

**EEO Public File Report**

Cox Radio - Tulsa, Oklahoma

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

February 1, 2008 thru January 31, 2009

Full-Time Positions Filled

	Number Interviewed	Number Hired
GRAND TOTALS	126	12

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	2/1/2008	4/21/2008	EEO Mailing List (OAB)	1	0
				EEO Mailing List	0	0
				Employee Referrals	9	1
				Internal Posting	0	0
				Self Referral	1	0
				TulsaHelpWanted.com	3	0
				Tulsa World	10	0
				Unknown	3	0
				Word of Mouth	1	0
				Cox Radio Tulsa websites:	0	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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
2 thru 4	SALES ASSOCIATE	2/1/2008	5/5/2008	EEO Mailing List (Tulsa Community Coll)	1	0
	SALES ASSOCIATE	2/1/2008	5/5/2008	EEO Mailing List (OSU)	1	1
	SALES ASSOCIATE	2/1/2008	5/5/2008	EEO Mailing List (American Broad School)	1	1
				EEO Mailing List (all others)	0	0
				Employee Referrals	4	1
				Job Fair (TU AdFair - long term initiative)	3	0
				Job Fair (OU Multicultural Fair - long term)	1	0
				OAB Convention	2	0
				TulsaHelpwanted.com	2	0
				Tulsa World	5	0
				Unknown	1	0
				Word Of Mouth	1	0
				Cox Radio Tulsa websites:	1	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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	KRMG SENIOR PRODUCER	4/25/2008	5/12/2008	All Access	3	0
				EEO Mailing List (ORU)	1	0
				EEO Mailing List (all others)	0	0
				Employee Referrals	0	0
				Internal Posting	3	1
				Tulsa World	2	0
				Unknown	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	ACCOUNT MANAGER	4/22/2008	7/3/2008	EEO Mailing List	0	0
				Employee Referrals	4	1
				Internal Posting	0	0
				TulsaHelpwanted.com	3	0
				Tulsa World	2	0
				Unknown	3	0
				Cox Radio Tulsa radio stations	0	0
				Cox Radio Tulsa websites:	2	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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	KRMG NEWS DIRECTOR	6/13/2008	8/25/2008	All Access	2	1
				EEO Mailing List	0	0
				Employee Referrals	1	0
				Internal Posting	1	0
				Radio and Records Magazine	3	0
				Tulsa World	0	0
				Word of Mouth	1	0
				Cox Radio Tulsa websites:	0	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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	SALES ASSISTANT	7/2/2008	9/8/2008	EEO Mailing List	0	0
				Employee Referrals	2	0
				TulsaHelpwanted.com	1	1
				Tulsa World	4	0
				Cox Radio Tulsa websites:	1	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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
9	SALES ASSOCIATE	5/5/2008	9/24/2008	EEO Mailing List	0	0
				Employee Referrals	3	1
				Internal Posting	0	0
				TulsaHelpwanted.com	1	0
				Tulsa World	1	0
				University of North Texas (long term init)	2	0
				Unknown	0	0
				Word of Mouth	0	0
				Cox Radio stations	2	0
				Cox Radio Tulsa websites:	1	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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
10	TRAFFIC DIRECTOR	9/3/2008	10/6/2008	<a href="#">EEO Mailing List</a>	0	0
				Internal Posting	1	1
				TulsaHelpwanted.com	1	0
				Tulsa World	7	0
				Cox Radio Tulsa websites:	0	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		
				<a href="http://www.Mix96Tulsa.com">www.Mix96Tulsa.com</a>		

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
11	NEWS ANCHOR	9/10/2008	10/24/2008	All Access	1	0
				EEO Mailing List	0	0
				Employee Referrals	1	0
				Internal Posting	1	1
				Self Referral	1	0
				TulsaHelpwanted.com	0	0
				Tulsa World	0	0
				Cox Radio Tulsa websites:		
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		

