

EEO Public File Report

Cox Radio - Tulsa, Oklahoma

KRMG - AM/FM, KJSR - FM, KRAV - FM, KWEN - FM

February 1, 2009 thru January 31, 2010

Full-Time Positions Filled

	Number Interviewed	Number Hired
GRAND TOTALS	53	8

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	2/1/2009	3/16/2009	Cox Career Network	1	0
2	ACCOUNT MANAGER	2/1/2009	4/6/2009	EEO Mailing List	0	0
3	ACCOUNT MANAGER	2/1/2009	4/6/2009	Employee Referrals	3	1
				Internal Posting	0	0
				Long Term Initiative (2008 OSU Job Fair)	1	0
				Long Term Initiative (2008 NSU Job Fair)	1	0
				Tulsaelpwanted.com	5	2
				Tulsa World	5	0
				Unknown	1	0
				Word of Mouth	2	0
				Cox Radio Tulsa radio stations	2	0
				Cox Radio Tulsa websites:	1	0
				www.K955fm.com		
				www.KRMG.com		
				www.Spirit1023.com		
				www.Star103fm.com		
				www.Mix96Tulsa.com		

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
4	SALES ASSOCIATE	2/1/2009	4/20/2009	EEO Mailing List (Oral Roberts University)	1	1
				EEO Mailing List (University of Tulsa)	1	0
				EEO Mailing List (All Others)	0	0
				Client Referral (Les Boyles, ROI Media)	1	0
				Employee Referrals	0	0
				Former Employee	1	0
				Internal Posting	0	0
				TulsaHelpWanted.com	0	0
				Tulsa World	1	0
				Cox Radio Tulsa websites:	0	0
				www.K955fm.com		
				www.KRMG.com		
				www.Spirit1023.com		
				www.Star103fm.com		
				www.Mix96Tulsa.com		

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
5	MORNING SHOW HOST	4/21/2009	4/23/2009	WorkforCoxRadio@gmail.com Talent Bank	3	1
				Employee Referrals	1	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
6	SALES ASSOCIATE	2/1/2009	6/15/2009	EEO Mailing List (University of Tulsa)	2	0
				EEO Mailing List (All Others)	0	0
				Employee Referrals	1	0
				Internal Posting	0	0
				TulsaHelpWanted.com	0	0
				Tulsa World	0	0
				Word of Mouth	1	1
				Cox Radio Tulsa websites:	0	0
				www.K955fm.com		
				www.KRMG.com		
				www.Spirit1023.com		
				www.Star103fm.com		
				www.Mix96Tulsa.com		

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
7	SENIOR PRODUCER	9/11/2009	10/12/2009	EEO Mailing List (OAB)	1	0
				EEO Mailing List (All Others)	0	0
				Tulsa World	2	0
				Internal Posting	2	1
				Self Referral	2	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
8	ACCOUNT MANAGER	2/1/2009	10/19/2009	Cox Career Network	0	0
				EEO Mailing List (Rogers State University)	1	0
				EEO Mailing List (All Others)	0	0
				Employee Referrals	4	1
				Internal Posting	0	0
				TulsaHelpWanted.com	1	0
				Tulsa World	1	0
				Self Referral	1	0
				Cox Radio Tulsa radio stations	0	0
				Word of Mouth	2	0
				Cox Radio Tulsa websites:	1	0
				www.K955fm.com		
				www.KRMG.com		
				www.Spirit1023.com		
				www.Star103fm.com		
				www.Mix96Tulsa.com		

