

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**MASTER RECRUITMENT SOURCE LIST**

| No. | Recruitment Source   | Contact                            | Total Interviewed | Entitled to Notification |
|-----|--|------------------------------------|-------------------|--------------------------|
| 1   | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813  | Rhoda Kihikihi (808)275-1071       | 0                 | No                       |
|     | A. Employee Referral   | Various                            | 1                 | No                       |
|     | Cox Radio Web Sites  | Robz Yamane (808)275-1000          | 3                 | No                       |
|     | Cox Career Network, Atlanta, Georgia   | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
|     | BCS (Broadcast Compliance Service) 1700 Rockville Pike, Rockville, MD 20852  | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
|     | All Access Music Group,28955 Pacific Coast Hwy,Malibu, Ca 90265  | Rhoda Kihikihi (808) 275-1071      | 14                | No                       |
|     | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122  | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
| 2   | Honolulu Advertiser, P.O. Box 3350, Hon., Hi 96801   | Ben Ines Classified-(808) 521-9111 | 2                 | No                       |
|     | Carrierbuilder.com, P.O. Box 3350, Hon., Hi 96801  | Ben Ines Classified-(808) 521-9111 | 7                 | No                       |
|     | Cox Radio Web Sites  | Robz Yamane (808)275-1000          | 0                 | No                       |
|     | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813  | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
|     | BCS (Broadcast Compliance Service)1700 Rockville Pike, Rockville, MD 20852   | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
|     | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122  | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |
|     | Hawaii Pacific University,1132 Bishop St. Hon.,Hi 96822  | Classified - (808)955-8100         | 0                 | No                       |
| 3   | Honolulu Advertiser, P.O. Box 3350, Hon., Hi 96801   | Ben Ines Classified-(808) 521-9111 | 0                 | No                       |
|     | Carrierbuilder.com, P.O. Box 3350, Hon., Hi 96801  | Ben Ines Classified-(808) 521-9111 | 0                 | No                       |
|     | Cox Radio Web Sites  | Robz Yamane (808)275-1000          | 0                 | No                       |
|     | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813  | Rhoda Kihikihi(808)275-1071        | 0                 | No                       |
|     | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122  | Rhoda Kihikihi (808) 275-1071      | 4                 | No                       |
|     | BCS (Broadcast Compliance Service)1700 Rockville Pike, Rockville, MD 20852<br>(Through Hawaii Association of Broadcasters) | Rhoda Kihikihi (808) 275-1071      | 1                 | No                       |
| 4   | Honolulu Advertiser, P.O. Box 3350, Hon., Hi 96801   | Ben Ines Classified-(808) 521-9111 | 0                 | No                       |
|     | Carrierbuilder.com, P.O. Box 3350, Hon., Hi 96801  | Ben Ines Classified-(808) 521-9111 | 4                 | No                       |
|     | Cox Radio Web Sites  | Robz Yamane (808)275-1000          | 0                 | No                       |
|     | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813  | Rhoda Kihikihi(808)275-1071        | 0                 | No                       |
|     | A. Employee Referral   | Various                            | 1                 | No                       |
|     | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122  | Rhoda Kihikihi (808) 275-1071      | 1                 | No                       |
|     | BCS (Broadcast Compliance Service)1700 Rockville Pike, Rockville, MD 20852   | Rhoda Kihikihi (808) 275-1071      | 0                 | No                       |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**MASTER RECRUITMENT SOURCE LIST**