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
12	SALES ASSOCIATE	9/25/2008	12/1/2008	EEO Mailing List	0	0
				Employee Referrals	2	1
				Internal Posting	0	0
				Job Fair (TU AdFair - long term initiative)	4	0
				Job Fair (OU Mass Comm -long term init)	1	0
				TulsaHelpwanted.com	1	0
				Tulsa World	0	0
				Unknown	1	0
				Word of Mouth	1	0
				Cox Radio radio stations	2	0
				Cox Radio Tulsa websites:	0	0
				<a href="http://www.K955fm.com">www.K955fm.com</a>		
				<a href="http://www.KRMG.com">www.KRMG.com</a>		
				<a href="http://www.Spirit1023.com">www.Spirit1023.com</a>		
				<a href="http://www.Star103fm.com">www.Star103fm.com</a>		

**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	<a href="mailto:DC@RADIOSCHOOL.COM">DC@RADIOSCHOOL.COM</a>
AMERICAN WOMEN IN BROADCASTING	TRACI HARTMAN		302 S. FRANKFORT	TULSA	OK	74120	918-732-6015	918-732-6016	<a href="mailto:TRACI.HARTMAN@NEWSON6.NET">TRACI.HARTMAN@NEWSON6.NET</a>
CAMERON UNIVERSITY	CATHY BILLINGS	CAREER SERVICES	2800 W. GORE BLVD.	LAWTON	OK	73505	580-581-2209	580-581-2564	<a href="mailto:CBILLINGS@CAMERON.EDU">CBILLINGS@CAMERON.EDU</a>
CHEROKEE NATION	CATHERINE WESTER		P.O. BOX 948	TAHLEQUAH	OK	74464	918-456-0671 X2264	918-458-6100	<a href="mailto:CWESTER@CHEROKEE.ORG">CWESTER@CHEROKEE.ORG</a>
CHICKASAW NATION	LUNDA BYRD		P.O. BOX 7548	ADA	OK	74820	580-436-7259	580-436-7297	
COLLEGIATE BROADCASTERS, INC.	WILL ROBEDEE	CBI VICE PRESIDENT							<a href="mailto:CB.JOB@MAILMAN.RICE.EDU">CB.JOB@MAILMAN.RICE.EDU</a>
EAST CENTRAL UNIVERSITY	DONNA GOUGH	COMMUNICATIONS DE	1100 E. 14TH STREET	ADA	OK	74820	580-559-5598		<a href="mailto:DGOUGH@EKOK.EDU">DGOUGH@EKOK.EDU</a>
GOODS ENTERTAINMENT	ADAM GOODMAN						800-867-9532	801-460-3100	<a href="mailto:ADAM@GOODSENTERTAINMENT.COM">ADAM@GOODSENTERTAINMENT.COM</a>
GOODWILL INDUSTRIES	VON WILLIAMS	JOB PLACEMENT SPEC	P.O. BOX 9812	TULSA	OK	74157	918-584-7291 X 249	918-599-0272	<a href="mailto:VWILLIAMS@GOODWILLTULSA.ORG">VWILLIAMS@GOODWILLTULSA.ORG</a>
JOHN BROWN UNIVERSITY	DIRECTOR	CAREER DEVELOPMT	2000 W. UNIVERSITY STREET	SILOAM SPRINGS	AR	72761	479-524-7282	479-524-7221	<a href="mailto:CDA@JBU.EDU">CDA@JBU.EDU</a>
LANGSTON UNIVERSITY	JAMES WALLACE	CAREER SERVICES	P.O. BOX 1255; 124 GANDY HALL	LANGSTON	OK	73050-1255	405-466-3240	405-466-2976	<a href="mailto:JAWALLACE@LUNET.EDU">JAWALLACE@LUNET.EDU</a>
METROPOLITAN TULSA URBAN LEAGUE	KIM MCCURRY		240 E. APACHE ST.	TULSA	OK	74106	918-584-0001	918-584-3520	<a href="mailto:KMCCURRY@MTUL.ORG">KMCCURRY@MTUL.ORG</a>
MISSOURI STATE UNIVERSITY	JACK HUNTER	CAREER CENTER	901 S. NATIONAL AVE.	SPRINGFIELD	OK	65897	417-836-5636	417-826-6797	<a href="mailto:CAREERCENTER@MISSOURICENTER.EDU">CAREERCENTER@MISSOURICENTER.EDU</a>