**EEO MAILING LIST
ORGANIZATIONS REQUESTING NOTIFICATION**

BUSINESS OR SCHOOL NAME	CONTACT NAME	DEPT/TITLE	ADDRESS	CITY	STATE	ZIP	PHONE	FAX	EMAIL
AMERICAN BROADCASTING SCHOOL	DC OR BILL		6808 S. MEMORIAL DR. STE 116	TULSA	OK	74133	918-293-9100	918-872-9869	DC@RADIOSCHOOL.COM
AMERICAN WOMEN IN BROADCASTING	TRACI HARTMAN		302 S. FRANKFORT	TULSA	OK	74120	918-732-6015	918-732-6016	TRACI.HARTMAN@NEWSON6.NET
CAMERON UNIVERSITY	CATHY BILLINGS	CAREER SERVICES	2800 W. GORE BLVD.	LAWTON	OK	73505	580-581-2209	580-581-2564	BILLINGS@CAMERON.EDU
CHEROKEE NATION	CATHERINE WESTER		P.O. BOX 948	TAHLEQUAH	OK	74464	918-456-0671 X2264	918-458-6100	CWESTER@CHEROKEE.ORG
CHICKASAW NATION	LINDA BYRD		P.O. BOX 7548	ADA	OK	74820	580-436-7259	580-436-7297	
COLLEGIATE BROADCASTERS, INC.	WILL ROBEDEE	CBI VICE PRESIDENT							CBJOB@MAILMAN.RICE.EDU
EAST CENTRAL UNIVERSITY	DONNA GOUGH	COMMUNICATIONS DE	1100 E. 14TH STREET	ADA	OK	74820	580-559-5598		DGOUGH@EKOK.EDU
GOODS ENTERTAINMENT	ADAM GOODMAN						800-867-9532	801-460-3100	ADAM@GOODSENTERTAINMENT.COM
GOODWILL INDUSTRIES	VON WILLIAMS	JOB PLACEMENT SPEC	P.O. BOX 9812	TULSA	OK	74157	918-584-7291 X 249	918-599-0272	VWILLIAMS@GOODWILLTULSA.ORG
JOHN BROWN UNIVERSITY	DIRECTOR	CAREER DEVELOPMT	2000 W. UNIVERSITY STREET	SILOAM SPRINGS	AR	72761	479-524-7282	479-524-7221	CDA@JBU.EDU
LANGSTON UNIVERSITY	JAMES WALLACE	CAREER SERVICES	P.O. BOX 1255; 124 GANDY HALL	LANGSTON	OK	73050-1255	405-466-3240	405-466-2976	JAWALLACE@LUNET.EDU
METROPOLITAN TULSA URBAN LEAGUE	KIM MCCURRY		240 E. APACHE ST.	TULSA	OK	74106	918-584-0001	918-584-3520	KMCURRY@MTUL.ORG
MISSOURI STATE UNIVERSITY	JACK HUNTER	CAREER CENTER	901 S. NATIONAL AVE.	SPRINGFIELD	OK	65897	417-836-5636	417-826-6797	CAREERCENTER@MISSOURICENTER.EDU
MISSOURI VALLEY COLLEGE	TIFFANY BERGMAN	CAREER PLACEMENT	500 E. COLLEGE	MARSHALL	MO	65340	660-831-4618	660-831-4039	BERGMAN@MOVAL.EDU
NAACP - TULSA BRANCH	SHIRLEY LEROY		P.O. BOX 6246	TULSA	OK	74148	918-592-7989		NAACP@EXECS.COM
NATIVE AMERICAN EMPLOYMENT CTR	MARY DEROIN	JOB DEVELOPER	3934 E. ADMIRAL PLACE NORTH	TULSA	OK	74115	918-834-8800	918-834-8822	MDEROIN@INDIANBUSINESS.ORG
NORTHEASTERN STATE UNIVERSITY	GAYLE ANDERSON	CAREER SERVICES	705 N. GRAND AVE.	TAHLEQUAH	OK	74464	918-444-3110	918-458-2114	ANDERSON@NSUOK.EDU
