

Cox Media Group, San Antonio
KKYX, KONO AM/FM, KISS, KSMG, KCYY, KTKX
EEO Public File Report
April 1, 2015 - March 31, 2016

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	8/7/14	Career Expo Participant	National Association of Hispanic Journalists Multimedia Convention & Career Expo at the Henry B. Gonzalez Convention Center	At this event we had an opportunity to promote full time and part time positions.	Alfonso Montemayor, Digital Sales Manager and Geoffrey Cooper, Digital Media Associate
6	10/29/14	Job Fair Participant	Texas State University Fall Mass Comm Job Fair	At this event we had an opportunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Roger Schultz, Program Director
7	7/24/14	FCC-EEO Compliance Training	Attorney Christy Burrow from Cooley, LLP presented an FCC Equal Employment Opportunity Compliance webinar to HR Managers at Cox Media Group.	Christy Burrow presented the information in an interactive manner, with participants having the opportunity to ask questions and clarify understanding the content.	Dd Adams, Regional HR Manager
8	3/4/15	Job Fair Participant	Texas Association of Broadcasters/Texas Spring Mass Comm Fair	At this event we had an opportunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Jim Dyer, General Sales Manager and Roger Schultz, Program Director
9	10/21/15	Job Fair Participant	Texas State University Fall Mass Comm Job Fair	At this event we had an opportunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Roger Schultz, Program Director

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10	11/17/15	Guest Speaking/Recruitment	University of the Incarnate Word Guest speaking/Recruitment	Discussed radio industry, opportunities in the field and at CMG, answered questions about how to "break into the business of radio" and gave out information on our internship programs and entry level positions at CMG SA. Collected resumes and encourage on line applications.	Roger Schultz, Program Director
11	2/25/16	Job Fair Participant	Texas A&M San Antonio Career Fair	At this event we had an opportunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Roger Schultz, Program Director
12	3/2/16	Job Fair Participant	Texas Association of Broadcasters/Texas Spring Mass Comm Fair	At this event we had an opportunity to promote full time, part time positions and internships to students and alumni from various degree programs.	Roger Schultz, Program Director