

Cox Media Group, San Antonio
KKYX, KONO AM/FM, KISS, KSMG, KCYY, KTKX
EEO Public File Report
April 1, 2012 - March 31, 2013

RECRUITMENT INITIATIVES

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved.
1	On-going	Internship Program	Internship programs are available to college students who will earn college credit for participating in the program.	We offer internship programs in Programming, Promotions and Sales to college students throughout the year.	Programming, Promotions and Sales Managers
2	On-going	Cox Radio Mentor Program	Mentoring Program sponsored by CEI.	Mentor Cox Radio employees from our location and other cluster locations for future in management positions with company. Employee selected and mentored throughout year.	Alfonso Montemayor, Digital Sales Manager
3	On-going	Training Program	Marketron	Training to ensure employees are using Marketron software properly.	All employees using software product.
4	On-going	Sales Training Programs	Center for Sales Strategy	Sales employees attend training programs to further develop sales skills. Sessions held throughout the year on several different areas of training both on-line and in classroom environment.	Various sales employees selected each training program.
5	2/23/12	Job Fair	Univesity of Houston, Conrad Hilton College of Hotel and Restaurant Job Fair.	At this event we had an opporunity to promote full time and part time positions and internships to students and alumni from various degree programs. An emphasis on event management recruitment efforts provided us with several great candidates.	Melodye Hodges, HR Coordinator
6	3/5/13	Job Fair	2013 Spring Mass Comm Fair/TAB Career Expo	At this event we had an opporunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Roger Schultz, Program Director and Jennifer Schutlz, Promotions Director