

EEO Public File Report**Cox Media Group - San Antonio Radio****KKYX-AM, KCYX-FM, KTKX-FM, KONO-AM, KISS-FM, KSMG-FM****EEO Public File Report Part 1****Reporting Cycle: 04/01/2022 – 03/31/2023****Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2964 (Broadcast Engineer)	1/29/2022	5/2/2022	Hiring Manager Sourced	4	1
			Cox Media Group	4	0
			Handshake	1	0
3343 (Media Consultant)	3/29/2022	7/5/2022	Cox Media Group	2	1
			LinkedIn	2	0
			Indeed	2	0
3451 (Director of Operations)	4/18/2022	6/6/2022	Cox Media Group	2	1
			Indeed	1	0
			Internal Employee	1	0
			External Referral	1	0
3952 (Business Development Consultant)	8/17/2022	9/12/2022	Cox Media Group	1	1
			LinkedIn	1	0
			Indeed	1	0
30772 (Director, Branding & Programming)	10/19/2022	11/14/2022	Cox Media Group	1	1
68634 (Broadcast Engineer)	10/20/2022	12/12/2022	Cox Media Group	5	1
			Indeed	2	0
			Employee Referral	1	0
4164 (Client Performance Manager)	12/5/2022	2/20/2023	Cox Media Group	1	1

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EEO Public File Report Part 2				
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Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	6
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	3
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	
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	16
8	Internal Employees	CMG Employees	N	1
9	Employee Referrals	CMG Employees	N	1
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	1
11	Handshake joinhandshake.com	Internet Postings/Candidate Database	N	1
12	Sourced by Hiring Manager	CMG Hiring Managers	N	4

Longer - Term Recruiting Initiatives					
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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On-going	Diverse Job Bank Career Listings - Circa (Formerly America's Job Exchange)	All external job openings are posted through Circa.	Broad Outreach	CMG Talent Acquisition Team
2	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training	Career Development	Open to all CMG employees
3	On-going	Sales Training Program - Center for Sales Strategy	Sales employees attend training programs to further develop sales skills. Sessions held throughout the year on several different areas of training on-line.	Training Program	Various sales employees selected for each training program
4	On-going	McKinsey Leadership Academy	Rising Asian American/Pacific Island, Black and hispanic leaders have the opportunity to enroll in McKinsey Leadership Academy, which equips them with the network, courses, capabilities, mindsets, and skills needed to achieve their professional aspirations.	Career Development	Jordan Pena
5	6/13 - 9/11/2022	College Intern Program	Hosted a paid college Intern from an area school over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Rebecca Gutz