

EEO Public File Report					
Cox Media Group - Atlanta Radio					
WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM					
EEO Public File Report Part 1					
Reporting Cycle: 12/01/2022 - 11/30/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2694 (Integrated Sales Manager)	12/9/2021	12/27/2022	Cox Media Group	3	1
			LinkedIn	6	0
			Indeed	1	0
3780 (Account Manager)	6/21/2022	4/3/2023	Cox Media Group	3	1
			LinkedIn	2	0
			Indeed	1	0
83364 (Media Consultant)	8/15/2022	2/20/2023	Cox Media Group	3	1
			LinkedIn	6	0
			Indeed	1	0
4170 (Paid Search Strategist)	12/5/2022	3/20/2023	LinkedIn	1	1
			Cox Media Group	2	0
			Employee Referral	1	0
12949 (Senior Engineer)	12/21/2022	2/19/2023	External Referral	1	1
63432 (Integrated Sales Manager)	12/21/2022	5/8/2023	Employee Referral	1	1
			Cox Media Group	5	0
68455 (Executive Producer)	1/24/2023	3/13/2023	Cox Media Group	2	1
			Employee Referral	1	0
51391 (Media Consultant)	2/20/2023	6/20/2023	Cox Media Group	7	1
			LinkedIn	2	0
			Indeed	2	0
43111 (Client Performance Specialist)	3/26/2023	6/12/2023	Employee Referral	1	1
			Cox Media Group	2	0
			LinkedIn	2	0
			Indeed	2	0
			External Referral	1	0
451 (Engineering Manager)	6/11/2023	11/27/2023	Cox Media Group	1	1
			ZipRecruiter	1	0
471 (News Anchor)	6/12/2023	9/18/2023	Indeed	1	1
		10/23/2023	LinkedIn	1	1
604 (Digital Media Strategist)	7/7/2023	9/5/2023	Cox Media Group	2	1
			Indeed	2	0
			Employee Referral	2	0
			Recruiter Sourced	1	0
780 (Production Specialist)	9/25/2023	11/6/2023	Employee Referral	2	1
			Cox Media Group	2	0

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EEO Public File Report Part 2				
Reporting Cycle: 12/01/2022 - 11/30/2023				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	1
2	Indeed Internet - www.indeed.com	Internet Posting	N	10
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	20
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 or CMG Employee Network	CMG career sites (internal/external)	N	32
8	Internal Employees	CMG Employees	N	0
9	Employee Referrals	CMG Employees	N	8
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	2

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EEO Public File Report Part 3
Reporting Cycle: 12/01/2022 - 11/30/2023
Longer-Term Recruiting Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	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 Training Program	Open to all CMG employees
2	Ongoing	Univeristy of Southern Indiana Advisory Board	Participation on the University of Southern Indiana Advisory Board to guide administrators and faculty on curriculum and opportunities that prepare students for jobs in media.	General Outreach	Jaleigh Long
3	Ongoing	Georgia Association of Broadcasters Board Member Board	Board member for Georgia Association of Broadcasters, which means actively supporting local broadcasters as first informers, upholding the highest ethics in journalism and community service; and collaborating on how to be a resource for training, job opportunities and internships at local TV and radio stations.	General Outreach	Jaleigh Long
4	2/8/2023	Univeristy of Georgia Grady College of Journalism and Mass Communication Career Fair	Participated in the UGA Grady College Career Fair, which gave students the opportunity to learn about careers in media and current job opportunities.	Job Fair	Kara Smith, Heather Taylor
5	3/18/2023	University of West Georgia Media Day Career Fair	Participated in UWG Media Day Career Fair, which gave students the opportunity to learn about careers in media and current job opportunities.	Job Fair	Amanda Allwood, Kelley Braswell
6	5/30/2023	The Black Media Mixer	Participation in panel at The Black Media Mixer, which brings together industry professionals and those looking to grow their careers in media to learn, network and hear more about job opportunities. The panel discussed all things happening in black media as it pertains to jobs and education.	Career Event	Terri Avery
7	8/8 - 8/10/23	Radio Advertising Bureau (RAB) Rising Through the Ranks	Participation in RAB Rising Through the Ranks, a program focused on women developing for positions in leadership in radio. Together, participants explore emerging research and best practices, share experiences and insights, and try out new ideas in a supportive environment, while preparing to contribute more fully to their organization's success.	Career Development Training Program	Amanda Allwood
8	8/26/2023	Friends of Georgia Radio Scholarship	WSB gives a \$1,500 Friends of Georgia Radio scholarship to one full time college student that demonstrates an interest in a career in the radio industry.	Scholarship Program	Jaleigh Long
9	9/15/2023	University of Georgia Digital Marketing Day ATL 2023	Moderated 3 panels and participated in a mentor lunch during UGA Digital Marketing Day, which provides digital marketing students with the opportunity to hear more about developing their career and job opportunities.	Career Event	Abby Jessen
10	9/15 - 9/16/2023	Georgia Association of Broadcasters GABCON	Participated in annual Georgia Association of Broadcasters Conference, GABCON, which brings together industry professionals and those looking to grow their careers in media to learn, network and hear more about job opportunities. Spoke on panel "Retaining and Recruiting Great Broadcasting Talent" during the event.	Career Event	Jaleigh Long
11	10/3 - 10/4/2023	The Center For Sales Strategy Talent Focused Management Training	Participation in two day training that focuses on recruiting and hiring candidates and how to use their innate talents to the best of their ability.	Career Development Training Program	Lisa Michaels
12	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	Lisa Michaels, Doug Turnbull, Emily Boldon, Terri Avery, Amanda Allwood, Ken Charles, Kris Hackett, Jaleigh Long, Valencia Bromell, Chris Crawford
13	11/7 - 11/9/2023	CMG Elevate Leadership Program	Participated in Elevate, a leadership development program designed to equip new to intermediate managers with the skills and tools needed to engage, develop, and lead high performing teams.	Career Development Training Program	Lisa Michaels
14	11/9/2023	Walton County Chamber of Commerce - Walton Women in Business	Participated in Walton County Chamber of Commerce Walton Women in Business, an event that brings together industry professionals and those looking to grow their careers to learn, network and hear more about job opportunities. Spoke on panel to share career insight and advice with other women.	Career Event	Charly Morgan