

EEO Public File Report
Cox Media Group - CMG Atlanta Radio
 WSB-AM, WSB-FM, WSBB-FM, WSRV, WALR
 December 1, 2016 to November 30, 2017
 Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source utilized to fill the vacancy	Number Interviewed	Number Hired	Hiring Source
1	Associate Producer	12/21/2016	1/27/2017	1-29	1	1	18
2	Digital Media Sales Specialist	1/20/2017	2/24/2017	1-29	2	1	18
3	Promotions Supervisor	2/20/2017	6/5/2017	1-29	8	1	18
4	General Sales Manager	6/27/2017	7/18/2017	1-29	1	1	18
5	Digital Ad Operations Manager	5/8/2017	8/24/2017	1-29, 34	7	1	33
6	Senior Sales Assistant	8/22/2017	10/3/2017	1-29	7	1	20
7	Broadcast Traffic Specialist	8/31/2017	10/16/2017	1-29	5	1	18

Total	31	7
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Recruitment Sources						
Cox Media Group - Atlanta Radio						
December 1, 2016 - November 30, 2017						
No.	Recruitment Source	Contact	Email	Total Interviewed	Total Hired	Entitled to Notification
Recruitment Sources Used for All Openings - DO NOT INPUT INFORMATION IN THIS SECTION!						
1	Agnes Scott College Career Planning 200 Alston Campus Center, 141 East College Ave., Decatur, GA, 30030	Contact: Irene Foran Phone: (404) 471-6397	cplan@agnesscott.edu	0	0	N
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA, 30328 www.artinstitutes.edu/atlanta	Contact: Enrique "Leo" Ortiz Phone: (770) 689-4870 Contact: Thomas Jones Phone: (770) 689-5123	eortiz@aii.edu aiacareersvc@aii.edu thojones@aii.edu	0	0	Y
3	Atlanta University Center Consortium <i>Consortium includes: Spelman College, Clark Atlanta University, Morehouse College & School of Medicine</i> Career Planning & Placement Services, PO Box 92527, Atlanta, GA, 30314	Contact: Carolyn Rhodes Phone: (404) 270-6231	crhodes@aucenter.edu	0	0	N
4	Atlanta Urban League 100 Edgewood Svc, Suite 600, Atlanta, GA, 30303	Contact: Lance Wise Phone: (404) 659-1150	jobs@ulgatl.org	0	0	N
5	Chattahoochee Technical College Office G1116, 980 South Cobb Drive, Marietta, GA, 30060	Contact: Annette Davis Phone: (770) 528-4430	annette.davis@chattahoocheetech.edu	0	0	Y
6	Clayton College & State University 2000 Clayton State Blvd., Morrow, GA, 30260 www.clayton.edu/career	Contact: Roslyn Brown, Assoc. Dir. Career Services Contact: Charles Howard Phone: (678) 466-5400	career@clayton.edu charleshoward@clayton.edu	0	0	Y
7	Emory University 200 Dowman Dr., Suite 200, B Jones Center Atlanta, GA, 30322	Contact: Tricia Herold Phone: (404) 727-6211	careercenter@emory.edu	0	0	N
8	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330, Atlanta, GA, 30329 www.gab.org	Contact: Luke Story & Monique Wright Phone: (770) 395-7200 Mobile: (419) 262-1265	lstory@gab.org mwright@gab.org	0	0	Y
9	Georgia Perimeter College 555 N. Indian Creek Drive, Clarkston, GA, 30321	Contact: Adelaide Richardson Phone: (678) 891-3216	adelaide.richardson@gpc.edu	0	0	Y
10	Georgia Southern University Office of Career Services, PO Box 8069, Statesboro, GA, 30460	Contact: Donna Lowe/Pamela Goodman Phone: (912) 478-5197	careersv@georgiasouthern.edu	0	0	Y
11	Georgia State University PO Box 3972, Atlanta, GA, 30302	Contact: Brent Winner Phone: (404) 413-7157	bwinner@gsu.edu	0	0	N
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Susan Goines Phone: (678) 226-6355	csreceptionist@gwinnettech.edu	0	0	Y
13	Kennesaw State University Career Development, 585 Cobb Ave. NW, Kennesaw, GA, 30144	Contact: Karen Marks Phone: (770) 423-6555	kmarks7@kennesaw.edu	0	0	N
14	Oglethorpe University 4484 Peachtree St. NE, Atlanta, GA, 30319	Contact: Amy Clemente Phone: (404) 364-8865	careerservices@oglethorpe.edu	0	0	N
15	Roswell Methodist Church 814 Mimosa Blvd., Roswell, GA, 30075	Contact: Karen Griggs Phone: (770) 642-7943	kgriggs@rumc.com	0	0	N
16	University of West Georgia 355 Parker Hall, Parker Hall, 3rd Floor, Carrollton, GA, 30118 www.westga.edu/careerservices www.westga.edu/studentexternship	Contact: Vicki Hardin Phone: (678) 839-6431 Fax: (678) 839-6432	vhardin@westga.edu	0	0	Y