|   |  |  |   |    |
|---|--|--|---|----|
| 5 | Cox Radio Web Sites  | Robz Yamane (808)275-1000                | 1 | No |
|   | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813                      | Rhoda Kihikihi(808)275-1071              | 0 | No |
|   | A. Employee Referral   | Various                                  | 3 | No |
|   | B. Walk In   | Mike Kelly (808) 275-1075                | 2 | No |
|   | C. Client Referral   | Various                                  | 1 | No |
|   | BCS (Broadcast Compliance Service)1700 Rockville Pike, Rockville, MD 20852 | Rhoda Kihikihi (808) 275-1071            | 0 | No |
|   | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122          | Rhoda Kihikihi (808) 275-1071            | 6 | No |
|   | Hirenethawaii.com,830 Punchbowl St.,Hon,HI 96813                           | Blas Silva 586-8719                      | 0 | No |
|   |  |  |   |    |
| 6 | Honolulu Advertiser, P.O. Box 3350, Hon., Hi 96801                         | Ben Ines Classified-(808) 521-9111       | 0 | No |
|   | Carrierbuilder.com, P.O. Box 3350, Hon., Hi 96801                          | Ben Ines Classified-(808) 521-9111       | 1 | No |
|   | Internal Posting 900 Fort St. Ste 700, Hon., Hi 96813                      | Rhoda Kihikihi (808) 275-1071 (PT to FT) | 0 | No |
|   | A. Employee Referral   | Various                                  | 1 | No |
|   | Cox Radio Web Sites  | Robz Yamane (808)275-1000                | 1 | No |
|   | Craigslist.org, Craigslist 1381 9th Ave., San Francisco, Ca 94122          | Rhoda Kihikihi (808) 275-1071            | 2 | No |
|   | BCS (Broadcast Compliance Service)1700 Rockville Pike, Rockville, MD 20852 | Rhoda Kihikihi (808) 275-1071            | 0 | No |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**Full-Time Positions Filled**

| 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                  | On Air Talent                   | 9/29/2008 | 11/8/2008   | Internal Posting   | 0                  |              |
|                    |                                 |           |             | A. Employee Referral   | 1                  |              |
|                    |                                 |           |             | Cox Radio Web Sites  | 3                  |              |
|                    |                                 |           |             | Cox Career Network   | 0                  |              |
|                    |                                 |           |             | BCS (Broadcast Compliance Service)   | 0                  |              |
|                    |                                 |           |             | All Access Music Group   | 14                 | 1            |
|                    |                                 |           |             | Craigslist   | 0                  |              |
| 2                  | Accounting Clerk                | 11/1/2008 | 12/2/2008   | Honolulu Advertiser &  | 2                  |              |
|                    |                                 |           |             | Carrierbuilder.com   | 7                  | 1            |
|                    |                                 |           |             | Cox Radio Web Sites  | 0                  |              |
|                    |                                 |           |             | Internal Posting   | 0                  |              |
|                    |                                 |           |             | BCS (Broadcast Compliance Service)   | 0                  |              |
|                    |                                 |           |             | Craigslist   | 0                  |              |
|                    |                                 |           |             | Hawaii Pacific University  | 0                  |              |
| 3                  | Traffic Manager                 | 1/7/2009  | 1/20/2009   | Honolulu Advertiser &  | 0                  |              |
|                    |                                 |           |             | Carrierbuilder.com   | 0                  |              |
|                    |                                 |           |             | Cox Radio Web Sites  | 0                  |              |
|                    |                                 |           |             | Internal Posting   | 0                  |              |
|                    |                                 |           |             | Craigslist   | 4                  |              |
|                    |                                 |           |             | BCS (Broadcast Compliance Service)   | 1                  | 1            |
|                    |                                 |           |             | (through Hawaii accociation of Broadcasters)   |                    |              |
| 4                  | Director of Marketing Solutions | 1/20/2009 | 2/2/2009    | Honolulu Advertiser &  | 0                  |              |
|                    |                                 |           |             | Carrierbuilder.com   | 4                  |              |
|                    |                                 |           |             | Cox Radio Web Sites  | 0                  |              |
|                    |                                 |           |             | Internal Posting   | 0                  |              |
|                    |                                 |           |             | A. Employee Referral   | 1                  | 1            |
|                    |                                 |           |             | Craigslist   | 1                  |              |
|                    |                                 |           |             | BCS (Broadcast Compliance Service)   | 0                  |              |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**Full-Time Positions Filled**

