

EEO Public File Report						
Cox Media Group - Charlotte TV						
WSOC-TV, WAXN-TV					Amended April 2024	
EEO Public File Report Part 1						
Reporting Cycle: 08/01/2021 - 07/31/2022						
Full-Time Positions Filled						
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired	
1066 (Local Sales Manager)	11/23/2020	11/29/2021	LinkedIn	1	1	
			Cox Media Group	2	0	
1747 (News Producer)	5/17/2021	8/30/2021	Cox Media Group	3	2	
		9/30/2021				
1820 (Account Executive)	5/26/2021	10/25/2021	Cox Media Group	1	1	
1915 (Technical Director)	7/29/2021	10/25/2021	Indeed	1	1	
			Cox Media Group	1	0	
1921 (Executive Producer)	7/29/2021	9/20/2021	Cox Media Group	1	1	
1992 (Photographer/Videographer)	8/3/2021	10/2/2021	Cox Media Group	2	2	
		11/1/2021	Indeed	2	0	
2012 (Content Coordinator)	8/4/2021	8/30/2021	LinkedIn	1	1	
2269 (Content Coordinator)	9/18/2021	10/25/2021	Cox Media Group	3	2	
		11/15/2021	Indeed	1	1	
		11/15/2021				
2274 (Reporter - NE)	9/18/2021	1/3/2022	Cox Media Group	2	2	
		1/20/2022				
2290 (Producer)	9/21/2021	11/8/2021	Cox Media Group	1	1	
		12/13/2021	ZipRecruiter	1	1	
2376 (Photographer/Videographer)	10/11/2021	1/17/2022	Cox Media Group	1	1	
			Indeed	1	0	
2381 (Telemundo Multimedia Journalist)	10/11/2021	12/6/2021	LinkedIn	1	1	
2557 (Sales Assistant)	11/8/2021	5/9/2022	Cox Media Group	2	2	
		7/11/2022	LinkedIn	1	0	
2613 (Executive Producer)	11/22/2021	4/11/2022	Cox Media Group	1	1	

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**Reporting Cycle: 08/01/2021 - 07/31/2022**

**Full-Time Positions Filled**

<b>Requisition</b>	<b>Date Opened</b>	<b>Start Date</b>	<b>Recruitment Source</b>	<b>Interviewed</b>	<b>Hired</b>
<b>2673 (Photographer/Videographer)</b>	<b>12/8/2021</b>	<b>1/10/2022</b>	Cox Media Group	1	1
<b>2702 (Broadcast Engineer)</b>	<b>12/9/2021</b>	<b>6/6/2022</b>	Indeed	3	1
			Cox Media Group	1	0
<b>2747 (Digital Content Manager)</b>	<b>12/20/2021</b>	<b>6/20/2022</b>	Cox Media Group	1	1
			LinkedIn	2	0
<b>2837 (Producer)</b>	<b>1/13/2022</b>	<b>3/7/2022</b>	Cox Media Group	1	1
<b>3179 (Broadcast Director)</b>	<b>2/28/2022</b>	<b>5/15/2022</b>	Internal	1	1
			Cox Media Group	2	0
			Referral	2	0
<b>3190 (Reporter)</b>	<b>3/1/2022</b>	<b>6/20/2022</b>	Cox Media Group	2	1
			LinkedIn	2	0
<b>3194 (Producer)</b>	<b>3/2/2022</b>	<b>7/11/2022</b>	Cox Media Group	1	1
			LinkedIn	1	0
<b>3495 (Editor, News)</b>	<b>4/21/2022</b>	<b>5/5/2022</b>	LinkedIn	4	1
			Cox Media Group	1	0
			ZipRecruiter	1	0
<b>3571 (Reporter)</b>	<b>5/6/2022</b>	<b>6/13/2022</b>	Cox Media Group	2	1
			LinkedIn	1	0
			Referral	1	0
<b>3583 (Content Coordinator)</b>	<b>5/12/2022</b>	<b>7/5/2022</b>	LinkedIn	1	1
			Cox Media Group	1	0
			Internal	1	0

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<b>EEO Public File Report Part 2</b>				
<b>Reporting Cycle: 08/01/2021 - 07/31/2022</b>				
<b>Recruitment Sources Used for All Openings</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># interviews</b>
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	8
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	15
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	2
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	33
8	Referral	CMG Employees	N	3
<b>Recruitment Sources Used for Specific Vacancies</b>				
9	Internal Employee		N	2

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<b>EEO Public File Report Part 3</b>					
<b>Reporting Cycle: 08/01/2021 - 07/31/2022</b>					
<b>Longer-Term Recruiting Initiatives</b>					
<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	Ongoing	Sales Training Program	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 person	Training	Various Sales staff selected each training session
2	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	Open to all CMG employees
3	3/9/2022	University of North Carolina at Chapel Hill Hussman School of Media and Journalism Recruitment Visit	CMG Charlotte staff visited the UNC Hussman School of Media and Journalism campus and met with students and faculty to discuss careers in media and opportunities with CMG.	General Outreach	Cedric Thomas, Mike Oliveria, Deidre Conley, Chris Cox
4	6/13 - 9/3/2022	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	Jodie Bell