

G2 Media Group, LLC

EEO Public File Report

KXMX FM/KFSW AM

Prepared by

Darren F. Girdner

2019-2020

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KXXM-KFSW 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, and KFSW-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, 2019 to and including January 15, 2020.

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 1/1/2019 and ending 1/15/2020.

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

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
KXMX	FM	189538	Muldrow	OK	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 6 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 5 persons were interviewed for all vacancies.

Part 2

Annual Public File Report

This report covers full time vacancies for the period of January 1, 2019 to January 15, 2020:

1. Employer Unit: G2 Media LLC

2. Unit Members:

KXXM-FM	Muldrow, OK
KFSW-AM	Fort Smith, 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
Contact Person: Darren F. Girdner

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

<u>Job Title</u>	<u>Recruitment Source</u>	<u>Hire Date</u>
Part-Time Staff Reporter	Indeed.com	05/06/2019
Part-Time Technical Director	Self (Previous Employee)	07/08/2019

Part 3

A. Supplemental Recruitment Initiatives

Part-Time Staff News Reporter

Activity: Job Vacancy Website

Date: March 2, 2019
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: March 2, 2019
Host: KXXM/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 wwwIndeed.com

Date: March 2, 2019
Host: wwwIndeed.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 4 job interviews with 4 applicants conducted by the CEO. Only one applicant had news staff reporting experience. The applicant was hired.

B. Supplemental Recruitment Initiatives

Part-Time Technical Director

Activity: Self Referral

Date: June 24, 2019

Host: KXXM

Participant: CEO

This was a former employee who had previous work experience with our company as a camera operator.

Summary/Results: Scheduled and completed a job interview with the applicant. CEO had worked with the applicant in a variety of different settings and had an understanding of the work history of the individual. The applicant was hired.

Part 4

Outreach

Activity: Community Inter-Agency Recruitment Fair

Date: April 12, 2019

Host: People Inc., 205 JT Stites Blvd, Sallisaw, OK

Employees Involved: Program Director, Sales Manager, Producer

We participated in a local Inter-Agency Recruitment Fair. The Fair is designed to give local residents information on healthcare, businesses, and organizations within the community.

Activity: Cherokee Nation Job Fair

Date: June 25, 2019

Host: Cherokee Nation Career Services, 100 E Choctaw, Sallisaw, OK

Employees Involved: CEO

We participated in a summer career job fair in which we allowed Cherokee Nation Career Services to place 2 interns with us during the summer specifically for the purpose of recruiting a minority-status intern participant. When we have openings interns are given priority status if deemed appropriate for position.

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: Kibois Service Fair

Date: November 8, 2019

Host: ICTC, 401 Houser Rd., Sallisaw, OK

Employees Involved: Sales Manager, Producer

Station staff attended a local service fair. The fair objective was to educate the community on different services and businesses within the area.

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

Southwest Times Record

PO Box 1359

Fort Smith, AR 72902

Contact Person: Pam White

479-573-7033

pwhite@swtimes.com

Cherokee Nation Career Services

1502 West Chickasaw

Sallisaw, OK 74955

Contact Person: Lavonne Tubbs

918-776-0416

Lavonne-tubbs@cherokee.org

Workforce Oklahoma

401 Houser

Sallisaw, OK 74955

Contact Info: 918-775-5541

Manager.sallisaw@oesc.state.ok.us

Indeed.com

Internet search engine for job vacancy.

Contact Info: www.indeed.com

Walk-in/Self-Referral

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