| <b>Full Time Position</b> | <b>Position Title</b> | <b>Date Open</b> | <b>Date Filled</b> | <b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b> | <b>Number Interviewed</b> | <b>Number Hired</b> |
|---------------------------|-----------------------|------------------|--------------------|---|---------------------------|---------------------|
|                           |                       |                  |                    |   |                           |                     |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**Full-Time Positions Filled**

| 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                  | Sales Account Managers | 9/10/2008 | 4/6/2009    | Cox Radio Web Sites  | 1                  |              |
|                    |                        |           |             | Internal Posting   | 0                  |              |
|                    |                        |           |             | A. Employee Referral   | 3                  |              |
|                    |                        |           |             | B. Walk In   | 2                  | 1            |
|                    |                        |           |             | C. Client Referral   | 1                  |              |
|                    |                        |           |             | BCS (Broadcast Compliance Service)   | 0                  |              |
|                    |                        |           |             | Craigslist   | 6                  |              |
|                    |                        |           |             | Hirenethawaii.com  | 0                  |              |
| 6                  | Traffic Manager        | 3/20/2009 | 4/13/2009   | Honolulu Advertiser &  | 0                  |              |
|                    |                        |           |             | Carrierbuilder.com   | 1                  |              |
|                    |                        |           |             | Internal Posting   | 0                  |              |
|                    |                        |           |             | A. Employee Referral   | 1                  |              |
|                    |                        |           |             | Cox Radio Web Sites  | 1                  | 1            |
|                    |                        |           |             | Craigslist   | 2                  |              |
|                    |                        |           |             | BCS (Broadcast Compliance Service)   | 0                  |              |
|                    |                        |           |             |  |                    |              |
|                    |                        |           |             |  |                    |              |
|                    |                        |           |             |  |                    |              |
|                    |                        |           |             |  |                    |              |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW,**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**RECRUITMENT INITIATIVES**

| No. | Date               | Initiative                            | Description   | Scope of Involvement   | Personnel Involved.  |
|-----|--------------------|---------------------------------------|---|--|--|
| 1   | 10/2/08 - 09/24/09 | Sales Career Training:                | Weekly training-different subject each week. "Enhance Sales peoples knowledge on new material and tools, computer programs & how to handle the market in there area: Categories chosen: Qualitap, IQP and Profiling, Sales Genie, Prospecting, CNAs, Negotiation, Benefits to the Advertiser, VBRs, Role Playing, Marketing Strategy, Brainstorming, Customer Focused Selling.                            | Hands on training, special guest speakers, General Sales Managers, Director of Marketing Solutions and Web Manager, trainers from Corporate Offices, One on One training - question and answers, hand outs, test - certificates and awards given. One hour work shops with materials from CSS (Center for Sales Strategy) These classes are open for entire sales team and are good refresher courses for Seasoned Sales Team. Everyone is encouraged to attend. | All General Sales Managers, CSI/Web Sales Manager, National Sales Manager, Director of Marketing Solutions, Entire Sales team. |
| 2   | 10/15/08           | Cool Tools Seminar                    | Current FTP (File Transfer Protocol) site will no longer be in effect by 10/31/08. A new & more efficient file transfer service has been created by our CEI Server Engineering Team. A one day seminar for all staff was set up to learn the new system. This new FTP system with new software tools will hep our e mail system be quick, and get commercial spots to our clients quicker with no errors. | Computer Training on New Software tools. Demonstrations on how to use new tools and how to get on line, hands on usage, instructional handouts, question and answer session. Following the training all staff received follow up e mails with the Hyperlink to the file transer utility documentation. Our IT trainer said it would take practice to familiarze ourselves with the new system, and that he would be available for assistance if needed.          | Peter Agustin (Director or Systems Operations) - Trainer<br>All Managers and Staff   |
| 3   | 10/24/08           | Career Fair - Kawanakoa Middle School | A one day event - 2 On air Personalities were guest speakers at a 4 hour event specialized for the 6th grade classes graduating and moving into Middle School. There presentation to students, a career in Radio Broadcasting.  | Our DJ team took turns 20 to 30 minute sessions, informing students of the different skills needed to be a DJ. and about Promotions and Marketing and how there are many opportunities at a radio station. What classes would really enhance there chances and how to practice there voices. Hand outs and games were played, prizes were given away and each class ended with a question and answer period.   | On air Personalities: Erving Chang (alia: Island Boy) and Micah Banks  |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW,**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**RECRUITMENT INITIATIVES**

