

G2 Media Group, LLC

# **EEO Public File Report**

## **KXXM FM/KFSW AM/KAGE**

## **AM**

Prepared by

Darren F. Girdner

# **2021-2022**

G2 Media Group, LLC EEO Public File Report

## **KXXM-KFSW-KAGE EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080c(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station comprised of the following stations: KXXM-FM, KFSW-AM, and KAGE-AM and is required to be placed in the public inspection files of these stations.

The information contained in this Report covers the time period beginning January 1, 2021 to and including January 15, 2022.

### ***The FCC’s 2002 EEO rule requires that this Report contain the following information:***

1. A list of all full-time vacancies filled by the station(s) comprising the stations employment during the applicable period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.208c(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each vacancy during the applicable period;
4. Data reflecting the total number of interviewees referred by each recruitment source utilized in connection with such vacancies, and
5. A list and brief description of the initiatives undertaken pursuant to section 73.2080c(2) of the FCC rules.

G2 Media Group, LLC

## ***Annual EEO Public File Report***

For the period beginning 1/1/2021 and ending 1/15/2022.

This report is not required if employer 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
- Part 4        Outreach/Standard Recruitment Activity

Preparer:        Darren F. Girdner

Signature:        \_\_\_\_\_

Title:            General Manager, Managing Member

Telephone:        918-790-4444

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# Part 1

This report covers the following stations:

Call sign	AM/FM	Facility ID#	Community of License	State	LMA
KFSW	AM	87114	Fort Smith	AR	No
KXXM	FM	189538	Muldrow	OK	No
KAGE	AM	52427	Van Buren	AR	No

All current employees have been advised of our stations' EEO policies and have reviewed all postings. Future employees will also be advised of our EEO policy during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

For the period covered in this report the station has a total of 7 FTE equivalents.

### ***Vacancies Information;***

A total of 0 full-time vacancies were filled by the employer. A total of 2 part-time vacancies were filled by the employer.

A total number of 3 persons were interviewed for all vacancies.

## Part 2

### Annual Public File Report

This report covers full time vacancies for the period of January 1, 2021 to January 15, 2022:

1. Employer Unit: G2 Media LLC

2. Unit Members:

KXXM-FM	Muldrow, OK
KFSW-AM	Fort Smith, AR
KAGE-AM	Van Buren, AR

3. EEO Contact Information:

G2 Media LLC  
KXXM/KFSW  
333 South Kerr Blvd.  
Sallisaw, OK 74955  
(918)790-4444  
Fax: (918)790-1052  
Email: [darren@kxxm.com](mailto:darren@kxxm.com)  
Contact Person: Darren F. Girdner

4. List of all full-time job vacancies filled from employment unit during this period:

Job Title	Recruitment Source	Hire Date
Account Executive	Walk-In	08/23/21
Part-Time News Report	Walk-In	10/04/21

## **Part 3**

### **A. *Supplemental Recruitment Initiatives***

#### ***Sales Account Executive***

Activity: Job Vacancy Website

Date: July 2, 2021  
Host: Oklahoma Association of Broadcasters  
Participant: CEO

Completed a job vacancy profile page for the position. The site listed requirements for the position as well as the process for submission of applications.

Activity: On-Air Recruitment

Date: July 2, 2021  
Host: KXMX/KFSW  
Participant: CEO

Description and scope of station participation: 30 commercials during the month to encourage applicants and interested parties to apply for the position with G2 Media LLC.

Activity: Posted Job Vacancy on [www.Indeed.com](http://wwwIndeed.com)

Date: July 5, 2021

Host: www.Indeed.com

Participant: CEO

Completed a job vacancy profile ad for the position. The ad listed requirements for the position as well as the process for submission of applications.

Summary/Results: Scheduled and completed 2 job interviews with 2 applicants conducted by the CEO. One applicant was hired.

## B. ***Supplemental Recruitment Initiatives***

### ***Sales Account Executive***

Activity: Walk-In

Date: August 20, 2021

Host: KXXM

Participant: CEO

The applicant hired had previous work experience and was a Marketing Representative for a current client.

