

EEO Public File Report
Cox Media Group - Tulsa Radio
KRMG-AM/FM, KWEN-FM, KRAV-FM, KJSR-FM
02/01/2016 to 01/31/2017
Data Range: 01/01/2016 to 01/14/2017
Full-Time Positions Filled

Full-Time Positions Filled	Date Opened	Date Filled	Recruitment Source	Interviewed	Hired
Account Executive	1/22/2016	2/8/2016	Agency - Agency for Persons with Disabilities	1	1
			Job Board - Indeed	1	0
On Air Talent - Morning Show Host	1/20/2016	2/26/2016	Social Network - Facebook	1	1
Traffic Anchor	1/21/2016	4/14/2016	Referral - Employee Referral	1	1
Account Executive	8/8/2016	9/21/2016	Referral - Employee Referral	1	1
			Job Board - Indeed	2	0
			Social Network - LinkedIn	1	0
			Job Board - Beyond	1	0
Director of Branding and Programming	3/17/2016	4/28/2016	Referral - Employee Referral	5	1
			Job Board - Indeed	1	0
			Cox Career Site	1	0

Recruitment Sources

Cox Media Group - Tulsa Radio

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

February 1, 2016 - January 31, 2017

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	American Broadcasting School 4511 SE 28th St., Oklahoma City, OK, 73115	Contact: Staci Cochrell Phone: (405) 672-6511 Fax: (405) 672-6511	abs@radioschool.com		N
2	Cameron University 2800 West Gore Blvd.	Contact: Paula Merrifield Contact: Jordon Scribner Phone: (580) 581-6769 Fax: (580) 581-6785	hirecameronaggies@cameron.edu		N
3	Cherokee Nation PO Box 948, Tahlequah, OK, 74465	Contact: Cynthia Wilson Phone: (918) 453-5334 Fax: (918) 458-6164	cyndia-wilson@cherokee.org		N
4	Chickasaw Nation 520 East Arlington, Ada, OK, 74820	Contact: Haleigh McKinzie Phone: (580) 436-7259 Fax: (580) 436-7297	Haleigh.mckinzie@chickasaw.net		N
5	East Central University 1100 E. 14th Street, Ada, OK, 74820	Contact: Samantha Dillehay Phone: (580) 559-5598	sdillehy@ecok.edu		N
6	Goodwill Job Connection -Tulsa West TulsaWorks Career Academy 2800 Southwest Blvd., Tulsa, OK, 74107 cfloyd@goodwilltulsa.org	Contact: Clarice Floyd, Branch Manager Phone: (918) 581-1270 Phone: (918) 581-1277 Phone: (918) 599-0067 Fax: (918) 599-0094 Fax: (918) 599-0272	jobpostings@goodwilltulsa.org		Y
7	John Brown University 2000 W. University St., Siloam Springs, AR, 72761	Contact: Brittany Ladner Phone: (479) 524-7263	cda@jbu.edu		Y
8	Langston University PO Box 1255, 204 Gandy Hall, Langston, OK, 73050	Contact: James Wallace Phone: (405) 466-3240 Fax: (405) 466-2976	jawallace@langston.edu		Y
9	Tulsa Urban League 240 E. Apache St., Tulsa, OK, 74106	Contact: Kenesha Daniels Phone: (918) 584-0001 Fax: (918) 584-3520	kdaniels@mtul.org		N
10	Missouri State University 901 S. National Ave., Springfield, MO, 65897	Contact: Kimberly Lucas Phone: (417) 836-5636 Fax: (417) 836-3122	careercenter@missouristate.edu		N
11	Missouri Valley College 500 E. College, Marshall, MO, 65340	Contact: Tiffany Bergman Phone: (660) 831-4618 Fax: (660) 831-4039	bergmant@moval.edu		N
12	Northeastern State University Career Services, BAAS 130, 3100 E. New Orleans St., Broken Arrow, OK, 74014 www.nsuok.edu/careerservices	Contact: Dawn Giles Phone: (918) 449-6140	giles@nsuok.edu		Y
13	Oklahoma Association of Broadcasters	Contact: Nancy Struby	struby@oabok.org		N