|   |         |  |   |   |   |
|---|---------|--|---|---|---|
| 4 | 12/1/08 | Career Week - Mililani 'Ike School     | The focus of this Career Week is to expose the students to different careers and emphasize the importance of school performance in each profession. Our on air personality reviewed certain classes that helped him in his career, such as English, Speech, Communications, History, Current Events, Technology, any and all Computer classes, Engineering...He went on to explain that a Radio Station has other devisions that you may want to work at that is not on air, and touched on Accounting & Administration | The On air personality that went to this Career Week, holds 2 hats, that of an On air talent, & the other a Promotions Manager, because of that he was able to share with the students different angles of the radio station...he had the students participate by reading from a news paper...and speak into a micraphone, do a commercial, and give away prizes to the participating classes. He gave prizes to the DJ of the day! Had art students create station logo T-shirts....very hands on. | Shannon Scott - On Air Personality/Promotions Manager KCCN/KPHW           |
| 5 | 1/29/09 | Career Day - Saint Francis High School | This was a first time request for our Stations, so our DJ's were excited to present to the all girl school. As guest speakers they talked about women in broadcasting, and how a womans voice is needed more and more. Then they asked the students what part of radio they might be interested in learning about. Most said on air, some asked about News and some about what other persitions were available....they explained that a video would be shown. They asked who were the female voices of our stations.... | Our Promotions Manager and On air personality presentd a brief 10 minute video of all the different departments in a radio station and the different functions of each department. Then they took questions from the class, played some games and awarded student prizes for not be scared to ask questions. The students were very responsive.   | Romeo Valentine - Promotions Manager and Micah Banks - On air Personality |
| 6 | 2/9/09  | Career Day - Damien High School        | A one day event - 1 On air Personalities was a guest speakers for the 1st time at the all Boys School and did a presentation to students on a career in Radio Broadcasting. Because each of our speakers holds a second job, that indirectly has something to do with broadcasting, they also covered Sound and how it pertains to concerts and special events, Emcee work, DJ'ing in night clubs and Recording for Radio and TV.   | Due to the popularity of this young man that went to Damien HS, he had the attention of these students immediately....he started with a video presentation, question and answers - everyone was very interested in how much money you can make being a DJ.... and then he covered the technical issues, reading, current events, communications, speech Then he ended with a few more question and answers and prize giveaways. The students enjoyed themselves and asked for autographs.           | David Daniel's Program Director, and On Air Personality Lina Langi        |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW,**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**RECRUITMENT INITIATIVES**