Recruitment Sources
Cox Media Group - Atlanta Radio
December 1, 2016 - November 30, 2017

No.	Recruitment Source	Contact	Email	Total Interviewed	Total Hired	Entitled to Notification
17	UGA / Grady College of Journalism Journalism Building, 120 Hooper St., Athens, GA, 30602-3018	Contact: Cecil Bentley Phone: (706) 542-4993	cbentley@uga.edu	0	0	N
18	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		8	5	N
19	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
20	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	1	N
21	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	0	N
22	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
23	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
24	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
25	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	0	N
26	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
27	America's Job Exchange (May 2016 - on-going) Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		0	0	N
28	Employee Referrals	Referrals from current Employees		1	0	N
29	Internal Applicant	Internal Employee		16	0	N

Recruitment Sources

Cox Media Group - Atlanta Radio

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No.	Recruitment Source	Contact	Email	Total Interviewed	Total Hired	Entitled to Notification
Recruitment Sources Used for Specific Vacancies						
30	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner		0	0	N
	Internet/Intranet - www.zerochaos.com	Phone: (407) 770-6161				
	420 S. Orange Ave. Suite 600, Orlando, FL 32801					
31	Agency - Talent Dynamics	Placement Agency		0	0	N
	Internet/Intranet - www.talentedynamics.com	Phone: (214) 640-3139				
	600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039					
32	Dice	Internet Posting		0	0	N
	Internet/Internat - www.dice.com					
33	Careerbuilder	Internet Posting		0	0	N
	Internet/Intranet - www.careerbuilder.com					
34	LinkedIn	Internet Posting		2	1	N
	Internet/Intranet - www.linkedin.com					
35	TVJobs	Internet Posting		0	0	N
	Internet/Intranet - www.tvjobs.com					

Longer - Term Recruiting Initiatives

Cox Media Group - Atlanta Radio

December 1, 2016 - November 30, 2017

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	May 8, 2016 - ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	Ongoing	Sales Training Programs	In-house and online training for Sales staff. Sales employees attend training programs to further develop sales skills. Sessions held throughout the year on several different areas of training both on-line and in classroom environment.	General Outreach	Various sales staff selected each training session
3	Ongoing	On-Line CMG University / Learn @ Cox	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training.	General Outreach	Open to all CMG employees
4	Ongoing	Internship Program	Internship to provide opportunities for college students to experience the broadcasting environment first hand & receive college credit. 4 sessions held each year, 1 each in Winter, Spring, Summer and Fall	General Outreach	Condace Pressley
5	Ongoing	CMG Diversity Matters Training Seminar	Designed to teach employees about the multiple kinds of diversity that exist in the workplace and how to effectively communicate with co-workers	General Outreach	All employees
6	1/19/17	Creative Xpo Career Fair	Participated in an interactive Career Fair targeting creative talent in the broadcast media, digital media and the arts and entertainment industries from a cutting-edge perspective. Creative individuals will have the opportunity to connect with likeminded business and industry leaders for employment and other endeavors. College students, graduates, and industry professionals will showcase their creative works, products, or services through exhibits, presentations, panel discussions, and live demonstrations	Career Fair	Ernia Dennis
7	2/8/17	UGA Journalism and Mass Communication Career Fair	Participation in the UGA Journalism and Mass Communication Career Day, which is a day-long event that connects companies and organizations with students seeking internships and full-time positions in digital, print and broadcast journalism, creative mass media, media sales, film, production, advertising and public relations. The event included a networking breakfast, discussion panels, luncheon and a career fair. Co-Sponsorship for careers in broadcasting field, to increase awareness to students. Motivated and encouraged those interested in careers in broadcasting. Promotion of our station and the broadcasting division of CMG.	Career Fair	Cathy Bates & Kristi Lawson
8	06/24/17	Goodwill NEP Plaza Fiesta Job Fair	Participated in the Goodwill NEP Plaza Fiesta Job Fair. A TA Recruiter hosted a booth displaying details about Cox Media Group and available opportunities, handed out employment information, as well as accepted resumes.	Career Fair	Renee Smith & Jimmy Vega
9	05/08/17	Congressman David Scott Job Fair	Co-Sponsor job fair for careers in broadcast field	Career Fair	Ernia Dennis, Cathy Bates, Twanda Dudley
10	2 Qtr 2017	CMG Frontline Leaders U training	CMG sponsored career development program for employees to develop leadership and managerial skills	General Outreach	Zac Morgan

Longer - Term Recruiting Initiatives**Cox Media Group - Atlanta Radio****December 1, 2016 - November 30, 2017**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
11	10/25/17	Day in the Life of Media	Create a Day in the Life experience to give students and recent graduates first-hand experience of a day in media.	General Outreach	Ernia Dennis & Mike Watkins
12	10/18/17	Employer of the Day @ UGA	Company is the Employer of the Day at UGA promoting Broadcast industry	General Outreach	Ernia Dennis, Annie Seiver, Kristi Lawson, Cassidy Buck