

Cox Radio, San Antonio
KKYX, KONO AM/FM, KISS, KSMG, KCYY, KPWT (KELZ)
EEO Public File Report
April 1, 2007 - March 31, 2008

RECRUITMENT INITIATIVES

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved. |
|-----|----------|----------------------------------|---|---|---|
| 1 | On-going | Scholarship Program | Scholarships are available through the University of Incarnate in the name of Cox Radio totaling \$75,000. | Recipients will be studying in the areas of broadcasting, communications or fine arts degree programs. | Janis Maxymof, KISS/KSMG GSM |
| 2 | On-going | Leadership Fundamentals Training | A three day training course which involves hiring, termination, sexual harassment, diversity training, employment law and more. | All Department Head Managers who manage one employee or more are required to take this three day training. | Department Head Managers |
| 3 | 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 |
| 4 | 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. | Janis Maxymof, KISS/KSMG GSM |
| 5 | On-going | Training Program | Marketron | Training to ensure employees are using Marketron software properly. | All employees using software product. |
| 6 | 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. |