

EEO Public File Report  
 KFOX-TV  
 El Paso, TX  
 April 1 2008 - March 31 2009  
 Full-Time Positions Filled

Full-Time Position	Person Title	Date Open	Date Filled	Recruitment Sources (Listed in the vacancy/including organization affiliated to organization)	Number Interviewed	Number Hired
1	IT/MAINTENANCE ENGINEER	11/25/08	12/18/08	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	0 0 1 0 0 0 1 0	0 0 0 0 0 1 0
2	CHIEF ENGINEER	1/6/2009	2/6/2009	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	0 0 0 0 0 0 1 0	0 0 0 1 0 0 0 0
3	PRIMETIME NEWS ANCHOR	1/1/08	7/1/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral RM Personall Already working in market, cold called Media Line website	0 0 0 0 3 0 2 0 2 0	0 0 0 0 1 0 0 0 0 0
4	LOCAL ACCOUNT EXECUTIVE	3/31/2008	5/5/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	1 0 0 2 0 0 2 0	0 0 0 0 0 0 1 0
4	LOCAL ACCOUNT EXECUTIVE	5/9/2008	6/2/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	0 0 0 0 0 0 2 2	0 0 0 0 0 0 0 1
5	NEWS PHOTOGRAPHER	7/3/08	7/17/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	0 0 0 0 2 1 0 1	0 0 0 0 1 0 0 0
6	WEEKEND WEATHER/REPORTER	1/30/2008	2/15/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	0 0 0 0 2 0 0 1	0 0 0 0 0 0 0 0
7	NEWS PRODUCER 9PM	3/15/2008	5/1/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	1 0 0 0 2 0 0 0	0 0 0 0 1 0 0 0
8	NEWS PRODUCER KMN	7/3/2008	7/17/2008	KFOX-TV website Cox Career Network KFOX-TV Bulletin Board CBJOB website TVJobs.com website Texas Workforce Commission El Paso Times Referral Media Line website	1 0 0 0 2 0 0 0	0 0 0 0 1 0 0 0
No	Recruitment Source			Contact	EEO/HR Title Notification	

1	KFOX-TV website www.kfox.com 6004 N. Mesa, El Paso TX 79912		Kay Glancey Karlee Steele Jamel Enriquez	N
2	Cox Career Network http://careers.coxentertv.com		self-posted	N
3	KFOX-TV Bulletin Board		self-posted	N
4	TVJobs.com Broadcast Employment Services website www.tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052		self-posted	N
5	MediaLine website www.medialine.com P.O. Box 51509 Pacific Grove, CA 93950		self-posted	N
6	El Paso Times Classified Ads Times Plaza El Paso, TX 79901		Valerie Uriary (915) 548-6214	N
8	Career Builders website www.careerbuilders.com no address available		Valerie Uriary (915) 548-6214	
9	Texas Workforce Commission Rafael.Ramos@twc.state.tx.us 616 North Santa Fe Street, El Paso, TX 79901		Rafael Ramos (915) 633-6269	N
10	Upper Rio Grande at Work council Workforce Solutions LAUREN.MACHAS@URGWDB.ORG		Lauren Machas (915) 633-8585	

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Long-term initiatives

Date	Initiative	Description	Involvement	Personnel Involved
4/1/2008 current	Internship Programs	Encourage local college and university students who are considering future employment in broadcast related fields.	On-site training	Shauna Ziegler Candice MacBlain Lionie Valencia Nichole Villalobos
4/1/2008 current	Station Tours	Encourage children from the ages of 6-17 years-old to stay in school and to look towards a future in broadcasting, by making station tours.	Station tours are scheduled upon request. Hundreds of students are seen every year. A tour of every part of television station is given as well as explanations of every job that it takes to make a station work.	Candice MacBlain Lionie Valencia Nichole Villalobos
4/1/2008 current	Connect with Kids	Values driven initiative involving all area school districts.	KFOX-TV and area businesses encourage students to adopt strong values and stay in school, with a twice monthly program as well as backpack fairs.	Kay Glancey Karlee Steele
4/1/2008 current	Cox Mentoring Program	Senior Cox managers take on a mid-level manager face to-face, over the phone, through email, letters, etc., for a one year period and mentor them.	The mentor aids the mentee in their day-to-day responsibilities, management style, philosophy, and Cox company culture. Our News Director is currently a part of the program.	Elizabeth O'Hara
12/6/08-12/10/08 and current	Cox Executive Leadership Program	All KFOX managers are involved in this program on a continual basis. This program trains them in the different aspects of the broadcast industry for future higher level positions.	A large portion of the course requirement is directed toward proper hiring techniques.	All KFOX managers
<b>Job Fairs:</b>				
6/11/2008	Computer Career Center Career Fair	Allows Job seekers from all different venues to see opportunities available at KFOX.	We received a large number of resumes. KFOX set up a booth and passed out brochures, accepted resumes, made applications available, and spoke with people regarding the different careers available in the television industry.	Candice MacBlain Lionie Valencia Israel Balderras Noreen Jaramillo
5/14/2008	Upper Rio Grande at Work Career Fair	Allows Job seekers from all different venues to see opportunities available at KFOX.	We received a large number of resumes. KFOX set up a booth and passed out brochures, accepted resumes, made applications available, and spoke with people regarding the different careers available in the television industry.	Candice MacBlain Lionie Valencia John Purvis