

EEO Public File Report					
Cox Media Group - Charlotte TV					
WSOC-TV, WAXN-TV				Amended April 2024	
EEO Public File Report Part 1					
Reporting Cycle: 8/01/2022 - 07/31/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1787 (Anchor/Reporter)	5/19/2021	10/2/2022	Cox Media Group	1	1
2557 (Sales Assistant)	11/8/2021	4/17/2023	Employee Referral	1	1
			Cox Media Group	3	0
			LinkedIn	3	0
2795 (Content Coordinator)	12/22/2021	9/19/2022	LinkedIn	1	1
			Cox Media Group	1	0
			Indeed	1	0
			DCOW Talent	1	0
3020 (Promotions Producer/Editor/Writer)	2/6/2022	11/14/2022	LinkedIn	4	1
			Cox Media Group	2	0
3026 (Account Executive)	2/7/2022	8/24/2022	LinkedIn	4	1
			Cox Media Group	4	0
3194-1 (Producer)	3/2/2022	10/31/2022	Employee Referral	1	1
			Hiring Manager Sourced	1	0
3295 (Master Control Switcher)	3/24/2022	8/8/2022	Indeed	1	1
		6/5/2023	Cox Media Group	1	1
3395 (Account Executive)	4/5/2022	9/26/2022	Cox Media Group	5	2
		4/17/2023	LinkedIn	4	0
			Indeed	1	0
3415 (IT Support Technician)	4/7/2022	8/15/2022	LinkedIn	1	1
3582 (Telemundo Multimedia Journalist)	5/10/2022	1/9/2023	LinkedIn	1	1
			Cox Media Group	2	0
			NABJ/NAHJ Conference	2	0
3597 (News Editor)	5/11/2022	9/5/2022	LinkedIn	4	1
			Cox Media Group	3	0
			ZipRecruiter	1	0

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3598 (Promotions Producer)	5/11/2022	9/19/2022	Cox Media Group	3	1
			ZipRecruiter	1	0
3620 (Reporter)	5/12/2022	8/1/2022	Cox Media Group	4	2
		8/1/2022	LinkedIn	2	0
3606 (Producer)	5/12/2022	8/1/2022	Cox Media Group	2	1
			LinkedIn	1	0
3664 (Retail Services Manager)	5/20/2022	8/15/2022	ZipRecruiter	1	1
			Cox Media Group	4	0
3770 (Photographer/Videographer)	6/20/2022	12/12/2022	Cox Media Group	2	1
			LinkedIn	1	0
3785 (Photographer/Videographer)	6/21/2022	8/8/2022	Employee Referral	2	2
		9/26/2022	Cox Media Group	4	0
3806 (Photographer/Videographer)	6/27/2022	9/26/2022	Employee Referral	1	1
			Cox Media Group	2	0
80838 (Broadcast Director)	8/11/2022	8/29/2022	Cox Media Group	1	1
57194 (Reporter/Anchor)	8/22/2022	9/12/2022	Agent Referral	2	1
			Hiring Manager Sourced	2	0
90256 (Local Sales Manager)	8/22/2022	11/7/2022	LinkedIn	3	1
			Cox Media Group	1	0
84928 (News Editor)	8/29/2022	11/14/2022	LinkedIn	2	1
			Cox Media Group	2	0
85524 (Meterologist)	9/23/2022	1/3/2023	Cox Media Group	2	1
			Internal Employee	1	0
			Employee Referral	1	0

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2293 (Investigative Anchor)	9/29/2022	11/14/2022	Employee Referral	1	1
			Agent Referral	2	0
46527 (Client Performance Specialist)	12/21/2022	3/20/2023	LinkedIn	2	1
25618 (Photographer/Videographer)	2/28/2023	4/24/2023	LinkedIn	1	1
22356 (Digital Producer)	2/28/2023	6/5/2023	Cox Media Group	2	1
			Internal Employee	1	0
			Employee Referral	1	0
			LinkedIn	1	0
33357 (Broadcast Director)	2/28/2023	6/5/2023	Employee Referral	1	1
			Cox Media Group	2	0
			LinkedIn	2	0
			Indeed	2	0
99327 (Content Coordinator)	4/27/2023	6/12/2023	Indeed	1	1

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EEO Public File Report Part 2				
Reporting Cycle: 8/01/2022 - 07/30/2023				
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	6
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	37
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	3
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	53
8	Employee Referral	CMG Employees	N	9
9	Internal Employee	CMG Employees	N	2
Recruitment Sources Used for Specific Vacancies				
10	Hiring Manager Sourced	CMG Hiring Managers	N	3
11	Agent Referral	Agent Representing Candidate	N	4
12	National Association of Black Journalists/National Association of Hispanic Journalists 2022 Conference & Career Fair	CMG Staff On-Site	N	2
13	Digital Career Opportunities Worldwide Internet - www.dcowmember.com	Online Talent & Resume Bank	N	1

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EEO Public File Report Part 3					
Reporting Cycle: 8/01/2022 - 7/31/2023					
Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	CMG EDGEucate	Online learning resources available to all employees for skills improvement, professional development and performance support.	Training Program	Various employees
2	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 Program	Various Sales Staff
3	8/3 - 8/6/2022	National Association of Black Journalists/National Association of Hispanic Journalists Conference & Career Fair	Participated in NABJ/NAHJ's 2022 Conference and job fair to discuss careers in media and job opportunities with CMG.	Job Fair	Mike Oliveira, Shelith Hurd, Ken Lemon, DaShawn Brown, Deneige Broom