

EEO Public File Report					
CMG NY/Texas Radio - Cox Media Group Houston					
KGLK-FM, KHPT-FM, KTHT-FM, KKBQ-FM					
EEO Public File Report Part 1					
Reporting Cycle: 04/01/2022 – 03/31/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
768 (Media Consultant)	7/13/2020	5/9/2022	Cox Media Group	4	2
		5/30/2022	LinkedIn	5	0
			Indeed	2	0
2231 (Account Manager)	9/14/2021	6/13/2022	LinkedIn	5	1
			Cox Media Group	2	0
2926 (Director, Operations)	1/26/2022	4/11/2022	Cox Media Group	4	1
			LinkedIn	1	0
			Indeed	1	0
			Internal Employee	1	0
3591 (Media Consultant)	5/11/2022	7/18/2022	LinkedIn	2	1
			Cox Media Group	3	0
			Indeed	1	0
3636 (Morning Show Host)	5/19/2022	12/5/2022	Cox Media Group	4	1
			LinkedIn	1	0
			External Referral	1	0
3862 (Business Development Consultant)	7/15/2022	9/19/2022	Cox Media Group	3	1
			LinkedIn	3	0
3864 (Media Consultant)	7/18/2022	8/1/2022	Cox Media Group	2	1
			LinkedIn	1	0
			Indeed	1	0
877 (Broadcast Engineer Manager)	8/16/2022	11/14/2022	Cox Media Group	2	1
58151 (Media Consultant)	8/22/2022	9/19/2022	Employee Referral	1	1
			LinkedIn	2	0
23641 (On Air Talent)	9/19/2022	12/5/2022	LinkedIn	1	1
			RAMP	1	0
			Hiring Manager Sourced	3	0
67923 & 67923-2 (Media Consultant)	12/7/2023	3/13/2023	Cox Media Group	5	1
		3/13/2023	LinkedIn	3	1
			Indeed	2	0

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EEO Public File Report Part 2				
Reporting Cycle: 4/1/2022 - 3/31/2023				
Recruitment Sources Used for All Vacancies				
Recruitment Source	Contact	Email	Entitled to Notification	# of Interviews
Directly Sourced by CMG Recruiter	CMG Recruiter		N	
Indeed Internet - www.indeed.com	Internet Posting		N	7
LinkedIn Internet - www.linkedin.com	Internet Posting		N	24
Circa	State Job Boards/Diversity job boards - Internet Posting		N	
ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting		N	
Cox Media Group or CMG Employee Network	CMG career sites (internal/external)		N	29
Employee Referrals	CMG Employees		N	1
Internal Employees	CMG Employees		N	1
All Access Music Group 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA, 90265	Contact: Joel Denver Phone: (310) 457-6616		N	
Harding University Box 10765, Reynolds C-129, Searcy, AR, 72149	Contact: Steve Shaner Phone: (501) 279-5209 Mobile: (630) 258-5544	sshaner@harding.edu post on Handshake website	Y	
Lamar University PO Box 10012, Beaumont, TX, 77710	Contact: Mary Evelyn Collins Phone: (409) 880-8161	careerandtestingcenter@lamar.edu post on Handshake website	Y	
Media Alliance of Houston PO Box 980908, Houston, TX, 77098 3550 West 12th Street, Houston, TX, 77008	Krystan LaChance	MAHJobBank@gmail.com	Y	
Prairie View A&M 100 University Dr., Prairie View, TX 77446	Shadia Washington 936-261-3576	post on Handshake: https://app.joinhandshake.com/login sfwashington@pvamu.edu	N	
Rice University 6100 Main St., Houston, TX 77005	(713) 348-4055	post on Handshake: https://app.joinhandshake.com/login for Alumni , post here- https://alumni.rice.edu/sallyportal/jobboard ccd@rice.edu	N	
Stephen F. Austin University - Career Services 1936 North Street, Nacogdoches, TX, 75962	Contact: David Gehrels Phone: (936) 468-2284	atcofa@sfasu.edu post on Handshake website	Y	
Texas A&M University Corpus Christi 6300 Ocean Dr, Corpus Christi, TX 78412	Contact: Megan Nolan Ph: 361-825-2628	Megan.Nolan@tamucc.edu post on Handshake website	N	
Texas Southern University - Career Services 3100 Cleburne St., Houston, TX, 77004 www.tsu.edu/careercenter	Phone: (713) 313-7541 Fax: (713) 313-7155	placementservices@tsu.edu post on Handshake website	Y	
