source	**Contact**	**Address**	**Phone**
Station Walk Ins/Referrals	Dan Manella	4304 W 24TH AVE SUITE 200 KENNEWICK WA 99338 dan.manella@smgnational.com	(509) 783-0783
Career Eco Job Fairs & Job Board Postings	Gena Mitchell	www.careereco.com	(918) 492-2660
Indeed	Dan Manella Gena Mitchell	www.indeed.com	(509) 783-0783 (918) 492-2660
Station Websites	Dan Manella Frank Jaxon	www.power991fm.com www.949thewolf.com www.eagle1065.com www.1340espnradio.com www.1061thebridge.com	(509) 783-0783
Corporate Jobs Email	David Stephens	Jobs@smgnational.com	(918) 492-2660

Vacancies Filled During Period				
Position Filled	**Date Filled**	**Source**	**# of Interviewee(s)**	**Hired**
Account Executive (Sales)	04/27/26	Station Websites & Walk-Ins	2	1
		Indeed	1	0
		Career Eco Job Board	0	0
			Total: 3	**1**

Menu Options			
Date	**Menu Number**	**Total Complete**	**Description**
October 1, 2025 - Ongoing	8	1	Market General Manager and members of the Sales Department regularly and actively participate in online industry meetings and seminars designed to educate in skills required to grow their overall skills and enhance their career path, creating opportunities to advance within the company and the broadcast industry. Local Staff participates in weekly VICI Digital webinar sales training and media planning sessions, gaining skills needed to qualify for higher level positions. Each session covers a specific digital advertising and technology solution and product.
October 1 2025 – 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.
October 1, 2025 - Ongoing	6	.25	Participates in the Career Eco Job Bank with ongoing Full-Time Positions posted for Account Executive & On-Air Positions. This online job board & virtual event platform is free to job seekers & students.
October 1, 2025 – Ongoing	4	.25	Participant in the Benton-Franklin Workforce Development Council's (BFWDC) Career Connect Program to expand Career Preparation opportunities among Out-of-School Youth and Young Adults ages 16-24
05/12/26 & 06/30/26	4	.25	Career Focused Station Tour with local Youth participating in the Boy and Girls Club of Benton and Franklin Counties with the specific objective to learn about Radio and broadcasting careers.
10/15/25, 11/19/25, 01/21/26, 02/18/26, 03/18/26, 04/15/26, 05/20/26, 06/17/26, 07/15/26	8	1	Program Directors Training Zoom Meetings conducted by SVP of Programming & Technology, Bob Thornton, provided professional development on programming strategy and audience engagement. Topics included building and strengthening radio brands, optimizing music content and variety, developing and executing effective promotional campaigns, and creating programming that attracts listeners while supporting revenue growth. Training also covered newsjacking techniques, maintaining real-time content relevance, and effectively utilizing station websites, mobile applications, and OTT streaming platforms to increase audience reach and engagement.
10/22/25, 01/28/26, 02/25/26, 03/25/26, 04/22/26, 05/27/26, 06/24/26, 07/22/26	8	1	Talent Training Zoom Meetings conducted by SVP of Programming & Technology, Bob Thornton, provided instruction on enhancing on-air performance and audience engagement. Topics included connecting with radio audiences, maintaining authenticity with the music, developing entertaining on-air personalities, effective use of social media, supporting station promotions, creating listener-focused content, and using audience engagement to help generate sales opportunities.
12/09/25, 12/10/25, 02/17/26, 02/18/26, 02/19/26	8	1	Sales Training Zoom Meetings conducted by CEO/Owner, David Stephens, provided ongoing professional development for all sales employees and managers. Training covered the new radio sales product, contract features, and an emerging sales framework designed to support sales success across multiple products. Additional topics included a five-step sales framework, effective client presentation techniques, and tools to enhance sales pitches and strengthen overall sales performance.
Total Menu Options Completed:		**5.75**	