

# EEO Public File Report

**KHPT-FM, KHTC-FM, KKBQ-FM, KTHT-FM, Houston, TX**

**April 1, 2007 - March 31, 2008**

## 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	Accountant	3/7/2007	4/18/2007	All Access Music Group	0	0
				Alvin Community College	0	0
				American Business Women's Association	1	0
				American Women In Radio & Television	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	2	0
				Devry University	0	0
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Chronicle	5	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				Texas Association of Broadcasters	2	1
				Texas Workforce Commission	0	0
2	Account Executive	4/25/2007	5/9/2007	All Access Music Group	0	0
				American Women In Radio & Television	1	0
				Cox Career Network	0	0
				Employee Referral	2	1
				Texas Association of Broadcasters	1	0
3	Internet Sales Manager	3/26/2007	6/4/2007	All Access Music Group	1	0
				Alvin Community College	0	0
				American Business Women's Association	0	0
				American Women In Radio & Television	1	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	2	0
				Devry University	0	0
				Employee Referral	3	1
				Gulf Coast Community Association	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 Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Inside Radio	1	0
				Internal Candidate	1	0
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				MediaRecruiter.com	1	0
				NAB Career Fair-Las Vegas	0	0
				Sierra Marketing	3	0
				Texas Association of Broadcasters	1	0
				Texas Workforce Commission	0	0
4	Account Executive	4/18/2007	6/11/2007	All Access Music Group	0	0
				Alvin Community College	0	0
				American Business Women's Association	0	0
				American Women In Radio & Television	1	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	29	0
				Devry University	0	0
				Employee Referral	5	1
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				Texas Association of Broadcasters	2	0
				Texas Workforce Commission	0	0
5	Account Executive	8/15/2007	10/15/2007	All Access Music Group	5	0
				Alvin Community College	0	0
				American Business Women's Association	0	0
				American Women In Radio & Television	5	1
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	0	0
				Devry University	0	0
				Employee Referral	3	0
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	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
				LULAC Educational Service	0	0
				Texas Association of Broadcasters	1	0
				Texas Workforce Commission	0	0
6	Sales Assistant	10/24/2007	12/3/2007	All Access Music Group	0	0
				Alvin Community College	0	0
				American Women In Radio & Television	0	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	4	0
				Devry University	0	0
				Employee Referral	3	1
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				Prairie View A&M	0	0
				Rice University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	0	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
7	Account Executive	12/6/2007	1/2/2008	All Access Music Group	0	0
				Alvin Community College	0	0
				American Women In Radio & Television	1	1
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	4	0
				Devry University	0	0
				Employee Referral	1	0
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	0	0
				LULAC Educational Service	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
				Prairie View A&M	0	0
				Rice University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	2	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
8	Administrative Assistant	12/6/2007	2/25/2008	Alvin Community College	0	0
				American Women In Radio & Television	1	0
				Assoc. for the Advancement of Mexican Americans	0	0
				Cox Career Network	1	1
				Devry University	0	0
				Gulf Coast Community Association	0	0
				Houston Area Urban League	0	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				Prairie View A&M	0	0
				Rice University	0	0
				Texas A&M University Galveston	0	0
				Texas Association of Broadcasters	4	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0
9	Account Executive	2/25/2008	3/10/2008	All Access Music Group	0	0
				American Women In Radio & Television	2	0
				Cox Career Network	1	0
				Employee Referral	1	1
				Texas Association of Broadcasters	1	0
10	Account Executive	12/6/2007	3/24/2008	Alvin Community College	0	0
				American Women In Radio & Television	1	0
				Assoc. for the Advancement of Mexican Americans	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
				Cox Career Network	1	0
				Devry University	0	0
				Gulf Coast Community Association	0	0
				Hire Quest Job Fair	10	0
				Houston Area Urban League	0	0
				Houston Area Urban League Job Fair	1	0
				Houston Baptist University	0	0
				Houston Community College	0	0
				Houston Hispanic Chamber of Commerce	0	0
				Jobing.Com Job Fair	7	1
				Latino Learning Center	0	0
				LULAC Educational Service	0	0
				Prairie View A&M	1	0
				Rice University	0	0
				Texas A&M University Galveston	1	0
				Texas Association of Broadcasters	0	0
				Texas Southern University	0	0
				Texas Workforce Commission	0	0
				The Art Institute of Houston	0	0
				University of Houston	0	0
				University of Houston Clear Lake	0	0
				University of Houston Downtown	0	0
				University of St. Thomas	0	0