MISSOURI VALLEY COLLEGE	TIFFANY BERGMAN	CAREER PLACEMENT	500 E. COLLEGE	MARSHALL	MO	65340	660-831-4618	660-831-4039	<a href="mailto:BERGMAN@MOVAL.EDU">BERGMAN@MOVAL.EDU</a>
NAACP - TULSA BRANCH	SHIRLEY LEROY		P.O. BOX 6246	TULSA	OK	74148	918-592-7989		<a href="http://NAACP@EXECS.COM">NAACP@EXECS.COM</a>
NATIVE AMERICAN EMPLOYMENT CTR	MARY DEROIN	JOB DEVELOPER	3934 E. ADMIRAL PLACE NORTH	TULSA	OK	74115	918-834-8800	918-834-8822	<a href="mailto:MDEROIN@INDIANBUSINESS.ORG">MDEROIN@INDIANBUSINESS.ORG</a>
NORTHEASTERN STATE UNIVERSITY	GAYLE ANDERSON	CAREER SERVICES	705 N. GRAND AVE.	TAHLEQUAH	OK	74464	918-444-3110	918-458-2114	<a href="mailto:ANDERSON@NSUOK.EDU">ANDERSON@NSUOK.EDU</a>
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	<a href="mailto:LMARTIN@OKCU.EDU">LMARTIN@OKCU.EDU</a>
OSU TULSA	FARRAH WALKER	CAREER SERVICES	700 N. GREENWOOD AVE.	TULSA	OK	74106	918-594-8208	918-594-8362	<a href="mailto:FALKER@OKSTATE.EDU">FALKER@OKSTATE.EDU</a>
OSU OKMULGEE	LARRY DAVIS	CAREER SERVICES	1801 E. 4TH	OKMULGEE	OK	74447	918-293-4830	918-293-4662	<a href="mailto:DLARRY@OSU-OKMULGEE.EDU">DLARRY@OSU-OKMULGEE.EDU</a>
OSU CAREER SERVICES	ANDREW MYERS	CAREER SERVICES	360 STUDENT UNION	STILLWATER	OK	74078	405-744-7261	405-744-4954	<a href="mailto:CAREERS@OKSTATE.EDU">CAREERS@OKSTATE.EDU</a>
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		<a href="mailto:MARC.KREIN@OKSTATE.EDU">MARC.KREIN@OKSTATE.EDU</a>
OSU SCHOOL OF JOURNALISM & BROAD.	JACK HODGSON	ASSOC. PROFESSOR	206 PAUL MILLER BLDG	STILLWATER	OK	74078	405-744-8282	405-744-7104	<a href="mailto:JACK.HODGSON@OKSTATE.EDU">JACK.HODGSON@OKSTATE.EDU</a>
ORU COMMUNICATIONS ARTS DEPT.	DR. JOHNNY MAC ALLEN	RADIO ADVISOR	7777 S. LEWIS	TULSA	OK	74171	918-495-6867		<a href="mailto:JALLEN@ORU.EDU">JALLEN@ORU.EDU</a>
ORU CAREER SERVICES	ALLISON JONES	CAREER SERVICES	7777 S. LEWIS	TULSA	OK	74171	918-495-6912	918-495-6710	<a href="mailto:CAREERS@ORU.EDU">CAREERS@ORU.EDU</a>
ROGERS STATE UNIVERSITY	ERIN DAVIS	EMPLOYMENT COORD.	1701 W. WILL ROGERS BLVD.	CLAREMORE	OK	74017	918-343-7864	918-343-7712	<a href="mailto:EDAVIS@RSU.EDU">EDAVIS@RSU.EDU</a>
RSU RADIO KRSC FM 91.3	CATHY COOMER	GENERAL MANAGER	1701 W. WILL ROGERS BLVD.	CLAREMORE	OK	74017	918-343-7571	918-343-7952	<a href="mailto:CCKOOMER@RSUJ.EDU">CCKOOMER@RSUJ.EDU</a>
ROSE STATE COLLEGE	SHERRI KING		6420 S.E. 15TH	MIDWEST CITY	OK	73110	405-733-7377	405-733-7991	<a href="mailto:SKING@ROSE.EDU">SKING@ROSE.EDU</a>
SMSU CAREER SERVICES	CYNDI CIACIN		901 S. NATIONAL	SPRINGFILED	MO	65804	417-836-5636	417-836-6797	<a href="mailto:CAREERSERVICES@SMSU.EDU">CAREERSERVICES@SMSU.EDU</a>
