

EEO Public File Report

KHPT-FM, KHTC-FM, KKBQ-FM, KTHT-FM, Houston, TX

April 1, 2008 - March 31, 2009

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Manager	1/29/2008	4/3/2008	All Access Music Group	1	0
			4/16/2008	Alvin Community College	0	0
				American Women In Radio & Television	3	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	6	1
				Devry University	0	0
				Employee Referral	3	0
				Gulf Coast Community Association	1	0
				Hire Quest Job Fair	7	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	1	0
				Houston Hispanic Chamber of Commerce	0	0
				Jobing.Com Job Fair	6	1
				Latino Learning Center	0	0
				Rice University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	0	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
2	Account Manager	7/2/2008	9/22/2008	All Access Music Group	0	0
				American Women In Radio & Television	2	0
				Assoc. for the Advancement of Mexican Americans	0	0

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
				Cox Career Network	9	1
				Devry University	0	0
				Employee Referral	1	0
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Internal Candidate	1	0
				Latino Learning Center	0	0
				NAACP	0	0
				Rice University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	0	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				Unity Conference and Career Fair	0	0
				University of Houston	2	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
3	Account Manager	9/30/2008	10/20/2008	All Access Music Group	0	0
			11/10/2008	Alvin Community College	0	0
			1/5/2009	American Advertising Federation	1	0
				American Women In Radio & Television	2	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	26	3
				Devry University	0	0
				Employee Referral	10	1
				Gulf Coast Community Association	0	0
				Harding University	0	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Lamar University	0	0
				Latino Learning Center	0	0
				Louisiana State University	0	0
				NAACP	0	0
				Oklahoma State University	0	0
				Outside Referral	3	1

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
				Rice University	0	0
				Stephen F. Austin University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	0	0
				Texas Southern University	0	0
				Texas State Technical College	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
				West Texas A&M University	0	0
	* See Attached List of Recruitment Sources for Contact Information					

Information Regarding Recruitment Sources Contacted

POSITION TITLE: All				
DATE OPEN: 04/01/08-03/31/09				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	All Access Music Group	Joel Denver	1	N
	28955 Pacific Coast Highway, Ste 210-5, Malibu, CA 90265	(310) 457-6616		
2	Alvin Community College	Diana Stiles	0	N
	3110 Mustang Road, Alvin, TX 77511	(281) 756-3534		
3	American Advertising Federation	Jay Hagins	1	N
	P.O. Box 27592, Houston, TX 77227	(713) 237-9999		
4	American Women in Radio & Television	Keshia Dupas	7	Y
	P.O. Box 980908, Houston, TX 77098	(713) 778-4641		
5	Association for the Advancement of Mexican Americans	Daniel Hammond	0	N
	6001 Gulf Freeway, Houston, TX 77023	(713) 926-5464		
6	Cox Career Network	Faith Perkins	41	Y
	6205 Peachtree-Dunwoody Rd, Atlanta, GA 30328	(678) 645-0000		
7	Devry University	Natashia Living	0	N
	11125 Equity Dr., Houston, TX 77041	(713) 973-3100		
8	Employee Referral		11	N
	1990 Post Oak Blvd, Ste 2300 Houston, TX 77056	(713) 963-1200		
9	Gulf Coast Community Association (Added 01/29/08)	Clarence Brooks	1	Y
	5000 Gulf Freeway, Bldg. 1, Houston, TX 77023	(713) 393-4700		
10	Harding University (Added 12/02/08)	Steve Shaner	0	Y
	Box 10765, Searcy, AR 72149	(501) 279-5209		
11	Hire Quest Job Fair	Annie Smith	7	N
	Embassy Suites Hotel, Houston, TX 77056	(949) 752-7252		
12	Houston Area Urban League (Added 01/29/08)	Carolyn Rose	0	Y
	1301 Texas Ave, Houston, TX 77002	(713) 393-8715		
13	Houston Baptist University	Ann Reynolds	0	N
	7502 Fondren Rd., Houston, TX 77074	(281) 649-3475		
14	Houston Community College	Regina Davis	1	N
	1010 W. Sam Houston Pkwy. North, Houston, TX 77043	(713) 718-5700		
15	Houston Hispanic Chamber of Commerce	Rene Cantu	0	N
	1801 Main, Houston, TX 77002	(713) 644-7070		
16	Internal Candidate		1	N

