

# EEO Public File Report

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

April 1, 2014 - March 31, 2015

## 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	Continuity Coordinator	10/8/2014	11/10/2014	Alvin Community College	0	0
				Asian American Family Services	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Conrad N. Hilton College, University of Houston	0	0
				C. T. Bauer College of Business, University of Houston	0	0
				Employee Referral	1	1
				Harding University	0	0
				Houston Area Urban League	0	0
				Houston Hispanic Chamber of Commerce	0	0
				jobs.coxmediagroup.com	0	0
				Lamar University	0	0
				Media Alliance of Houston (Formerly American Women in Radio & TV)	0	0
				MHMRA of Harris County-Collaboration for Action	0	0
				NAACP	0	0
				Oklahoma State University	0	0
				Stephen F. Austin University	0	0
				Texas A&M University-Galveston	0	0
				Texas Association of Broadcasters	1	0
				Texas Southern University	0	0
				Texas State Technical College	0	0
				University of Houston	0	0
				West Texas A&M University	1	0
				Workforce Solutions	0	0
2	Sales Assistant	10/8/2014	11/17/2014	Alvin Community College	0	0
				Asian American Family Services	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Conrad N. Hilton College, University of Houston	0	0
				C. T. Bauer College of Business, University of Houston	0	0

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				Harding University	0	0
				Houston Area Urban League	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Indeed, Inc.	2	0
				jobs.coxmediagroup.com	1	1
				Lamar University	0	0
				Media Alliance of Houston (Formerly American Women in Radio & TV)	0	0
				MHMRA of Harris County-Collaboration for Action	0	0
				NAACP	0	0
				Oklahoma State 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
				University of Houston	0	0
				West Texas A&M University	0	0
				Workforce Solutions	0	0
3	Account Executive	9/9/2014	12/19/2014	Alvin Community College	0	0
				Asian American Family Services	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Conrad N. Hilton College, University of Houston	0	0
				C.T. Bauer College of Business, University of Houston	0	0
				Employee Referral	2	1
				Harding University	0	0
				Houston Area Urban League	0	0
				Houston Hispanic Chamber of Commerce	0	0
				jobs.coxmediagroup.com	2	0
				Lamar University	0	0
				Media Alliance of Houston (Formerly American Women in Radio & TV)	0	0
				MHMRA of Harris County-Collaboration for Action	0	0
				NAACP	0	0
				Oklahoma State University	0	0
				Stephen F. Austin University	0	0
				Texas A&M University-Galveston	0	0
				Texas Association of Broadcasters	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
				Texas Southern University	0	0
				Texas State Technical College	0	0
				University of Houston	0	0
				West Texas A&M University	0	0
				Workforce Solutions	0	0
4	IT Manager	10/27/2014	12/8/2014	Alvin Community College	0	0
				Asian American Family Services	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Conrad N. Hilton College, University of Houston	0	0
				C. T. Bauer College of Business, University of Houston	0	0
				Employee Referral	1	1
				Harding University	0	0
				Houston Area Urban League	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Indeed, Inc.	2	0
				jobs.coxmediagroup.com	1	0
				Lamar University	0	0
				Media Alliance of Houston (Formerly American Women in Radio & TV)	0	0
				MHMRA of Harris County-Collaboration for Action	0	0
				Monster.com	1	0
				NAACP	0	0
				Oklahoma State 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
				University of Houston	0	0
				West Texas A&M University	0	0
				Workforce Solutions	0	0
5	Digital Campaign Specialist	12/31/2014	3/2/2015	Alvin Community College	0	0
				Asian American Family Services	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Conrad N. Hilton College, University of Houston	0	0
				C.T. Bauer College of Business, University of Houston	0	0
				Harding University	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
				Houston Area Urban League	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Indeed, Inc.	1	0
				jobs.coxmediagroup.com	1	1
				Lamar University	0	0
				LinkedIn Corporation	2	0
				Media Alliance of Houston (Formerly American Women in Radio & TV)	0	0
				MHMRA of Harris County-Collaboration for Action	0	0
				NAACP	0	0
				Oklahoma State 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
				University of Houston	0	0
				West Texas A&M University	0	0
				Workforce Solutions	0	0