SMSU CAREER SERVICES	MARGIE WIELAND		901 S. NATIONAL	SPRINGFILED	MO	65804	417-836-5636	417-836-6797	<a href="mailto:CAREERSERVICES@SMSU.EDU">CAREERSERVICES@SMSU.EDU</a>
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	<a href="mailto:PLACEMENT@SE.EDU">PLACEMENT@SE.EDU</a>
SOUTHWESTERN OK STATE UNIVERSITY	TIFFANY HAWKINS		100 CAMPUS DRIVE	WEATHERFORD	OK	73096	580-774-3233	580-774-7102	<a href="mailto:TIFFANY.HAWKINS@SWOSU.EDU">TIFFANY.HAWKINS@SWOSU.EDU</a>
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	<a href="mailto:MRKEY@SNU.EDU">MRKEY@SNU.EDU</a>
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		<a href="mailto:SUSAN.OTT@TULSATECH.ORG">SUSAN.OTT@TULSATECH.ORG</a>
UNIVERSITY OF ARKANSAS AT PINE BLUFF	MARY M JONES	CAREER SERVICES	1200 N. UNIVERSITY DRIVE	PINE BLUFF	AR	71601	870-575-8461	870-543-8090	<a href="mailto:CAREERSVCS@UABP.EDU">CAREERSVCS@UABP.EDU</a>
UNIVERSITY OF ARKANSAS	ROBERT MACKAY	CAREER DEVELOPMENT	ARKANSAS UNION ROOM 607	FAYETVILLE	AR	72701	479-575-2804	479-575-6742	<a href="mailto:RECRUIT@VARK.EDU">RECRUIT@VARK.EDU</a>
UNIVERSITY OF CENTRAL OKLAHOMA	SANDRA MAY		100 N. UNIVERSITY DR						
			CAMPUS BOX 126	EDMOND	OK	73034	405-974-3346	405-974-3826	<a href="mailto:CAREERS@UCOK.EDU">CAREERS@UCOK.EDU</a>
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		<a href="mailto:OHR@OU.EDU">OHR@OU.EDU</a>
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	<a href="mailto:YONALLEN@OU.EDU">YONALLEN@OU.EDU</a>
UNIVERITY OF OK GAYLOR COLLEGE OF	HEATHER SPENCER		395 W. LINDSEY, SUITE 2533	NORMAN	OK	73071	405-325-3689	405-325-0987	<a href="mailto:HAS@OU.EDU">HAS@OU.EDU</a>
JOURNALISM AND MASS COMMUNICATIONS	STEPHANIE HENDERSON		10810 E. 45TH STREET	TULSA	OK	74146	918-622-4877	918-622-4891	
UNIVERSITY OF PHOENIX	JERRY VANTINE		1608 SOUTH ELWOOD	TULSA	OK	74119	918-587-3888 XT 22	918-587-3891	<a href="mailto:JVANTINE.RESONANCE@YWCAOFTULSA.ORG">JVANTINE.RESONANCE@YWCAOFTULSA.ORG</a>
YWCA RESONANCE JOBS NOW	CHERYL OCHS		800 S. TUCKER DRIVE	TULSA	OK	74104	918-631-2896	918-631-2115	<a href="mailto:RECRUITINGCOORDINATOR@UTULSA.EDU">RECRUITINGCOORDINATOR@UTULSA.EDU</a>
UNIVERSITY OF TULSA		CAREER SERVICES	600 S. COLLEGE	TULSA	OK	74104	918-631-2549	918-631-2115	<a href="mailto:JOBREFERRALS@OTULSA.EDU">JOBREFERRALS@OTULSA.EDU</a>
VATTEROTT COLLEGE	MIRIAM PERKINS		10259 ST. CHARLES ROD, 2ND FL	ST. ANN	MO	63074	918-314-428-6760	314-428-6752	<a href="mailto:MIRIAM.PERKINS@VATTEROTT-COLLEGE.EDU">MIRIAM.PERKINS@VATTEROTT-COLLEGE.EDU</a>
WORKFORCE OKLAHOMA	BARBARA CLYMA		6128 E. 38TH ST. SUITE 405	TULSA	OK	74135	918-384-2300	918-384-2310	<a href="mailto:BARBARACLZYMA@OESC.STATE.OK.US">BARBARACLZYMA@OESC.STATE.OK.US</a>

