

EEO Public File Report**Cox Media Group - Dayton, OH****WHIO-FM, WHIO-AM, WHKO-FM, WZLR-FM, WHIO-TV****EEO Public File Report Part 1****Reporting Cycle: 06/01/2023 – 05/31/2024****Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2384 (News Reporter)	10/11/2021	7/10/2023	LinkedIn	4	1
			Cox Media Group	2	0
			Employee Referral	3	0
479 (Multi-Platform Producer)	6/12/2023	8/7/2023	Cox Media Group	2	1
457 (Digital Content Producer)	6/12/2023	8/7/2023	Employee Referral	2	1
			Cox Media Group	1	0
			Sourced by Recruiter	1	0
462 (Morning Meteorologist)	6/12/2023	8/21/2023	Employee Referral	1	1
			Cox Media Group	4	0
			Sourced By Recruiter	1	0
455 (Meteorologist)	6/12/2023	11/20/2023	Cox Media Group	4	1
			Indeed	1	0
			Sourced by Recruiter	1	0
			External Referral	1	0
635 (Digital Content Producer)	7/18/2023	9/11/2023	Sourced by Recruiter	1	1
			Cox Media Group	1	0
897 (Technical Operator)	12/8/2023	1/22/2024	Employee Referral	1	1
			Cox Media Group	1	0
966 (Account Executive)	12/22/2023	2/26/2024	Cox Media Group	1	1
			Employee Referral	3	0
			Sourced by Recruiter	1	0
			ZipRecruiter	1	0

EEO Public File Report**Cox Media Group - Dayton****WHIO-FM, WHIO-AM, WHKO-FM, WZLR-FM, WHIO-TV****EEO Public File Report Part 2****Reporting Cycle: 06/01/2023 – 05/31/2024****Recruitment Sources Used for All Openings**

No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	5
2	Indeed Internet - www.indeed.com	Internet Posting	N	1
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	4
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	1
7	Cox Media Group	jobs.cmg.net	N	16
8	Internal Employees	cmg-employee-network.jobs.net	N	
9	Employee Referrals	CMG Employees	N	10
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	1

Longer - Term Recruiting Initiatives					
EEO Public File Report					
Cox Media Group - Dayton, OH					
WHIO-FM, WHIO-AM, WHKO-FM, WZLR-FM, WHIO-TV					
EEO Public File Report Part 3					
Reporting Cycle: 06/01/2023 – 05/31/2024					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	CMG EDGEucate	On-line learning resources available to all employees for skills improvement, professional development and performance support.	Training Program	Various employees
2	Ongoing	University of Dayton Center for Leadership Professional Development Programs	On-line and on campus learning resources available to all employees for skills improvement, professional development and performance support.	Training Program	Various employees
3	10/12/2023 - Ongoing	CMG Future Leaders Mentoring Program	Participating in CMG's Future Leaders Mentoring Program, which pairs experienced mentors with mentees who are seeking to enhance their leadership skills. Through this mentoring experience, CMG aims to provide personalized support and guidance to our mentees, helping them enhance their abilities, increase their confidence, and accelerate their leadership readiness.	Mentor Program	Brad Kestner
4	10/17/2023	CMG Ohio Career Day	A one-day event in partnership with University of Dayton, International College of Broadcasting, Wright State University, and Central State University, designed to give college students pursuing careers in media and communications a taste of what it's like to work for an integrated and award-winning media company. At the end of the day, students were able to leave their resumes with the company leaders.	Career Event	CMG Ohio staff (all departments, DE&I committee)
5	10/30/2023	CMG & Diversity Crew Belonging Workshop	Live training workshop hosted by Diversity Crew for CMG People Leaders on the topic "Belonging - What is it and what does it look like in the Workplace". This training included valuable insights into the profound impact that "belonging" has on our business, culture and overall employee experience and provided tips for how we can all create a sense of belonging among our employees.	DE+I Training	Jennifer Bucheit, Randy McCune, Joe Cowan, Carole Hepp, Trey Back, Kristy Osborn, Brad Kestner, Nick Roberts, Kristen Burchfield, Tracy Pyles
6	11/9/2023	Northwestern High School Cox Media Group Ohio Media Center Tour	A 2-hour tour and look into the CMG Ohio Media Center TV, radio, and weather operations for a group of 18 Video Production Students (Warrior News) to provide them with insight and information regarding careers in media.	Tour	Ksenia Mayakova
7	12/5/2023	Magid Anchor Institute	Designed for growing and seasoned anchors, this institute is patterned around the "active engaged working journalist anchor" philosophy. Learn the importance, significance, and necessity of leadership and what it means for your newsroom and station.	Training Program	Ganielle Enright
8	1/19/2024	Sinclair Community College Cox Media Group Ohio Media Center Tour	A 2-hour tour and look into the CMG Ohio Media Center TV, radio, and weather operations for a group of 15 broadcast major students to provide them with insight and information regarding careers in media.	Tour	Ksenia Mayakova
9	3/28/2024	Christian Homeschool Fellowship (CHFC) Cox Media Group Ohio Media Center Tour	Three 1-hour tours and look into the CMG Ohio Media Center TV, radio, and weather operations for a group of 50 students of different ages to provide them with insight and information regarding careers in media.	Tour	Ksenia Mayakova, Todd Hollst