	6520 N Western Ave., Suite 104, Oklahoma City, OK, 73106	Phone: (405) 848-0771 Fax: (405) 848-0772		
14	Oklahoma City University 2501 N. Blackwelder, Oklahoma City, OK, 73106	Contact: Lynette Martin Phone: (405) 521-5171 Fax: (405) 557-6043	lmartin@okcu.edu	N
15	Oklahoma Employment Security Commission - Veterans 1700 S. Main, Sapulpa, OK, 74066	Contact: Carla Hight Phone: (918) 224-9430 Fax: (918) 227-2859	carla.hight@oesc.state.ok.us	N
16	Oklahoma State University - Tulsa 700 N. Greenwood Ave., Tulsa, OK, 74106	Contact: Garrett Shaffer Phone: (918) 594-8208 Fax: (918) 594-8362	garrett.shaffer@okstate.edu	N
17	Oklahoma State University - Okmulgee 1801 E. 4th, Okmulgee, OK, 74447	Contact: Mark Allen Phone: (918) 293-4830 Fax: (918) 293-4662	mark.allen@okstate.edu	N
18	Oklahoma State University - Stillwater 206 Paul Miller Bldg., Stillwater, OK, 74078	Contact: Jack Hodgson Phone: (405) 744-8282 Fax: (405) 744-7104	jack.hodgson@okstate.edu	N
19	Oral Roberts University 7777 S. Lewis, Tulsa, OK, 74171	Contact: Kelan Henderson Phone: (918) 495-6912	kehenderson@oru.edu	Y
20	Rogers State University 1701 W. Will Rogers Blvd., Claremore, OK, 74017	Contact: Lyndsey Simmons Phone: (918) 343-7796 Fax: (918) 343-7675	hr@rsu.edu	N
21	Rose State College 6420 SE 15th, Midwest City, OK, 73110	Contact: Pam Emmons Phone: (405) 733-7488 Fax: (405) 733-7586	pemmons@rose.edu	N
22	Southern Nazarene University 6729 NW 39th Expressway, Webster Commons Bldg., Bethany, OK, 73008	Contact: Angela Rhodes Phone: (405) 491-6336	arhodes@snu.edu	Y
23	Tulsa Technology Center PO Box 477200, Tulsa, OK, 74147	Contact: Deb McCaskey Phone: (918) 828-5216	deb.mccaskey@tulsatech.edu	N
24	University of Arkansas Pine Bluff 1200 N University Dr., Mail Slot 4975, Pine Bluff, AR, 71601	Contact: Yulanda Riley Phone: (870) 575-8461 Fax: (870) 575-4606	riley@uapb.edu	N
25	University of Arkansas Fayetteville One University of Arkansas, ARKU 607, Fayetteville, AR, 72701	Contact: Susan Pospisil Phone: (479) 575-2804 Fax: (479) 575-6742	recruit@uark.edu	Y
26	University of Central Oklahoma 100 N. University Dr., Campus Box 126, Edmond, OK, 73034	Contact: Will Heckenkemper Phone: (405) 974-3346 Fax: (405) 974-3826	careers@uco.edu	N
28	University of Oklahoma Ellison Hall, Room 234, 633 Elm Ave., Norman, OK, 73071	Contact: Adrienne Jablonski Phone: (405) 325-9122 Fax: (405) 325-7709	ajablonski@ou.edu	N
29	University of Phoenix 10810 E. 45th St., Tulsa, OK, 74146	Contact: Jennifer Wilson Phone: (918) 622-4877 Fax: (918) 622-4891	jennifer.wilson@phoenix.edu	N
30	Resonance Center for Women	Contact: Cathy Hodges	chodges@resonanceltulsa.org	Y