		RECRUITMENT SOURCES		
No.	Recruitment Resource	Contact	# Interviewed	Notification
1	Tulsa World P.O. Box 1770 Tulsa, OK 74102-1770	Classified Department 918-583-2121	31	N
2	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA	allaccess.com 310-457-6616	6	N
3	Cox Radio Tulsa Websites 7136 S. Yale, Tulsa, OK 74136 <a href="http://spirit1023.com">http://spirit1023.com</a> <a href="http://k955fm.com">http://k955fm.com</a> <a href="http://krmg.com">http://krmg.com</a> <a href="http://mix96tulsa.com">http://mix96tulsa.com</a> <a href="http://star103fm.com">http://star103fm.com</a>	Sheley Mark 918-493-8563	5	N
4	TulsaHelpWanted.com 1 Civic Center Plaza, Suite 506	TulsaHelpWanted.com 800-365-8630	12	N
5	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	4	N
6	Internal Posting 7136 S. Yale, Tulsa, OK 74136	Sheley Mark 918-493-8563	6	Y
7	Word of Mouth		4	N/A
8	University of North Texas (one of our long term initiatives)	Professor of Media Class	2	N
9	Employee Referrals		26	N/A
10	Self Referral	None (these just send in after inquiring)	2	N/A
11	Oral Roberts University (ORU) 7777 S. Lewis Tulsa, Oklahoma 74171	Allison Jones 918-495-6912	1	Y
12	Radio and Records Magazine 5055 Wilshire Blvd., Suite 600 Chicago, Illinois 60695	Rosalina Correa 323-954-3434	3	N
13	Unknown Sources (applicant did not disclose)		9	N/A
14	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	3	Y
15	Oklahoma State University (from EEO list, full list on previous page) 700 N. Greenwood Tulsa, OK 74106	Farrah Walker (918)594-8208	1	Y
16	OU College of Journalism and Mass Communications Job Fair - (this was a job fair we attended as part of our long term initiatives)	Heather Spencer 405-325-3689	1	Y
17	Tulsa Community College (from EEO list on other page) 909 S. BOSTON AVE. Tulsa, Oklahoma 74119	Student Placement (918)595-7168	1	Y
18	American Broadcasting School (from EEO list, full list on previous page) 6808 S. Memorial Drive, Suite 116 Tulsa, Oklahoma 74133	DC or Bill 918-293-9100	1	Y
19	TU AdFair (This was a job fair we attended as part of our long term initiatives)	University of Tulsa Bill Hinkle or Cheryl Ochs 918-6314-2896	7	Y
20	OU Multicultural Job Fair (This was a job fair we attended as part of our long term initiatives)	University of Oklahoma Tracy Curtis / Marketing Events , Career Services 405-325-1974	1	Y