OKLAHOMA ASSOC. OF BROADCASTERS	NANCY STRUBY						405-848-0771		OABOK.ORG
OKLAHOMA CITY UNIVERSITY	LYNETTE MARTIN	DIR / CAREER SERV.	2501 N. BLACKWELDER	OKLAHOMA CITY	OK	73106-1493	405-521-5171	405-557-6043	LMARTIN@OKCU.EDU
OSU TULSA	FARRAH WALKER	CAREER SERVICES	700 N. GREENWOOD AVE.	TULSA	OK	74106	918-594-8208	918-594-8362	FWALKER@OKSTATE.EDU
OSU OKMULGEE	LARRY DAVIS	CAREER SERVICES	1801 E. 4TH	OKMULGEE	OK	74447	918-293-4830	918-293-4662	DLARRY@OSU-OKMULGEE.EDU
OSU CAREER SERVICES	ANDREW MYERS	CAREER SERVICES	360 STUDENT UNION	STILLWATER	OK	74078	405-744-7261	405-744-4954	CAREERS@OKSTATE.EDU
OSU CAREER SERVICES	MARCY LUTER	CAREER SERVICES	360 STUDENT UNION	STILLWATER	OK	74078	405-744-9271	405-744-9954	
OSU SCHOOL OF JOURNALISM & BROAD.	MARC KREIN	PROFESSOR	206 PAUL MILLER BLDG	STILLWATER	OK	74078	405-744-6804		MARC.KREIN@OKSTATE.EDU
OSU SCHOOL OF JOURNALISM & BROAD.	JACK HODGSON	ASSOC. PROFESSOR	206 PAUL MILLER BLDG	STILLWATER	OK	74078	405-744-8282	405-744-7104	JACK.HODGSON@OKSTATE.EDU
ORU COMMUNICATIONS ARTS DEPT.	DR. JOHNNY MAC ALLEN	RADIO ADVISOR	7777 S. LEWIS	TULSA	OK	74171	918-495-6867		JALLEN@ORU.EDU
ORU CAREER SERVICES	ALLISON JONES	CAREER SERVICES	7777 S. LEWIS	TULSA	OK	74171	918-495-6912	918-495-6710	CAREERS@ORU.EDU
ROGERS STATE UNIVERSITY	ERIN DAVIS	EMPLOYMENT COORD.	1701 W. WILL ROGERS BLVD.	CLAREMORE	OK	74017	918-343-7864	918-343-7712	EDAVIS@RSU.EDU
RSU RADIO KRSC FM 91.3	CATHY COOMER	GENERAL MANAGER	1701 W. WILL ROGERS BLVD.	CLAREMORE	OK	74017	918-343-7571	918-343-7952	CCOOMER@RSU.EDU
ROSE STATE COLLEGE	SHERRI KING		6420 S.E. 15TH	MIDWEST CITY	OK	73110	405-733-7377	405-733-7991	SKING@ROSE.EDU
SMSU CAREER SERVICES	CYNDI CIACIN		901 S. NATIONAL	SPRINGFILED	MO	65804	417-836-5636	417-836-6797	CAREERSERVICES@SMSU.EDU
SMSU CAREER SERVICES	MARGIE WIELAND		901 S. NATIONAL	SPRINGFILED	MO	65804	417-836-5636	417-836-6797	CAREERSERVICES@SMSU.EDU
SOUTHEASTERN OK STATE UNIVERSITY	SCOTT OR KAREN	DIRECTOR / SECRETARY	1405 N. 4TH AVE, PMB 4239	DURANT	OK	74701-0609	580-745-2270	580-745-7486	PLACEMENT@SE.EDU
SOUTHWESTERN OK STATE UNIVERSITY	TIFFANY HAWKINS		100 CAMPUS DRIVE	WEATHERFORD	OK	73096	580-774-3233	580-774-7102	TIFFANY.HAWKINS@SWOSU.EDU