|   |         |                                   |  |  |  |
|---|---------|-----------------------------------|--|--|--|
| 7 | 3/10/09 | Career Day - Leilehua High School | A 1/2 day event - On air Personalities/Promotions Manager was a guest speakers and did a presentation to students on a career in Radio Broadcasting. He was asked to do 2 40 minute sessions about on air broadcasting and promotions. He did DJ for the day, and gave out prizes.   | Our Promotions Manager spoke to the students giving them incite to on air broadcasting & a little about the computer system we now use & Promotions & how technology is the future & how computers are so important these days...& then how we do promotions on air, big million dollar promotions being insured based & how we do Las Vegas type promotions where they hear the slot machines turning, & how we do number promotions that open safes. He had students come up on the mic & pretend to be a DJ & dedicate a song over an intro, recorded it and played it back for them.   | Shannon Scott - On Air Personality/Promotions Manager KCCN/KPHW  |
| 8 | 5/21/09 | Career Day - Ho'okupono Windward  | Ho'okupono is a special school that works with "at risk youths". They wanted to give them diverse opportunities for employment. They hoped that Radio would pique there interest.. These were tough street kids that really didn't know what they were interested in - we talked with them for a while to see why they wanted to learn about radio and what they might be interested in. We took them through all 6 of our stations, but due to the music they were interested in, we only gave them insite on 2 stations which ended up to be KCCN and KPHW | This project took 6 of staff to handle - we taught the kids about the computer system, which most of them were really interested in. We taght them about the web sites, how they could use there creativity to create campaigns, we taught them how to use the equipment in the production room, how to disguise and distort there voices...they were tough but shame...so we showed them how they could be different people behind the mic and no one would know it was them on the outside. We gave them options to look at & places to go for assistance, & then ended by them doing a tape of them voicing a commercial & dedicating a song. This was a very satisfying session, to see the results of these kids when they came & as they left. | Rhoda Kihikihi - Human Resources/Office Manager, Yvonne Hobbs Sales Assistant, Shannon Scott-On air Personality/Promotions Manager, KC Bejerana - Program Director KPHW, Erving Chang - On air Personality, Mike Adachi - Production Director. |

**Cox Radio, Hawaii**  
**KCCN, KINE, KKNE, KRTR AM/FM, KPHW,**  
**EEO Public File Report**  
**October 1, 2008 to September 30, 2009**

**RECRUITMENT INITIATIVES**

|    |                 |                    |   |  |   |
|----|-----------------|--------------------|---|--|---|
| 9  | 1/27/09-7/05/09 | Internship Program | Program can be activated from 4 weeks to 1 year. It is designed for High School, College, Business students on a school work program for credits or any individual wanting to learn the Broadcasting Business. It is also designed to assist in the hiring of potential employees. Many of our interns join us for school credit requiring 150 hours of service to receive a credit for the course. | 1 Intern involved with Promotions. Promotions will start with the concept to the on site promotion itself. And include copy writing and Press Release mail outs. Web/Internet he will learn how to input calendars of events, He will send out News letters, learn Photoshop, create banner campaigns, & update files. He attended brainstorming sessions, help build contest boxes, build proposals, write copy, work on traffic and attend sales generated promotions. They assist in media research, prize sheets, prize inventory, work on e mail lists. This Intern ended his session and is now working Part-time with us. Our 2nd Intern was majoring in Communications & wanted to learn how a radio station is run. She spent 1 week in each department that fit her agenda. A total of 5 weeks, Sales, Programing, Production, Promotions & Admin. She would like to return in her Senior year to see how Radio has changed. | 2 interns - Promotions, 3 Promotion Managers: Wade Faildo, Shannon Scott, Nefi Martinez, Production-James Coles, Chris Chang, Programming, Wayne Maria, Lina Langi, Jason Resentez, Sheri Clifton, Admin - Seline Williams, Yvonne Hobbs, Pam Kalani, |
| 10 | 7/22/09         | FCC EEP Webinar    | As Part of Cox's continuing education for Radio Stations, Dow Lohnes prepared and presented a webinar on FCC EEO Compliance.  | As broadcasters this is an important part of our regulatory responsibility. This 1 hours session serves as a refresher course on baseline requirements and best practice information for our market, and will be extremely usefull in case of an audit. Topics covered include expecatiotions of the FCC, suggestions for outreach opportunities, clarification on what needs to be posted and more. A certificate of completion was issued at the end of the course to each participant.  | Rhoda Kihikihi - Human Resources/Office Manager, Dow Lohnes, PLLC, Christina Burrow, Faith Perkins HR, Cox Media Group, Cox Media Group Human Resource Managers from various stations in the Continental United States.                               |
|    |                 |                    |   |  |   |