**PRONG 3 LONGER-TERM RECRUITMENT INITIATIVES  
IMPLEMENTED 02/01/08 THRU 1/31/09**

NUMBER	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	2/01/08 thru 1/31/09	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	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	2/01/08 thru 1/31/09	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 Bill Bromley, GSM
4	4/15/08 thru 4/16/08 10/21/08 thru 10/23/08	CSS Consultant Market Visits	Training and incentives for sales staff	CSS reps visit our location to train latest sales techniques to our sales staff.	Sales Staff
5	2/5/2008	Oklahoma University Martin Luther King Multicultural Fair	This was a career fair with emphasis on the minority groups at the university.	Rented booth space. Accepted resumes and discussed with interested parties the opportunities in broadcasting and current open positions and internships for all of our stations.	Sheley Mark - HR Coordinator Randy Heller - CSI Director
6	2/13/2008	University of Tulsa "The Ad Program"	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. We also built relationships with professors and student placement staff.	Sheley Mark - HR Coordinator Drew Anderssen - Program Director Randy Heller - CSI Director Matt Ledbetter, LSM Ron Whitaker, LSM Bill Bromley, GSM
7	2/28/2008	OSU - Tulsa Career Fair	This was a career fair for students and alumni.	We had booth space and talked to students and alumni about open positions and internships.	Sheley Mark - HR Coordinator Karla Cantrell, Program Director Luke Hively - Account Manager Heather Taylor - Account Manager
8	3/5/2008	ORU Spring Career Fair	This was a career fair for ORU students and alumni.	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 Mary Rogers - GSM Dena Fletcher - Program Director
9	3/11/2008	Speaking Engagement at Jenks High School	Speaking engagement to several high school classes regarding different aspects of the radio industry.	Operations Manager spoke to several classes about the radio industry and how the classes they are currently taking fit in to this industry.	Steve Hunter - Operations Manager
10	3/27/08 thru 3/28/08	OAB Convention	Oklahoma Association of Broadcasters annual convention has several seminars to choose from for various positions in the media industry.	Cox sent all of the sales staff to attend the seminars that were presented at the OAB Convention. These seminars were for training and development.	Dan Lawrie, VP/ Market Manager Bill Bromley, GSM Gene Vidler, GSM Mary Rogers, GSM Cox Radio Sales Staff
11	3/28/2008	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 Drew Anderssen - Program Director Gene Vidler, GSM Bill Bromley, GSM Mary Rogers, GSM
12	4/9/2008	Tulsa Metro Job Fair	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
13	6/11/2008	Guest at University of North Texas	University of North Texas asked that we have someone sit in on their media class sales proposals for tips and critiques.	LSM sat in on the media sales class to listen to sales proposals. Also used this time for recruiting.	Matt Ledbetter - LSM
14	8/16/2008	Metropolitan Tulsa Urban League Career Expo	This was a job fair sponsored by the local urban league.	We had booth space and spoke to several people about employment and internships. We also spoke to several students about how to prepare for interviews.	Sheley Mark - HR Coordinator Drew Anderssen - Program Director
15	9/10/2008	Guest Speaker for TU Marketing class	Professor of marketing class asked for us to provide a guest speaker to talk to the class about marketing and sales.	One of our senior account managers talked to the marketing class at University of Tulsa about the role that marketing plays in being a successful sales person.	Casey Criss - Account Manager
16	10/1/2008	NSU Job and Internship Fair	This was a career fair for students and alumni at NSU.	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 Bill Bromley - GSM
17	10/29/2008	OU College of Journalism and Mass Communications Job Fair	This was a job fair for students in majoring in journalism and mass communications.	We had booth space and spoke to several students about career opportunities in their major fields. We also accepted resumes for open positions and internships.	Sheley Mark - HR Coordinator Drew Anderssen - Program Director Dan Potter - News Director
18	10/30/2008	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
19	11/5/2008	TU AdFair	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 Ron Whitaker - LSM Matt Bradley - Assistant Program Director
20	11/21/2008	Indian Springs Elementary Career Vehicle Day	This was a program sponsored by the school to introduce students to different career opportunities.	One of our program directors took a station vehicle to this event. While he was there, he answered questions and talked to students about his job and other jobs in this industry.	Chris Kelly - Program Director