

EEO Public File Report

COX COMMUNICATIONS, INC. – Cox Radio Athens

December 1, 2008 – November 30, 2009

WNGC-FM, WGMG-FM,
WGAU-AM, WRFC-AM,
WPUP-FM, WXKT-FM

Full-Time Positions Filled

| Full-Time Position | Position Title | Date Open | Date Filled | Recruitment Source For Hiree (including organizations entitled to notification)* | Number Interviewed From All Recruitment Sources | Number Hired |
|---|-----------------|-----------|-------------|--|---|--------------|
| 1 | Traffic Manager | 2/12/09 | 3/10/09 | Hot Jobs Athens | 4 | 1 |
| 2 | Account Manager | 11/15/08 | 3/16/09 | Radio recruitment Ad | 5 | 1 |
| 3 | Account Manager | 1/1/09 | 4/6/09 | Radio recruitment Ad | 10 | 1 |
| 4 | Account Manager | 5/15/09 | 8/3/09 | Personal Contact | 9 | 1 |
| 5 | Account Manager | 3/1/09 | 8/4/09 | Radio recruitment Ad | 8 | 1 |
| 6 | Account Manager | 5/15/09 | 8/17/09 | Help Wanted Athens.com | 9 | 1 |
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| * See Attached List of Recruitment Sources and Contact Information for Each Vacancy | | | | | | |

Recruiting Sources
COX COMMUNICATIONS, INC. – Cox Radio Athens
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| Information Regarding Recruitment Sources Contacted for Each Vacancy | | | | |
|---|--|---|--------------------------|---------------------------------|
| No. | Recruitment Source | Contact | Total Interviewed | Entitled to Notification |
| 1 | Cox Career Network Cox Enterprises.com/ careers job web site | Selma Green 1010 Tower Place Bogart, Ga. 30622 | 8 | N |
| 2 | Personal Inquiry | Mel Stovall (706)-549-6222 mel.stovall@coxradio.com 850 Bobbin Mill Rd.,Athens 1010 Tower Place, Bogart,Ga | 1 | N |
| 3 | Cox Radio Athens station websites – www.1061wngc.com ; www.1340wgau.com ; www.magic1021fm.com ; www.powerathens.com ; www.fm1037talk.com | Steven Bentley-webmaster (706)549-6222 | 0 | N |
| 4 | Cox Radio Athens: on-air advertisement | Mel Stovall mel.stovall@coxradio.com | 21 | N |
| 5 | Georgia Department of Labor | Simisola Johnson 472 N. Ave., Athens 30603 (706)583-2550 | 0 | N |
| 6 | Univ. Of Georgia Career Center | Debbie Grayson Univ. Of Georgia 2 nd Floor, Clarke Howell Hall Athens, Ga. 30605 (706)542-3375 www.hireUGA.com | 1 | N |
| 7 | NAACP | (Website only) Webmaster www.atlantanaacp.org | 0 | N |
| 8 | Athens Radio Club | Edwin Fuqua 1037 College Station | 0 | N |

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|----|---|---|---|---|
| | | Athens, Ga. 30605 PH -(706)354-1727 Fax -(706)433-0324 | | |
| 9 | Atlanta Broadcast Institute | Cyndi cyndi@radiotvschool 6961 Peachtree Industrial, #102,Norcross, Ga. 30092 (770)951-0033 | 0 | N |
| 10 | Allaccess –website for employing TV/Radio personnel | www.allaccess | | |
| 11 | Athens Area Employers Committee Job Fair | Athens-Clarke County Chamber of Commerce 246 West Hancock St. Athens, Ga. 30601 | 0 | N |
| 12 | University Of Georgia Job Fair | | 0 | N |
| 13 | Help Wanted Athens.com | 900 E. Panorama Drive Englewood, Co. 80112 | 2 | N |
| 14 | Sierra Marketing | Deb Carter dccskisierra@aol.com (615)712-7605 | 6 | N |
| 15 | CSB School of Broadcasting | Lauren 1755 N. Brown Rd, Suite 175 Lawrenceville, Ga. 30043 csbnorthatlanta@gocsb.com | 0 | N |
| 16 | Hot Jobs Athens | Carly K. Shockley Athens Banner Herald (706)208-2289 | 6 | N |
| 17 | Mercer University | Kim Meredith, NCC Assistant Dir. of Career Svcs. Mercer University – Atlanta 160 Henry Pkway, McDonough, Ga.30253 (678) 547-6584 | 0 | Y |
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**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year
COX COMMUNICATIONS, INC. – Cox Radio Athens
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| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|------------------|---------------------------------------|--|---|---|
| 1 | 1/9/09 – 5/14/09 | Internship | Internship for Journalism Student at Univ. of Ga. | Program gives and opportunity To gain real-life work experience assisting company personnel in web design. 250-hrs. service. | University of Georgia student Supervisor-Kevin Steele Webmaster-Steven Bentley UGA advisor- Prof. Hollifield |
| 2 | 2/11/09 | G.A.B Job Fair | Job fair at UGA for Broad-Casters sponsored by Georgia Assoc. Of Broad-casters | Acted as a participant on Career Day and hosted a booth displaying details about Cox Radio Athens and the stations within the group. Talked with students who are nearing graduation about their goals and plans as well as accepting resumes to relay to our hiring committee. | Mel Stovall – Compliance |
| 3 | 2/26/09 | National Collegiate Sales Competition | Cox Radio Athens participated as a sponsor of the job fair in conjunction with the National Collegiate Sales Competition at Kennesaw State College | Cox Radio Athens and other Cox companies hosted a booth with displays about the companies. Talked with students from colleges across the U.S. about their goals and took resumes from a large number of them | Mel Stovall – Compliance Luke Teague assisting |

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|---|---------|--|---|--|--|
| 4 | 5/20/09 | Ga. Dept. of Labor Veterans Employment and Resource Fair | Cox Radio Athens participated as a co-sponsor With The Dept. of Labor for the event held at the Veterans of Foreign Wars Home in Athens | Cox Radio Athens hosted a booth displaying all of the stations in the market and talked with attendees from several north Georgia counties about opportunities with Cox Radio. Included were several veterans recently retired and looking to begin a new career. | Mel Stovall - Compliance |
| 5 | 7/22/09 | Training session for Cox Radio Athens Management employees | Seminar conducted by Christina Burrow of DowLohnes, PLLC. Script of this one hour session available in our compliance office. | Covered a wide range of E.E.O. topics including polices; EEO threshold and anti-discrimination; outreach & recruitment; notification to community groups; long-term initiatives; record keeping; EEO public file report including deadlines and content; EEO audits; and other important topics. | Scott Smith – VP & Gen .Mgr. Carol Johnston – Sales Mgr. Lee Cain – Sales Mgr. Mel Stovall – compliance Vanessa Richardson – comptroller David Ratz – Promotions Dir. Kevin Steele – Program Dir. David Johnston – Program Dir. |
| 6 | 3/9/09 | Training session for two Cox Radio Athens employees | Two-day training session at the Holiday Inn in Athens entitled “Getting the Most from Microsoft XL” | The session dealt with understanding People Soft and learning how to use the tools for Microsoft-XL so the employees can better perform their job responsibilities. | Selma Green – Human Resources Scott Smith – V.P. & Gen.Mgr. |
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