	1608 South Elwood, Tulsa, OK, 74119	Phone: (918) 587-3888, ext. 224		
		Contact: Jerra Rhea	JRhea@resonancetulsa.org	
		Phone: (918) 587-3888		
		Fax: (918) 587-3891		
31	University of Tulsa	Contact: Nicole Loykasek	recruitingcoordinator@utulsa.edu	N
	800 SouthTucker Dr., Tulsa, OK, 74104	Phone: (918) 631-2896		
		Fax: (918) 631-2115		
32	Vatterott College	Contact: Carolyn Brown	Carolyn.brown@vatterott.edu	N
	4343 S. 118th E. Ave., Suite A, Tulsa, OK, 74146	Phone: (877) 201-4433		
		Fax: (314) 428-6752		
33	Oklahoma Employment Security Commission	Contact: LaDeana Moore	ladeana.moore@oesc.state.ok.us	Y
	14002 E 21st St., Suite 1030, Tulsa, OK, 74134	Phone: (918) 796-1226		
		Fax: (918) 796-1313		
34	Northern Oklahoma College	Contact: Jill Helmer	jill.helmer@noc.edu	Y
	1220 East Grand Ave., Tahlequah, OK, 74653	Phone: (580) 628-6240		
35	Tulsa Job Corps	Contact: Michael Davis	Davis.Michael.H@jobcorps.org	Y
	1133 North Lewis Avenue, Tulsa, OK, 74110	Phone: (918) 591-5677		
36	Cox Media Group Career Website	Company Internet Posting		N
	Internet/Intranet - www.jobs.coxmediagroup.com			
37	CareerLink	Internet Posting - Automatic wrap from Cox Media Group Career Website		1 N
	Internet/Intranet - www.careerlink.com			
38	Glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
	Internet/Intranet - www.glassdoor.com			
39	Indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		4 N
	Internet/Intranet - www.indeed.com			
40	DiversityInc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
	Internet/Intranet - www.diversityinc.com			
41	Simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
	Internet/Intranet - www.simplyhired.com			
42	Beyond	Internet Posting - Automatic wrap from Cox Media Group Career Website		1 N
	Internet/Intranet - www.beyond.com			
43	Monster	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
	Internet/Intranet - www.monster.com			
44	Recruit Military	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
	Internet/Intranet - www.recruitmilitary.com			

45	Direct Employers (up through May 2016) Internet/Intranet - www.my.jobs	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites			N
46	America's Job Exchange (May 2016 - on-going) Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites			N
47	Employee Referrals	Referrals from current Employees		7	N

Recruitment Sources Used for Specific Vacancies

1	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
2	Agency - Talent Dynamics	Placement Agency			N
3	Dice Internet/Intranet - www.dice.com	Internet Posting			N
4	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
5	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		1	N
6	Agency for Persons with Disabilities	Agency		1	N
7	Facebook	Social Network		1	N
8	All Access Job Board Internet/Intranet - www.allaccess.com	Internet Posting			N
9	TAOnline Internet/Intranet - www.taonline.com	Internet Posting			N
10	Radio KRAV-FM, KWEN-FM, KWEN=HD2, KJSR-FM, KRMG-FM	Advertisement - Radio			N