Summary/Results: Scheduled and completed a job interview with the applicant. CEO had had known the applicant for several years and had an understanding of the work history of the individual. The applicant was hired.

### ***Staff News Reporter***

Activity: Job Vacancy Website

Date: September 8, 2021

Host: Oklahoma Association of Broadcasters

Participant: CEO

Completed a job vacancy profile page for the position. The site listed requirements for the position as well as the process for submission of applications.

Activity: On-Air Recruitment

Date: September 8, 2021

Host: KXMX/KFSW

Participant: CEO

Description and scope of station participation: 30 commercials during the month to encourage applicants and interested parties to apply for the position with G2 Media LLC.

Activity: Posted Job Vacancy on www.Indeed.com

Date: September 8, 2021

Host: www.Indeed.com

Participant: CEO

Completed a job vacancy profile ad for the position. The ad listed requirements for the position as well as the process for submission of applications.

Summary/Results: Scheduled and completed 1 job interview with 1 applicant conducted by the CEO. One applicant was hired.

### ***C. Supplemental Recruitment Initiatives***

#### ***Sales Account Executive***

Activity: Walk-In

Date: September 29, 2021

Host: KXMX

Participant: CEO

The applicant hired was the only application received. The applicant had previous work experience with some of the station staff.



Summary/Results: Scheduled and completed a job interview with the applicant. CEO had had known the applicant for several years and had an understanding of the work history of the individual. The applicant was the only application received and after an interview was hired.

## **Part 4**

### **Outreach**

#### **Activity: Arkansas Broadcasters Association Webinar**

Date: March 24, 2021

Host: Arkansas Broadcasters Association

Employees Involved: CEO

We participated in a webinar conducted by David Oxenford of the law firm Wilkinson, Barker, Knauer Washington, DC. The webinar objective was to gain a better understanding of EEO compliance.

#### **Activity: Cherokee Nation Virtual Job Fair**

Date: April 8, 2021

Host: Cherokee Nation Career Services, Tahlequah, OK

Employees Involved: CEO, CFO

We participated in a virtual career job fair hosted by Cherokee Nation Career Services for the purpose of recruiting a minority-status applicants. Due to the fact of this event being virtual, all applications submitted are on file.

### **Activity: Station Tours**

Date: Perpetual

Host: KXXM/KFSW, 333 S Kerr Blvd., Sallisaw, OK

Employees Involved: CEO, Program Director, CFO

We conduct numerous station tours each year. The tours are designed to inform groups, schools and organizations of the history of radio, jobs in radio, requirements, and a general overview of the radio industry.

### **Activity: Area Chamber of Commerce Virtual Service Fair**

Date: October 1, 2021

Host: Chamber of Commerce, Fort Smith AR

Employees Involved: Sales Manager, Producer

Station staff participated in a virtual local service fair. The fair objective was to educate the community on different services and businesses within the area who may have job openings.

### **List of Recruitment Sources used for Job Vacancies**

Oklahoma Association of Broadcasters

6520 North Western

Oklahoma City, OK 73116

Contact Person: Nancy Struby

405-848-0771

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Southwest Times Record

PO Box 1359

Fort Smith, AR 72902

Contact Person: Pam White

479-573-7033

[pwhite@swtimes.com](mailto:pwhite@swtimes.com)

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Cherokee Nation Career Services

1502 West Chickasaw

Sallisaw, OK 74955

Contact Person: Lavonne Tubbs

918-776-0416

[Lavonne-tubbs@cherokee.org](mailto:Lavonne-tubbs@cherokee.org)

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Workforce Oklahoma

401 Houser

Sallisaw, OK 74955

Contact Info: 918-775-5541

[Manager.sallisaw@oesc.state.ok.us](mailto:Manager.sallisaw@oesc.state.ok.us)

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Indeed.com

Internet search engine for job vacancy.

Contact Info: [www.indeed.com](http://www.indeed.com)

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Walk-in/Self-Referral

Station consistently takes walk-in applications regardless of openings or lack thereof. Each application is placed in a file for future reference.