**Information Regarding Recruitment Sources Contacted**

<b>POSITION TITLE: All</b>				
<b>DATE OPEN: 04/01/07-03/31/08</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>
1	All Access Music Group	Joel Denver	6	N
	28955 Pacific Coast Highway, Ste 210-5, Malibu, CA 90265	(310) 457-6616		
2	Alvin Community College	Diana Stiles	0	Y
	3110 Mustang Road, Alvin, TX 77511	(281) 756-3534		
3	American Business Women's Association	Linda Nugent	1	Y
	410 Lynchburg Rd., Baytown, TX 77520	(281) 536-2143		
4	American Women in Radio & Television	CareerLine	13	Y
	1001 West Loop S., #600, Houston, TX 77027	(800) 636-2978		
5	Association for the Advancement of Mexican Americans	Paula Martinez	0	N
	6001 Gulf Freeway, Houston, TX 77023	(713) 926-5464		
6	Cox Career Network	Faith Perkins	44	Y
	6205 Peachtree-Dunwoody Rd, Atlanta, GA 30328	(678) 645-0000		
7	Devry University	Erona Starghill	0	Y
	11125 Equity Dr., Houston, TX 77041	(713) 973-3100		
8	Employee Referral		18	N
	1990 Post Oak Blvd, Ste 2300 Houston, TX 77056	(713) 963-1200		
9	Gulf Coast Community Association	Clarence Brooks	0	Y
	5000 Gulf Freeway, Bldg. 1, Houston, TX 77023	(713) 393-4700		
10	Hire Quest Job Fair	Annie Smith	10	Y
	Embassy Suites Hotel, Houston, TX 77056	(949) 752-7252		
11	Houston Area Urban League	Carolyn Rose	0	Y
	1301 Texas Ave, Houston, TX 77002	(713) 393-8715		
12	Houston Area Urban League Job Fair	Eric Goode	1	Y
	George R. Brown Convention Center	(713) 393-8700		
13	Houston Baptist University	Tiffany Alexander	0	Y
	7502 Fondren Rd., Houston, TX 77074	(281) 649-3000		
14	Houston Chronicle		5	N
	801 Texas Avenue, Houston, TX 77002	(713) 224-6868		
15	Houston Community College	Regina Davis	0	Y
	1010 W. Sam Houston Pkwy. North, Houston, TX 77043	(713) 718-5700		
16	Houston Hispanic Chamber of Commerce	Claudia Bellido	0	N

	1801 Main, Houston, TX 77002	(713) 644-7070		
17	Inside Radio P.O. Box 442, Littleton, NH 03561	Gene Mackay (800) 640-8852	1	N
18	Internal Candidate 1990 Post Oak Blvd, Ste 2300 Houston, TX 77056	(713) 963-1200	1	N
19	Jobing.Com Job Fair Reliant Park Arena, Houston, TX 77054	Mark Walker (713) 807-7500	7	Y
20	Latino Learning Center 3522 Polk, Houston, TX 77003	Jessica Sanchez (713) 223-1391	0	N
21	LULAC Educational Service 3522 Polk, Houston, TX 77003	Connie Paramo (713) 236-0620	0	N
22	Media Recruiter.Com 20456 E. Orchard Place, Centennial, CO 80016	Jim Birschbach (303) 400-5150	1	N
23	NAB Career Fair Las Vegas, NV	Pecola Scott (678) 645-4272	0	Y
24	Prairie View A&M P.O. Box 66, Prairie View, TX 77446	Career Services & Outreach (936) 857-2055	1	Y
25	Rice University 6100 Main Street, MS-521, Houston, TX 77005	Patricia Payton (713) 348-4055	0	Y
26	Sierra Marketing 7114 Colesbrooke Dr., Hudson, OH 44236	Debbie Carter (330) 655-5191	3	Y
27	Texas A&M University Galveston 200 Seawolf Parkway, Galveston, TX 77553	Ken Bailey (409) 740-4725	1	Y
28	Texas Association of Broadcasters 502 E. 11th St., Suite 200, Austin, TX 78701	Craig Bean (512) 322-9944	14	Y
29	Texas Southern University 3100 Cleburne St., Houston, TX 77004	Harry Clack (713) 313-7142	0	Y
30	Texas Workforce Commission 8373 Westheimer Rd, Houston, TX 77063	Craig Albiston (713) 243-8031	0	Y
31	The Art Institute of Houston 1900 Yorktown, Houston, TX 77056	Aaron Swarts (713) 353-4128	0	Y
32	University of Houston 106 Student Service Center I, Houston, TX 77204	University Career Services (713) 743-5100	0	Y
33	University of Houston Clear Lake 2700 Bay Area Blvd., Houston, TX 77058	Luisa Beck (281) 283-2590	0	Y
34	University of Houston Downtown One Main St., 340N, Houston, TX 77002	Steve Markert (713) 221-8980	0	Y
35	University of St. Thomas 3800 Montrose Blvd., Houston, TX 77006	Patricia McKimley (713) 525-3161	0	Y