	1990 Post Oak Blvd, Ste 2300 Houston, TX 77056	(713) 963-1200		
17	Jobing.Com Job Fair	Mark Walker	6	N
	Reliant Park Arena, Houston, TX 77054	(713) 807-7500		
18	Lamar University (Added 12/02/08)	John Yearwood	0	Y
	P.O. Box 10050, Beaumont, TX 77710	(409) 880-8161		
19	Latino Learning Center	Jessica Sanchez	0	N
	3522 Polk, Houston, TX 77003	(713) 223-1391		
20	Louisiana State University (Added 12/08/08)	Gerald Bower	0	Y
	215 Art Bldg., Baton Rouge, LA 70810	(225) 578-8749		
21	NAACP (Added 07/02/08)	Yolanda Smith	0	Y
	2002 Wheeler Avenue, Houston, TX 77004	(713) 526-3389		
22	Oklahoma State University (Added 12/08/08)	Roy Kelsey	0	Y
	313 Paul Miller Building, Stillwater, OK 74078	(405) 744-8267		
23	Outside Referral	N/A	6	N
	N/A	N/A		
24	Rice University	Patricia Payton	0	N
	6100 Main Street, MS-521, Houston, TX 77005	(713) 348-4055		
25	Stephen F. Austin University (Added 12/08/08)	Barbara Bieber-Hamby	0	Y
	P.O. Box 13070, Nacogdoches, TX 75962	(936) 468-1465		
26	Texas A&M University Galveston	Ken Bailey	0	N
	200 Seawolf Parkway, Galveston, TX 77553	(409) 740-4725		
27	Texas Association of Broadcasters	Craig Bean	0	Y
	502 E. 11th St., Suite 200, Austin, TX 78701	(512) 322-9944		
28	Texas Southern University	Job Placement Office	0	N
	3100 Cleburne St., Houston, TX 77004	(713) 313-7011		
29	Texas State Technical College (Added 12/08/08)	Michael Lewis	0	Y
	200 1st Street, Waco, TX 76705	(254) 867-3315		
30	Texas Workforce Commission (Added 01/29/08)	Craig Albiston	0	Y
	8373 Westheimer Rd, Houston, TX 77063	(713) 243-8031		
31	The Art Institute of Houston	Aaron Swarts	0	N
	1900 Yorktown, Houston, TX 77056	(713) 353-4128		
32	Unity Conference and Career Fair	Pecola Scott	0	N
	McCormick Place West, Chicago, IL	(678) 645-0000		
33	University of Houston	University Career Services	2	N
	106 Student Service Center I, Houston, TX 77204	(713) 743-5100		
34	University of Houston Clear Lake	Luisa Beck	0	N
	2700 Bay Area Blvd., Houston, TX 77058	(281) 283-2590		
35	University of Houston Downtown	Steve Markert	0	N
	One Main St., 340N, Houston, TX 77002	(713) 221-8980		
36	University of St. Thomas	Patricia McKimley	0	N

	3800 Montrose Blvd., Houston, TX 77006	(713) 525-3161		
37	West Texas A&M University (Added 12/08/08)	Lori Westermann	0	Y
	WTAMU Box 60747, Canyon, TX 79016	(806) 651-2808		

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Annually	Cox Enterprises, Inc. Mentoring Program	Senior Management Staff asked to volunteer as a key mentoring advisor.	Mentees are coached in all areas of broadcasting.	Mentor, Mark Krieschen, VP/MM, Mentee, David Oshins, LSM, Cox TV-Orlando, Mentor, Bill Spell, Consultant, Cox TV, Mentee-Jaymie Kosina-LSM
2	Ongoing	Year-Round College Intern Program	Educate college students to all areas of broadcasting, interns rotating through key areas of the radio station operations.	Recruit interns from area colleges who are majoring in broadcasting for credit hours.	Melodye Hodges, HR & Intern Coord., Johnny Chiang, Dain Craig, Ed Scarborough, Program Drtr., Randy Schell, Production Drtr., Bill Tatar, Lisa Searcy, Mktg. Drtr., Jed Wilkinson, Eng. Drtr., Blair Johnson, Sales Assistant, Janna Poskey, Traffic Drtr., Barbara Kelly, Day Barlow, Acct. Mgr., Drew Erickson, Webmaster, Fred Peavey, Research Drtr., Mark Krieschen, VP/MM
3	Ongoing	American Women in Radio and Television Job Listing Program	Employment opportunities for the stations are listed on www.awrt.org website job listing page.	Candidates seeking employment in the media field will find posting for that field.	All Department Heads
4	Ongoing	Houston Area Urban League Job Listing Program	Employment opportunities for the stations are listed on www.haul.org website job listing page.	Candidates seeking employment in the media field will find posting for that field.	All Department Heads

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5	2-Apr-08	The Houston, Texas Diversity Job Expo, Westin Galleria Hotel	Job fair to recruit applicants.	This job fair is designed to facilitate a progressive atmosphere, to introduce active and passive jobseekers to leading employers, representing a wide range of industries and career categories.	Melodye Hodges, HR Coord., Bill Tater, Mrkt. Drtr., Judy Lakin-GSM, Jaymie Kosina-LSM, Steven Goulet, ISM
6	3-Apr-08	Santa Fe High School Career Day, Houston	Expose students to broadcasting careers.	This event is just one of many initiatives to bring business and educators together to help students to find the career opportunity that is right for them.	Kevin Kline, On-Air Talent
7	17-Apr-08	Leadership 20/20 Program, Greater Southwest Houston Chamber of Commerce	Member field trip to discuss how radio stations operate.	Cox Radio-Houston hosted this seminar at our offices. Leadership 20/20 is a year long program designed to identify potential leaders and develop within these individuals the knowledge, skills, and vision necessary to enable them to actively participate in the enhancement of the quality of life in our communities.	Melodye Hodges, HR Coord., Bill Tater-Mrkt. Drtr., Dain Craig, Program Drtr.