SOUTHERN NAZARENE UNIVERSITY	MIRIAM KEY	DIRECTOR / CAREER SERV	6729 N.W. 39TH EXWY. WEBSTER COMMONS BLDG.	BETHANY	OK	73008	405-717-6226	405-491-6378	MRKEY@SNU.EDU
TULSA COMMUNITY COLLEGE	AMANDA EDWARDS	STUDENT EMPLOYMENT	909 SOUTH BOSTON, ROOM 149	TULSA	OK	74119	918-595-7168	918-595-7320	
TULSA TECHNOLOGY CENTER	SUSAN OTT		P.O. BOX 477200	TULSA	OK	74147-7200	918-828-5216		SUSAN.OTT@TULSATECH.ORG
UNIVERSITY OF ARKANSAS AT PINE BLUFF	MARY M JONES	CAREER SERVICES	1200 N. UNIVERSITY DRIVE MAIL SLOT 4975	PINE BLUFF	AR	71601	870-575-8461	870-543-8090	CAREERSVCS@UABP.EDU
UNIVERSITY OF ARKANSAS	ROBERT MACKKEY	CAREER DEVELOPMENT	ARKANSAS UNION ROOM 607	FAYETTEVILLE	AR	72701	479-575-2804	479-575-6742	RECRUIT@VARK.EDU
UNIVERSITY OF CENTRAL OKLAHOMA	SANDRA MAY		100 N. UNIVERSITY DR CAMPUS BOX 126	EDMOND	OK	73034	405-974-3346	405-974-3826	CAREERS@UCOK.EDU
UNIVERSITY OF OKLAHOMA		CAREER SERVICES	900 ASP AVE, SUITE 323	NORMAN	OK	73019	405-325-1974	405-325-3402	JOB BANK FOR COLLEGE DEGREE POSITION
UNIVERSITY OF OKLAHOMA (NON DEGREE)		PERSONNEL					405-325-1826		OHR@OU.EDU
UNIVERSITY OF OK COLLEGE OF ARTS	VON ALLEN	DIRECT OF DEVELOPMENT	EDISON HALL, ROOM 323 633 ELM AVENUE	NORMAN	OK	73019	405-325-3724	405-325-7709	VONALLEN@OU.EDU
UNIVERSITY OF OK GAYLOR COLLEGE OF JOURNALISM AND MASS COMMUNICATIONS	HEATHER SPENCER		395 W. LINDSEY, SUITE 2533	NORMAN	OK	73071	405-325-3689	405-325-0987	HAS@OU.EDU
UNIVERSITY OF PHOENIX	STEPHANIE HENDERSON		10810 E. 45TH STREET	TULSA	OK	74146	918-622-4877	918-622-4891	
YWCA RESONANCE JOBS NOW	JERRY VANTINE		1608 SOUTH ELWOOD	TULSA	OK	74119	918-587-3888 XT 22	918-587-3891	JVANTINE.RESONANCE@YWCAOFTULSA.ORG
UNIVERSITY OF TULSA	BILL HINKLE		800 S. TUCKER DRIVE	TULSA	OK	74104	918-631-2896	918-631-2115	RECRUITINGCOORDINATOR@UTULSA.EDU
UNIVERSITY OF TULSA		CAREER SERVICES	600 S. COLLEGE	TULSA	OK	74104	918-631-2549	918-631-2115	JOBREFERRALS@OTULSA.EDU
VATTEROTT COLLEGE	MIRIAM PERKINS		10259 ST. CHARLES ROD, 2ND FL	ST. ANN	MO	63074	918-314-428-6760	314-428-6752	MIRIAM.PERKINS@VATTEROTT-COLLEGE.EDU
WORKFORCE OKLAHOMA	BARBARA CLYMA		6128 E. 38TH ST. SUITE 405	TULSA	OK	74135	918-384-2300	918-384-2310	BARBARACLYMA@OESC.STATE.OK.US