Texas State University San Marcos, TX https://www.txstate.edu	Elisa DeFord ph. 512-245-2645	careerservices@txstate.edu post on Handshake website	N	
West Texas A&M University WT Box 60728, Canyon, TX, 79016 www.wtamu.edu/career	Contact: Agatha Thompson Phone: (806) 651-2345 Fax: (806) 651-2925	wtcareer@wtamu.edu post on Handshake website	Y	

Recruitment Sources Used for Specific Vacancies				
Alvin Community College 3110 Mustang Road, Alvin, TX, 77511	Contact: Diana Stiles Phone: (281) 756-3534	dstiles@alvincollege.edu	N	
Conrad N. Hilton College, University of Houston Conrad N. Hilton College, University of Houston, Room S108, Houston, TX, 77204	Contact: Lori Osborn Phone: (713) 743-2423	lqosborn@central.uh.edu	N	
C.T. Bauer College of Business, Rockwell Career Center University of Houston-Central Campus, CEMO Hall, 2nd Floor, Houston, TX, 77204	Contact: Raji Ayier Phone: (832) 842-6130 Phone: (832) 842-6120	raiyer@bauer.uh.edu	N	
Houston Baptist University (Houston Christian Univ.) 7502 Fondren Rd., Houston, TX 77074	Contact: Debra Bell Phone: 281-649-3000	http://www.hbu.edu post on Handshake website	N	
Sam Houston State University Huntsville, TX	Vinessa Mundorff 936-294-1713	https://www.shsu.edu/dept/career-services post on Handshake website careerservices@shsu.edu	N	
Texas A&M University - Texarkana 7101 University Ave., Texarkana, TX 75503 http://www.tamut.edu/career	Mitchell Parker Ph. 903-334-6707	mparker@tamut.edu post on Handshake website	N	
Texas Association of Broadcasters 502 E. 11th St., Suite 200, Austin, TX, 78701	Contact: Craig Bean Phone: (512) 322-9944	jobs@tab.org post on TAB website	N	
Texas Woman's University Denton, TX	Joann Bastidas ph. 940-898-2950	careers@twu.edu post on Handshake website	N	
University of Houston - Career Services 106 Student Service Center I, Houston, TX, 77204	Phone: (713) 743-5100	ucs@uh.edu	N	
University of Houston - College of Technology 4230 Martin Luther King Blvd., Houston, TX 77204	Jamie Thomas Ph. 713-743-4100	cotcareers@uh.edu post on Handshake website http://www.uh.edu/technology/	N	
University of Houston- Clear Lake 2700 Bay Area Blvd., Houston, TX 77058	Ph. 281-293-2590	careerservices@uhcl.edu post on Handshake website	N	
University of Houston - Victoria NorthBen Wilson St., Voctoria, TX 77901	Amy Hatmaker Ph. 361-570-4378	https://www.uhv.edu/career-services/ post on Handshake website	N	
University of St. Thomas 3800 Montrose Blvd., Houston, TX 77006	Jarred Gibson Ph. 713-525-3160	gibsonje@stthom.edu post on Handshake website	N	
Hiring Manager Sourced	CMG Hiring Manager		N	3
External Referrals	Non-CMG Employees		N	1
RAMP (Radio and Music Pros) ramp247.com	Internet Posting		N	1

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EEO Public File Report Part 3
Reporting Cycle: 04/01/2022 – 03/31/2023
Long-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On-going	Diverse Job Bank Career Listings - Circa (Formerly America's Job Exchange)	All external job openings are posted through Circa.	Broad Outreach	CMG Talent Acquisition Team
2	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training	Career Development	Open to all CMG employees
3	04/01/22	Training program for P/T Brand Ambassadors to learn production, board operations and on-air	Training and mentoring program for P/T Brand Ambassadors to train and learn production, board operations and on-air. This year's participants have grown to have their own show on the weekend on KKBQ and KGLK.	Training Program	Harley Roxx (Ashley Smith)- P/T Brand Ambassador and Gerardo Sproet- P/T Brand Ambassador