**Information Regarding Recruitment Sources Contacted**

<b>Position Title: All</b>					
<b>Date Open: April 1, 2014 - March 31, 2015</b>					
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>	
1	Alvin Community College	Diana Stiles	0	N	
	3110 Mustang Road, Alvin, TX 77511	(281) 756-3534			
2	Asian American Family Services	Deborah Chen	0	N	
	9440 Bellaire Blvd., Ste. 228, Houston, TX 77036	(713) 600-9400			
3	Association for the Advancement of Mexican Americans	Lisa Schott	0	N	
	6001 Gulf Freeway, Bldg. E, Houston, TX 77023	(713) 967-6700			
4	Conrad N. Hilton College, University of Houston	Maggie Chavez	0	N	
	229 C.N. Hilton Hotel & College, Room 237, Houston, TX 77204	(713) 743-2423			
5	C.T. Bauer College of Business, Rockwell Career Center	Giovanni Rosselli	0	N	
	University of Houston-Central Campus, CEMO Hall, 2nd Floor	(832)842-6122			
	Houston, TX 77204				
6	Employee Referral		4	N	
	1990 Post Oak Blvd., Ste. 2300, Houston, TX 77056	(713) 963-1200			
7	Harding University	Steve Shaner	0	Y	
	Box 10765, Searcy, AR 72149	(501) 279-5209			
8	Houston Area Urban League	Carmela Walker	0	Y	
	1301 Texas Ave, Houston, TX 77002	(713) 393-8713			
9	Houston Hispanic Chamber of Commerce	Maria Velasquez	0	N	
	1801 Main, Houston, TX 77002	(713) 644-7070			
10	Indeed, Inc.		5	N	
	7501 N. Capital of Texas Hwy, Bldg. B, Austin, TX 78731	pr@indeed.com			
11	jobs.coxmediagroup.com	Dd Adams	5	N	
	6205 Peachtree Dunwoody Rd., Atlanta, GA 30328	(678) 645-0000			
12	Lamar University	Mary Evelyn Collins	0	Y	
	P.O. Box 10012, Beaumont, TX 77710	(409) 880-8161			
13	LinkedIn Corporation		2	N	
	2029 Stierlin Court, Mountain View, CA 94043	(415) 520-3420			
14	Media Alliance of Houston (Formerly Alliance for Women In Media)	Megan Curran	0	N	
	P.O. Box 980908, Houston, TX 77098	(713) 479-2667			
15	MHMRA of Harris County-Collaboration for Action	Orybie A. Simien	0	Y	
	7011 SW Freeway, #575, Houston, TX 77074	(713) 970-3908			



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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	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, Judy Lakin, DOS, CMG Houston, Mentee, KT Burton, Technology Manager, CEI Atlanta/Mentor, Danita Harris, CEI HR Atlanta, Mentee, Candy Mendez, Promotion Manager, CMG Houston
2	Ongoing	Outreach of Job Posting to Minority Groups	Positions are posted with minority and female outreach organizations such as Asian American Family Services, Association for the Advancement of Mexican Americans, Media Alliance of Houston (formerly Alliance for Women in Media), MHMRA of Harris County-Collaboration for Action, Houston Area Urban League, Houston Hispanic Chamber of Commerce, Lamar University, NAACP, and Workforce Solutions (formerly Texas Workforce Commission), all whose membership includes substantial numbers of women and minorities.	Candidates seeking employment in the media field will find posting for that field.	All Department Heads

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3	Ongoing	Center for Strategy Sales Training Program	Designed to enable station sales personnel to acquire skills that could qualify them for higher level positions.	Quarterly cluster sales training meetings are provided for the advancement and education of our Account Executives. The training sessions address topics on digital sales, negotiation, and category selling skills. The training is targeted at Account Executives of all experience levels. Our Account Executives learn how to maximize their performance by learning about and building on their strengths and using an in-depth sales process to develop deeper, more rewarding relationships with their clients.	All Sales Managers and Account Executives
4	Ongoing	Notification to Community Groups	Web site notification.	Station websites on a permanent basis (using a home page link to "EEO") publicize an announcement to organizations that if they would like to be notified of vacancies they can provide us with their contact information.	Melodye Hodges, HR Coord.