RECRUITMENT SOURCES

No.	Recruitment Resource	Contact	# Interviewed	Notification
1	Tulsa World P.O. Box 1770 Tulsa, OK 74102-1770	Classified Department 918-583-2121	9	N
2	Cox Radio Tulsa Websites 7136 S. Yale, Tulsa, OK 74136 http://spirit1023.com http://k955fm.com http://krmg.com http://mix96tulsa.com http://star103fm.com	Sheley Mark 918-493-8563	2	N
3	TulsaHelpWanted.com 1 Civic Center Plaza, Suite 506	TulsaHelpWanted.com 800-365-8630	6	N
4	Cox Radio Stations 7136 S. Yale, Tulsa, OK 74136 KWEN (95.5 FM) KJSR (103.3 FM) KKCM (102.3 FM) KRAV (96.5 FM) KRMG (740 AM)	Sheley Mark 918-493-8563	2	N
5	Internal Posting 7136 S. Yale, Tulsa, OK 74136	Sheley Mark 918-493-8563	2	Y
6	Word of Mouth		5	N/A
7	Employee Referrals		9	N/A
8	Former Employee Referrals		1	N/A
9	Self Referral	None (these just send in after inquiring)	3	N/A
10	Oral Roberts University (ORU) (from EEO list on other pg) 7777 S. Lewis Tulsa, Oklahoma 74171	Allison Jones 918-495-6912	1	Y
11	Unknown Sources (applicant did not disclose)		1	N/A
12	Oklahoma Association of Broadcasters (from EEO list, full list on previous page) 6520 N. Western, Suite 104 Oklahoma City, OK 73116	Nancy Struby (405) 484-0771	1	Y
13	Oklahoma State University Career Fair (from 2008) OSU Tulsa (from EEO List) 700 N. Greenwood Tulsa, OK 74106	Farrah Walker (918)594-8208	1	Y
14	Cox Career Network 6205 Peachtree Dunwoody Road Atlanta, GA 30328		1	N
15	University of Tulsa (from EEO list on previous page) 600 S. College Tulsa, OK 74104	Bill Hinkle 918-631-2896	3	Y
16	Client Referral - ROI Media 5801 E. 41st ST, Suite 600 Tulsa, OK 74135	Les Boyle 918-582-9777	1	N
17	Rogers State University (from EEO list on previous page) 1701 W. Will Rogers Blvd. Claremore, OK 74017	Erin Davis 918-343-7864	1	Y
18	WorkforCoxRadio@gmmail.com (talent bank)	Steve Hunter 918-493-8573	3	N
19	NSU Job Fair (from October 2008) NSU (from EEO Mailing List) 705 N. Grank Ave. Tahlequah, OK 74464	Gayle Anderson 918-444-3110	1	Y