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8	23-May-08	LaPorte Education Foundation Career Day, Lomax Junior High School	Expose students to broadcasting careers.	This event is just one of many initiatives to bring business and educators together to help students to find the career opportunity that is right for them.	Cactus Jack, On-Air Talent
9	2-Jun-08	Aikin Elementary School Career Day, New Caney ISD	Expose students to broadcasting careers.	This event is just one of many initiatives to bring business and educators together to help students to find the career opportunity that is right for them.	John Prince, On-Air Talent
10	17-Jun-08	Howard University Media Sales Institute Job Fair, Washington,	Job fair to recruit applicants.	Station open positions made available to program attendees.	Pecola Scott, HR Coord., Cox Radio, Inc., Atlanta, GA
11	22-26-Jul-08	Unity Conference & Career Fair, Chicago, IL	Job fair to recruit applicants.	This conference held every 4 years combines the membership of the National Associations for Black Journalists, Hispanic Journalists, Asian-American Journalists, Native American Journalists and Gay/Lesbian/Transgender Journalists. CEI and Cox Media sponsored the career center. Station open positions made available to program attendees.	Pecola Scott, HR Coord., Cox Radio, Inc., Atlanta, GA

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12	26-Aug-08	Jobing.com Career Expo, Reliant Park Arena, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees and co-sponsor.	Melodye Hodges, HR Coord., Jim Dyer, LSM, Lisa Searcy, Mrkt. Drtr.
13	5-Sep-08	Operation: Get Employed Community Job Fair	Job fair to recruit applicants.	Cox Radio-Houston, Gulf Coast Community Services Association, and Mental Health-Mental Retardation Authority of Harris County hosted this half-day event. This collaboration for action partnership was established for the sole purpose of moving people from dependence on a service delivery system to independent competitive employment.	Melodye Hodges, HR Coord.
14	17-Sep-08	NAB Education Foundation Career Fair, NAB Radio Show, Austin Convention Center, Austin TX	Job fair to recruit applicants.	This career day provided experienced professionals, college students and entry-level job seekers who are interested in a career in broadcasting the opportunity to network and interview with broadcast companies.	Julie Busse, HR Coord.-Cox Radio-San Antonio, Karen Shouse, LSM, Cox Radio-San Antonio

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Implemented During Previous Year**

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15	16-17-Oct-08	Cox Excellence in Leadership Training	A company-wide program designed to train mid-level managers to be more effective managers. 2-day program in Houston.	This program provided a more disciplined approach for building leaders' confidence in effectively meeting the changing needs of Cox customers and businesses.	Johnny Chiang, Dain Craig, Ed Scarborough, Program Drtr., Bill Tatar, Lisa Searcy, Mktg. Drtr., Jed Wilkinson, Eng. Drtr., Mark Krieschen, VP/MM, Beth Lavine, Judy Lakin, Rob Hienaman, GSM's, Judi Jones, Mrkt. Controller
16	7-Nov-08	Houston American Advertising Federation	Professors Tour	Cox Radio-Houston hosted this student conference half-day seminar at our offices to educate area college professors in the area of jobs available in the radio industry. College professors represented Harding University, Stephen F. Austin, Texas State University, Texas State Technical College, LSU, OSU, Univ. of Houston, Lamar University, Texas A&M, West Texas A&M, and Texas A&M Kingsville.	Mark Krieschen, VP/MM, Judy Lakin, GSM, Dain Craig, Program Drtr., Melodye Hodges, HR Coord.
17	13-Nov-08	Jobing.com Career Expo, Reliant Park Arena, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees and co-sponsor.	Melodye Hodges, HR Coord.
18	11-Feb-09	Job Shadow Program	Expose high school juniors and seniors to broadcasting careers.	Allow students to "shadow" an employee in the broadcasting career they are interested in.	John Vondra, Morning Show Prod., Randy Schell, Production Drtr., Fred Peavey, Research Drtr.

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19	11-Feb-09	Pink Slip Party, House of Blues, Houston	Job fair to recruit applicants.	Cox Radio-Houston and the Texas Workforce Commission sponsored this first time event that offered a casual setting for recruiters to chat with job seekers.	Mark Krieschen, VP/MM, Melodye Hodges, HR Coord., Johnny Chiang, Ops. Mgr., Dain Craig, Prog. Drtr., Doc Adams, On-Air Talent, Bill Tatar, Mrkt. Drtr.
20	12-Mar-09	Houston Area Urban League Career Connection 2009, George R. Brown Convention Center, Houston, TX	High caliber recruiting event that enables hiring managers to meet with talented women & minorities from all fields.	Businesses and organizations from all over the greater Houston area participated in this diverse and workforce development event. The event attracted candidates from entry-level to seasonal professionals.	Melodye Hodges, HR Coord.