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5	Ongoing	Notification to our Community	On-Air Announcements	Stations broadcast an announcement on a permanent basis (using our on-air programming) that "If you'd like to join the team at Cox Media Group, visit our website at <a href="http://coxmediagroup.com">coxmediagroup.com</a> ."	Mark Krieschen, VP/MM
6	9-May-14	East Bernard High School Career Day, East Bernard, TX	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.	Johnny Chiang, Operations Mgr.
7	28-May-14	The Women's Business Enterprise Alliance (WBEA) Expo, George R. Brown Convention Center, Houston, TX	Women networking event .	As the official radio sponsor of this event our managers were able to network with corporate purchasers, governmental agencies, and women-owned businesses to build strong relationships.	Mark Krieschen, VP/MM, Judy Lakin, DOS, Kali Gipson-Sales Mgr.
8	29-May-14	University of Houston, Entertainment & Venue Mgmt. Class, Sugar Land, TX	Expose college students to broadcasting careers.	This event in the community informs and educates students.	Lisa Searcy, Dir. Of Mrkt.

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9	15-Jul-14	University of Houston, Entertainment & Venue Management Class, Sugar Land, TX	Expose college students to broadcasting careers.	This event in the community informs and educates students.	Mark Krieschen, VP/MM, Lisa Searcy, Dir. Of Mrkt.
10	24-Jul-14	FCC-EEO Compliance Training	Attorney Christy Burrow from Cooley, LLP presented an FCC Equal Employment Opportunity Compliance webinar to HR Managers at CMG.	Christy Burrow presented the information in an interactive manner, with participants having the opportunity to ask questions and clarify understanding of the content.	CMG HR Managers including our location's Regional HR Mgr., Dd Adams
11	7-Aug-14	National Association of Hispanic Journalists Multimedia Convention & Career Expo, Henry B. Gonzalez Convention Center, San Antonio, TX	Expose talented individuals to broadcasting careers.	At this event we had an opportunity to promote full time and part time positions.	Alfonso Montemayor, Digital Sales Mgr., CMG San Antonio, Geoffrey Cooper, Digital Media Associate, CMG San Antonio
12	29-Sep-14	University of Houston, Event & Marketing Class, Sugar Land, TX	Expose college students to broadcasting careers.	This event in the community informs and educates students.	Mark Krieschen, VP/MM

**Prong 3 Longer-Term Recruitment Initiatives  
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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
13	8-Oct-14	American Advertising Federation Houston Student Conference, Houston, TX	A one-day come-and-go event for college students.	Sponsorship of a student team providing a learning forum to improve their skills and to present their information. Students were assigned an advertising campaign project for a national advertiser.	Melodye Hodges, HR Coord., Alana Lujan-GSM, Anne Marie Henick-DOMS
14	29-Oct-14	Texas State University Fall Mass Communication Fair, San Marcos, TX	Expose talented individuals to broadcasting careers.	At this event we had an opportunity to promote full time and part time positions.	Roger Alan, Dir. Of Programming & Branding, CMG San Antonio
15	4-Mar-15	Texas Association of Broadcasters Career Expo, Texas State University, San Marcos, TX	Expose talented individuals to broadcasting careers.	At this event we had an opportunity to promote full time and part time positions.	Roger Alan, Dir. Of Programming & Branding, CMG San Antonio, Jim Dyer, GSM, CMG San Antonio
16	12-Mar-15	University of Houston Main Campus, Marketing Class, Houston, TX	Expose college students to broadcasting careers.	This event in the community informs and educates students.	Mark Krieschen, VP/MM