

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: 06/01/2021 – 05/31/2022

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1955 - Multimedia Journalist	8/1/2021	9/7/2021	Cox Media Group	2	1
			LinkedIn	1	0
2002 - News Director	8/4/2021	10/25/2021	Cox Media Group	1	1
			Internal	1	0
2004 - Promotions Producer	8/4/2021	10/18/2021	Cox Media Group	1	1
2133 - Videographer	8/21/2021	9/14/2021	Cox Media Group	3	1
2167 - Research Analyst	8/31/2021	12/6/2021	Indeed	1	1
2185 - Media Campaign Coordinator	9/7/2021	10/18/2021	Cox Media Group	1	1
2211 - Anchor/Reporter	9/12/2021	10/18/2021	Cox Media Group	2	1
2214 - News Producer	9/13/2021	10/18/2021	Internal	1	1
2289 - Producer, Digital Content	9/21/2021	11/15/2021	LinkedIn	1	1
2325 - Reporter	9/24/2021	2/28/2022	Cox Media Group	3	1
			LinkedIn	1	0
2326 - Meteorologist	9/24/2021	1/10/2022	Cox Media Group	2	1
			Indeed	1	0
2389 - Multimedia Journalist	10/11/2021	1/10/2022	Indeed	1	1
2421 - Graphic Designer	10/18/2021	1/24/2022	Cox Media Group	2	1
			Internal	1	0

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2515/3029 - Videographer/Prod/Editor	10/18/2021	3/28/2022	LinkedIn	1	1
		3/30/2022	Sourced by CMG Recruiter	1	1
			Cox Media Group	3	0
			Indeed	9	0
			Internal	2	0
2619 - Promotions Producer	11/22/2021	12/6/2021	Indeed	1	1
2778 - Technical Operator	12/21/2021	1/23/2022	LinkedIn	1	1
3017 - Media Campaign Coordinator	2/6/2022	3/21/2022	Cox Media Group	1	1
3018 - Videographer/Editor	2/6/2022	3/21/2022	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	1
2	Indeed Internet - www.indeed.com	Internet Posting	N	13
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	5
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	22
8	Internal	cmg-employee-network.jobs.net	N	5

Longer - Term Recruiting Initiatives

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EEO Public File Report Part 3

Reporting Cycle: 06/01/2021 – 05/31/2022

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	University of Dayton Center for Leadership Professional Development Session for CMG Ohio Staff	In-person and virtual leadership development training provided by the University of Dayton for senior executives, emerging leaders, front-line supervisors, and professionals.	Training Program	Various employees
2	Ongoing	CMG EDGEucate	On-line learning resources available to all employees for skills improvement, professional development and performance support.	Training Program	Various employees
3	8/25/21; 9/21/21; 10/12/21	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
4	10/14/21	Ponitz Career Technology Center Podcast Interview	Participated in Ponitz Career Technology Center podcast interview to discuss career opportunities in media	General Outreach	Larry Hansgen
5	10/16/21	Beavercreek Women's League (BWL) Annual Scholarship Breakfast	Hosted and participated in BWL Annual Scholarship Breakfast which provided an opportunity to discuss careers in media with the attendees.	General Outreach	Gabrielle Enright
6	1/12 - 4/15/2022	Magid Talent Consultant Coaching Sessions	Talent coaching sessions designed to provide development feedback and improve skills	Training Program	Various employees
7	01/19/22	Tease Writing Virtual Training Session	Producers were provided with virtual tease writing training to provide them with an opportunity to improve skills for development into higher level positions	Training Program	Mike Everman, Serenity McKenzie, Alex King, Josh Gregory, Shelby Prenger
8	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