**PRONG 3 LONGER-TERM RECRUITMENT INITIATIVES
IMPLEMENTED 02/01/09 THRU 1/31/10**

NUMBER	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	2/01/09 - 1/31/10	TulsaHelpWanted.Com Job Bank	This is a profit sharing internet job bank that Cox Radio has partnered with to allow free access for all of our clients.	Cox provides 24 spots per week and participates in a profit sharing internet job bank. We offer free access to all of our clients to post positions. We also post our positions on this as well.	Sheley Mark - HR Coordinator Dan Lawrie - VP and Station Manager
2	ONGOING 2/01/09 - 1/31/10	Radio 101	Class for new employees taught by management	Introduction to Cox Enterprises, Radio and Broadcasting This class introduces all aspects (internal and external) of the industry with some additional training.	Ron Whitaker, LSM Matt Ledbetter, LSM New employees
3	2/01/09 - 1/31/10	Sales Associate Program	Employees that desire a career in sales join our staff at an apprentice level to learn the ropes to later be promoted.	Cox recruits, hires and trains sales associates. The sales associates are given the same training techniques as season sales and are trained by the best.	Ron Whitaker, LSM Mary Rogers, GSM Matt Ledbetter, LSM Gene Vidler, GSM
4	3/12/2009	Visit to Webster High School Production Class	Speaking engagement to high school students.	Assistant Program Director spoke for about an hour about media with a video production class.	Matt Bradley - Assistant Program Director
5	4/17/2009	OAB Convention Student Day	The OAB student day is for students that are majoring in different field of media. This is an opportunity for them to network and take some seminars of various subjects.	We set up a table outside of the main room to talk to students and accept resumes for open positions and internships.	Sheley Mark - HR Coordinator Dan Lawrie - VP and Station Manager Rick Collier - Nat'l Sales Manager
6	4/8/2009	Tulsa Metro Job Fair 2009	This is a job fair hosted by University of Tulsa for students and alumni of all local colleges.	We had booth space and spoke to several students and alumni about employment and internships. We accepted resumes for open positions and internships.	Sheley Mark - HR Coordinator Drew Anderssen - Program Director
7	4/17/09 - 4/18/09	Visited All Saints School Elementary School	On Air staff was invited to attend class with elementary students and read to them.	We had two of our on air staff read to the elementary students and field questions regarding radio.	Matt Bradley - Assistant Program Director Kelly Cash - On Air Announcer
8	4/29/2009	Guest Speaker for Rogers State University Broadcasting Class	Programming Directors lectured in a class at RSU about broadcasting.	Spoke to broadcasting class at Rogers State University about the radio business and fielded questions from the students.	Chris Kelly - Program Director Drew Anderssen - Program Director
9	5/1/2009	Victory Christian School Career Day 2009	Informational Career Day for Juniors and Seniors of this high school to learn about different careers.	Program Director gave a presentation about the different aspects of radio and how to pursuit a career in the radio / broadcasting industry.	Chris Kelly - Program Director Sheley Mark - HR Coordinator
10	5/2/2009	Cooper Elementary School	On Air staff was invited to attend class with elementary students and read to them.	We had two of our on air staff read to the elementary students and field questions regarding radio.	Matt Bradley - Assistant Program Director
11	5/14/2009	Oklahoma Black Chamber of Commerce Job Fair	This was a job fair promoted and sponsored by the Oklahoma Black Chamber of Commerce.	We had a booth at the job fair and spoke to people about job opportunities in radio. We also accepted resumes for open positions and internships.	Sheley Mark - HR Coordinator
12	7/22/2009	EEO Training and Refresher Webinar	Webinar to refresh and train some managers on EEO policies and initiatives	Webinar presented by Dow Lownes to the Cox Radi HR and Business offices. Three staff members sat in to learn about EEO practices.	Sheley Mark - HR Coordinator John Cawley - Controller Fran Lack - HR Director
13	8/17/09 - 8/20/09 10/05/09 - 10/07/09	CSS Consultant Market Visits	Training and incentives for sales staff. someone sit in on their media class sales	CSS reps visit our location to train the latest techniques to sales staff.	All Sales Staff
14	9/23/2009	TU Ad Program Workshop	Speaking engagement regarding how public relations and media has changed over the years.	We rented a table and had some of our management team attend. All proceeds from this event benefited the Ad Program for scholarships.	Dan Lawrie - VP and Station Manager Gene Vidler, Mary Rogers, Matt Ledbetter GSM , Ron Whitaker - Account Manager
15	10/27 - 28/09	CSS Facilitator Training	Training for some of our employees that facilitate marketing strategy meetings.	Four of our employees attended to learn about facilitating a successful marketing strategy meeting with clients.	Tracie Poe - Account Manager Matt Ledbetter - General Sales Manager Dustin Parkhurst - Copywriter Denver Foxx - On Air Announcer
16	10/28/2009	AdFair Job Fair	This was a career fair at the University of Tulsa that targeted students majoring in advertising communications, marketing, graphic design and broadcasting.	We had booth space and spoke to several students regarding employment and internships. We accepted resumes for open positions and internships.	Sheley Mark - HR Coordinator