Longer - Term Recruiting Initiatives

Cox Media Group - Tulsa Radio

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

February 1, 2016 - January 31, 2017

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	February 1, 2015 - May 2016	Diverse Job Bank Career Listings - Direct Employers	Cox entered into agreement to post all external Job Openings with DiversityInc.com, Indeed.com, Glassdoor.com, SimplyHired as well as 3000 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	May 8, 2016 - ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
3	February 3, 2016	2016 OSU Career Fair	Participation in the OSU Career Fair, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities.	Job Fair	Danielle Lisle, Mary Garcia
4	March 1, 2016	Eliot Elementary School	Participation in the Celebrate Dr. Seuss Birthday, by reading to a classroom of kindergarteners.	General Outreach	Matt Bradley, Natalie Cash
5	March 2, 2016	Tulsa - Street School - Alternative School	Participation in the Tulsa – Street School – Alternative School event, in which representatives met with students, discussed radio possibilities and received feedback on how to help the school and students to achieve their goals.	General Outreach	Natalie Cash
6	March 3, 2016	OSU - Tulsa Spring Career Fair	Participation in the OSU Career Fair, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities.	Job Fair	Danielle Lisle, Mary Garcia
7	March 8, 2016	Jenks East Intermediate School	Participation in the Jenks East Intermediate School event, in which representatives spoke to students regarding possibilities in radio and received feedback from students how to achieve their goals in life, and what it is like in the radio industry.	General Outreach	Matt Bradley, Natalie Cash
8	March 9, 2016	Northeastern State University Career Fair	Participated in the Northeastern State University Career Fair in Taglequah, OK, in an effort to recruit qualified candidates and to provide information on open opportunities.	Job Fair	Mary Garcia
9	April 6, 2016	ORU Career Fair	Participation in the ORU Career Fair, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities.	Job Fair	Danielle Lisle
10	April 25 & 26, 2016	Diversity & Inclusion Summit in Atlanta, GA	Annual D&I Summit was conducted in Atlanta Georgia; gave Kacy Termini the opportunity to visit the facilities and interact/collobrate with numerous markets and properties.	General Outreach	Kacy Termini

11	April 25 & 26, 2016	Research Coordinator Training	While in Atlanta for the D&I Summit, Kacy Termini spent time learning the Research process, best practices, and studying case studies from other markets.	General Outreach	Kacy Termini
12	May 16, 2016	Tulsa Radio Station Tour	Participation in the Tulsa Radio Station Tour, which provided Tulsa Tech School - Riverside Campus Media Production class/students an opportunity to tour the radio facility.	General Outreach	Levi May
13	July 20, 2016	Birkman Training	Off-site meeting for department heads to develop different methods to work with differing personalities. Management focused on ways to continuously improve office morale and develop individual personal careers.	General Outreach	Dan Lawrie, Randy Smith, Tracie Poe, Fran Lack, Joe Guertin, Levi May, Jack Conway, Wayne Smith, Nathan Reed, Kim Dallow, Mary Garcia
14	Sept. 29, 2016	A Day In the Life	Participation in the Tulsa Radio Station Tour; 16 Seniors from Tulsa Street School (alternative education high school) visited CMG and toured KRMG. They learned about the business and spoke with air talent, anchors and reporters. They wrote three commercials while in the studio.	General Outreach	Kacy Termini, Andy Hicks, Mary Garcia, Tracie Poe, Dan Lawrie, Russell Mills, Dustin Parkhurst, April Hill, Skyler Cooper, Jenny Law, Billy Sexauer, Jill Munroe, Dena Fletcher, Nate Reed, Bob Cooper, Glenn Schroeder, Vito Anchietta, Matt Bradley, Lindsey Bauer
15	Oct. 6, 2016	OSU - Tulsa Fall Career Fair	Participation in the OSU Career Fair, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities.	Job Fair	Danielle Lisle
16	Ongoing	IAB Prep & Training Courses	In working toward a goal for the entire sales team to be IAB certified, many classes, conference calls, and training programs were offered in preparation for the exam and provide intensive training for possible promotions into higher positions. It resulted in four certifications - Shari Sanders, Lina Cravotto, Valerie Gramm, and Mary Garcia.	General Outreach	Mary Garcia, Pogie Freeman, Marlo Holly, Phillip Sutterfield, Michael Henderson, Shari Sanders, Ruben Hurtado, Karen Earle, Lina Cravotto, Ron Whitaker, Valerie Gramm
17	Ongoing	Co-Mentorship Program	A reverse mentorship where each member brings something to the table for the other. New skills are taught and developed, from digital knowledge to sales experience and development.	General Outreach	Mary Garcia, Ruben Hurtado, Kacy Termini, Phillip Sutterfield