

EEO Public File Report					
Cox Media Group - San Antonio Radio					
KKYX-AM, KCYY-FM, KTKX-FM, KONO-AM, KISS-FM, KSMG-FM					
EEO Public File Report Part 1					
Reporting Cycle: 04/01/2023 – 03/31/2024					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
27861 (Sales Development Representative)	2/20/2023	4/17/2023	Indeed	3	1

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EEO Public File Report Part 2				
Reporting Cycle: 04/01/2023 – 03/31/2024				
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	3
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	
8	Internal Employees	CMG Employees	N	
9	Employee Referrals	CMG Employees	N	
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	
11	Handshake joinhandshake.com	Internet Postings/Candidate Database	N	
12	Sourced by Hiring Manager	CMG Hiring Managers	N	

**Longer - Term Recruiting Initiatives****EEO Public File Report****Cox Media Group - San Antonio Radio****KKYX-AM, KCYY-FM, KTIKX-FM, KONO-AM, KISS-FM, KSMG-FM****Reporting Cycle: 04/01/2023 – 03/31/2024**

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	8/9/2023, 10/2023	Radio Advertising Bureau/Rising Through The Ranks	RAB Rising Through the Ranks helps participants lead with lasting impact and build strategic advantages for their company. Participants emerge reenergized about their career and empowered with a realistic agenda for change in their company - and in their own approach to leadership.	Career Development Training Program	Tiffany Robles
3	9/20/2023	Texas A&M Job Fair	Participated in the Texas A&M Job Fair where hiring managers answered questions about the company and discussed career opportunities with participants. Provided QR codes to candidates for them to apply for positions.	Job Fair	Rebecca Gutz, Steve Casanova
4	10/4/2023	Texas State University Job Fair	Participated in the Texas State University Job Fair where hiring managers answered questions about the company and discussed career opportunities with participants. Provided QR codes to candidates for them to apply for positions.	Job Fair	Rebecca Gutz, Steve Casanova, Tori Finch and Anthony Beasley
5	10/12/2023 - Ongoing	CMG Future Leaders Mentoring Program	Participating in CMG's Future Leaders Mentoring Program, which pairs experienced mentors with mentees who are seeking to enhance their leadership skills. Through this mentoring experience, CMG aims to provide personalized support and guidance to our mentees, helping them enhance their abilities, increase their confidence, and accelerate their leadership readiness.	Mentor Program	Chris Evers
6	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	Victoria Finch, Rebecca Gutz, Chris Saglian, Joe Calgaro, Chris Evers
7	11/7 - 11/9/2023	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	Christi Brooks