4	04/05/22	Workforce Solutions- Employer Seminar: Convince your Hiring Managers to Interview the right way	Learning how to educate your hiring managers to hire the right people, how to make the process easy for staff and how to hold staff accountable to the process.	Training to management	Linda Lynn - Office Manager
5	04/06/22	University of Houston	SEU attended The University of Houston Communication & Marketing career mixer on Wednesday, April 6, 2022. SEU participated in the event which includes company information sessions, resume reviews, company tables and avenues for students to personally connect with organizations across communication and marketing industries.	Career Event	Stephanie Callihan- DOS, Bill Tatar- Promotions Mgr., Melissa Rivera- Integrated Sales Manager
6	6/6/2022-8/22/2022	College Intern Program	Hosted a paid college Intern from University of Houston over the course of the Summer semester to expose them to the broadcasting environment. After the program, Intern did apply and was hired in the promotions department.	Internship	Linda Lynn- Office Mgr., Caitlin Johnson, Stephanie Callihan- DOS, Bill Tatar- Promotions Mgr., Melissa Rivera- Integrated Sales Manager, Doug O'Brien-Production Mgr., Katelyn Maida & Erica Contreras- KKBQ Morning Show; Adrian Perez- Morning show producer
7	08/10/22	Hiring with Diversity in Mind Playbook	To help Cox Media Group in our efforts to do better, we partnered with CMG's Talent Acquisition Team to create the "Hiring with Diversity in Mind" playbook. This playbook provides hiring managers with tips and strategies to ensure there is an intentional focus on diversity, equity, & inclusion during the recruiting and hiring process, and assist us in meeting a goal to increase the diverse representation within.	Training to management	All hiring managers
8	08/27/22	Cox Media Group's KKBQ co-sponsored a job fair with Houston Police Department	One of the CMG Houston properties, KKBQ/93Q co-sponsored a job fair with the Houston Police Department. With partnering, we promoted the even on social and on-air and also had employees attend and participate at the event.	Co-Sponsoring hiring expo	Bill Tatar, Promotions & Activations Mgr., Candy Graham- Promotions Mgr., Jennifer Tyler- On-Air Personality
9	11/10/22	Career Fair at Alvin Community College	SEU attended The Alvin Community College career fair on Thursday, November, 10th, 2022 from 11:00am-2:00pm. SEU participated in the event which includes resume reviews, company tables and avenues for students to personally connect with organizations across engineering, communication and marketing industries.	Career Event	Richard Gerlovich, Dir. of Engineering and Linda Lynn, Office Manager/Executive Assistant
10	01/11/23	Alumni Corporate Connections hiring event at the University of Houston	SEU attended the Alumni Corporate Connections hiring event at the University of Houston. We interacted with students/Alumni regarding careers in the broadcast industry. This event provided local and regional employers the opportunity to recruit recent graduates and those who can start working full-time immediately.	Career Event	Stephanie Callihan, VP/MM and Melissa Rivera, Integrated Sales Manager
11	03/01/23	Rice University Business of Major Sporting Events	Bill Tatar, Director of Promotions & Activations provided an inside narrative to Rice University's Business of Major Sporting Events class on how local media partners look at major sports and event sponsorships.	Career Event	Bill Tatar, Promotions & Activations Mgr.,