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

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	Ongoing	Year-Round College Intern Program	Educate college students to all areas of broadcasting, interns rotating through key areas of the radio station operations.	Recruit interns from area colleges who are majoring in broadcasting for credit hours.	Melodye Hodges, HR & Intern Coord., Judi Jones, Mrkt. Controller, Johnny Chiang, Dain Craig, Ed Scarborough, Program Drtr., Randy Schell, Production Drtr., Judy Lakin, Beth Lavine, Rob Hienaman, Sales Mgr's., Bill Tatar, Lisa Searcy, Mktg. Drtr., Jed Wilkinson, Eng. Drtr., Mark Krieschen, VP/MM
2	Ongoing	Leadership Training	A company-wide program designed to train mid-level managers to be more effective managers. 3-day program in Houston.	Skills and coaching workshop for recruitment, hiring, coaching and evaluating employees.	Ed Scarborough, Prog. Drtr., Jed Wilkinson, Eng. Drtr.
3	Annually	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, Mark Krieschen, VP/MM Cox-Houston, Mentee, Beverly-Ann Woods, Mannheim-Canada, Mentor, Bob Jordan, News Drtr.-WFLA TV Cox Orlando, Mentee-Judi Lakin, Sales Mgr. Cox-Houston

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
4	Ongoing	American Women in Radio and Television Job Listing Program	Employment opportunities for the stations are listed on www.awrt.org website job listing page.	Candidates seeking employment in the media field will find posting for that field.	All Department Heads
5	Ongoing	Houston Area Urban League Job Listing Program	Employment opportunities for the stations are listed on www.haul.org website job listing page.	Candidates seeking employment in the media field will find posting for that field.	All Department Heads
6	18-Apr-07	NAB Career Fair, Las Vegas, NV	Job fair to recruit applicants.	Station open positions made available to program attendees.	Jed Wilkinson, Eng. Drtr.

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

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
7	6-Jun-07	Hire Quest Sales, Marketing and Retail Career Fair, Embassy Suites Hotel, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees and co-sponsor.	Melodye Hodges, HR Coord.
8	12-Jun-07	Howard University Communications Job/Internship Fair , Washington DC	Job fair to recruit applicants.	Station open positions made available to program attendees.	Jaymie Kosina, Local Sales Mgr.
9	14-Jun-07	Devry University Career Fair, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees.	Melodye Hodges, HR Coord.

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

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
10	1-Sep-07	Broadcast Leadership Training Program	This program is targeted to senior level broadcast managers of proven ability who aspire to advance as group executives or station owners.	The program teaches broadcasters the fundamentals of management that are common to most businesses.	Beth Lavine, Sales Mgr.
11	9-Oct-07	University of St. Thomas and Houston Baptist University career Expo 2007, Houston, TX	Job fair to recruit applicants.	At this event we had an opportunity to promote full time and part time positions and internships to more than 300 students and alumni from various degree programs.	Melodye Hodges, HR Coord., Bill Tatar, Lisa Searcy, Mktg. Drtr's.
12	14-Nov-07	Sponsor Career Day for High School level students from Waller High School	Educate college bound students to all areas of broadcasting and opportunities.	Station employee answered questions and gave practical information on working in the broadcasting field.	Kevin Charles, On-Air Talent

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

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
13	30-Jan-08	Hire Quest Sales, Marketing and Retail Career Fair, Embassy Suites Hotel, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees and co-sponsor.	Melodye Hodges, HR Coord., Rob Hienaman, Sales Mgr.
14	7-Feb-08	Jobing.com Career Expo, Reliant Park Arena, Houston, TX	Job fair to recruit applicants.	Station open positions made available to program attendees and co-sponsor.	Melodye Hodges, HR Coord., Rob Hienaman, Sales Mgr., Jim Dyer, Jaymie Turner, Keith Fisher, Local Sales Mgr's., Steven Goulet, Internet Sales Mgr.
15	18-Feb-08	Houston Area Urban League Career Connection 2008, George R. Brown Convention Center, Houston, TX	High caliber recruiting event that enables hiring managers to meet with talented women & minorities from all fields.	Businesses and organizations from all over the greater Houston area participated in this diverse and workforce development event. The event attracted candidates from entry-level to seasonal professionals.	Melodye Hodges, HR Coord., Steven Goulet, Internet Sales Mgr., Jim Dyer, Jaymie Turner, Local Sales Mgr's.