

EEO Public File Report					
Cox Media Group - Athens Radio					
WGUA-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WXKT-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
25897 (Manager, Promotions and Activation)	3/9/2023	5/22/2023	Indeed	2	1
			Cox Media Group	3	0
			Internal Employee	1	0
4369 (On-Air Talent)	3/17/2023	4/3/2023	Cox Media Group	1	1
461 (On-Air Talent - Mornings)	6/12/2023	9/18/2023	External Referral	1	1
801 (Media Consultant)	10/7/2023	10/30/2023	Employee Referral	1	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	
2	Indeed Internet - www.indeed.com	Internet Posting	N	2
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	
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	6
8	Employee Referrals	CMG Employees	N	1
9	Internal Employees	CMG Employees	N	1
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	1

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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	Jeremy Ginn, Haley Bartoletta
5	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
6	10/3/23-10/4/23	The Center For Sales Strategy Talent Focused Management Training	Our Digital Media Director participated in a 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	Lauren Smith
7	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	Jeremy Ginn, Pete de Graff, Lauren Smith
8	11/7/23-11/9/23	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	Brittney Keese
9	11/8/2023	North Oconee High School Career Fair	Participated in the NOHS Career Fair, which gave students to opportunity to learn about careers in media and current job opportunities.	Job Fair	Lauren Smith
10	11/9/2023	Walton County Chamber of Commerce Women in Business Conference	Participation in "Women's Success Panel" during the Walton County Chamber of Commerce's Women in Business conference to discuss careers in media.	Career Event	Charly McGinley
11	11/14/2023	University of Georgia Intern for a Day Program	Hosted two UGA students for the day at our stations. Provided them with individualized plans for them to learn about the areas of our business that they were most interested in.	Career Event	Jeremy Ginn, Lauren Smith, Pete de graaff, Brittney Keese, Haley Mason, Adam Hapeman, David Johnston, Logan Booker
12	11/17/2023	Bear Creek Middle School Career Day	Participated in Bear Creek Middle School Career Day, which allowed students to learn about careers in media and current job opportunities.	Career Event	Haley Mason