

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: 06/01/2022 – 05/31/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2681 (Technical Operator)	12/8/2021	6/20/2022	Indeed	1	1
3029 (Videographer/Producer/Editor)	2/7/2022	6/6/2022	LinkedIn	4	1
			Cox Media Group	3	0
			Indeed	6	0
			Internal Employee	2	0
3299 (Account Executive)	3/24/2022	2/20/2023	LinkedIn	3	1
		4/10/2023	Employee Referral	1	1
			Cox Media Group	3	0
			Indeed	3	0
3334 (Videographer/Editor II)	3/28/2022	7/18/2022	LinkedIn	1	1
		8/1/2022	Cox Media Group	2	1
3450 (Anchor)	4/18/2022	11/28/2022	Agent Referral	2	1
			LinkedIn	2	0
3529-1 (Videographer/Editor I)	4/27/2022	3/6/2023	Indeed	1	1
3559 (Media Campaign Coordinator)	5/2/2022	6/6/2022	LinkedIn	2	1
			Cox Media Group	2	0
3560 (Technical Operator)	5/2/2022	9/12/2022	Cox Media Group	1	1
3594 (Managing Editor)	5/11/2022	9/12/2022	Cox Media Group	1	1
3774 (Anchor)	6/21/2022	11/14/2022	Cox Media Group	4	1
3805 (Digital Content Producer)	6/27/2022	10/17/2022	LinkedIn	7	1
			Cox Media Group	2	0
			Indeed	2	0
			NABJ/NAHJ	1	0
3844 (Producer)	7/8/2022	11/7/2022	Employee Referral	1	1
			RTDNA Conference	2	0
			Hofstra University Career Fair	1	0

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3852 (Business Development Consultant)	7/14/2022	8/22/2022	Employee Referral	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
21089 (Multimedia Journalist)	8/11/2022	12/12/2022	Contractor	1	1
			Employee Referral	2	0
32181 (Producer)	8/11/2022	9/12/2022	LinkedIn	1	1
3529-2 (Videographer/Editor)	8/29/2022	9/19/2022	Cox Media Group	1	1
42468 (Videographer/Editor II)	9/12/2022	10/3/2022	Employee Referral	1	1
90509 (Technical Operator)	1/26/2023	4/3/2023	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	13
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	21
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	jobs.cmg.net	N	21
8	Internal Employees	cmg-employee-network.jobs.net	N	2
9	Employee Referrals	CMG Employees	N	6
Recruitment Sources Used for Specific Vacancies				
10	Agent Referral	Agent Representing Candidate	N	2
11	National Association of Black Journalists/National Association of Hispanic Journalists 2022 Conference & Career Fair	CMG Staff On-Site	N	1
12	Radio Television Digital News Association Conference	CMG Staff On-Site	N	2
13	Hofstra University Communication & Media Career Fair	CMG Staff On-Site	N	1
14	CMG Contractor Converted to Employee	CMG Contractor	N	1

Longer - Term Recruiting Initiatives					
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EEO Public File Report Part 3					
Reporting Cycle: 06/01/2022 – 05/31/2023					
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	6/13 - 8/19/22	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	Laura Evans
4	10/10, 10/13/22	LinkedIn Professional Development Programs for CMG Ohio Staff	On-line learning resource was offered to the employee improvement, professional development and performance support.	Training Program	Kevin Johnson
5	10/25/22	University of Dayton Media Career Fair	Participated in University of Dayton Media Career Fair, which gave students the opportunity to hear about various job opportunities.	Recruitment Event	Michael Purves, Shawn Lanier
6	03/18/22	Arizona State University Walter Cronkite School of Journalism and Mass Communication Recruitment Day	Participated in ASU Cronkite/CMG recruitment day, which gave students the opportunity to hear about various job opportunities.	Recruitment Event	Laura Evans
7	03/22/23	Choices in Community Living Board Meeting	Attended the Choices in Community Living (a nonprofit that provides services and learning & employment possibilities for adults with interlectual/developmental disabilities) board meeting to discuss various opportunities.	General Outreach	Larry Hansgen
8	04/01/23	University of Dayton Media Day panel discussion	Participated in the University of Dayton media panel day among other media and marketing professionals.	Panel Discussion Event	Michael Purves, Larry Hansgen, John Bedell
9	04/10/23	Dayton Dragons Media Day	Attended Dayton Dragons Media Day luncheon on behalf of the station.	General Outreach	Larry Hansgen
10	04/14/23	Beavercreek Rotary Club Presentation	Spoke to Beavercreek Rotary Club about sports and career in media	General Outreach	Larry Hansgen