

EEO Public File Report
Cox Media Group - Athens Radio
WGAU-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WXKT-FM
December 1, 2015 to November 30, 2016

Full-Time Positions Filled

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source Utilized to Fill the Vacancy	Number Interviewed	Number Hired	Hiring Source
1	Receptionist	11/7/2015	12/15/2015	1-24	3	1	6
2	On-Air Talent	10/15/2015	12/31/2015	1-24	4	1	17
3	Account Executive	12/15/2015	1/8/2016	1-24	1	1	17
4	Digital Sales Manager	8/27/2025	1/27/2016	1-24	5	1	6
5	Account Executive	1/26/2015	5/20/2016	1-24	12	1	23
6	Local Client Services Coordinator	6/13/2016	7/13/2016	1-24	1	1	6
				Total:	26	6	

Recruitment Sources
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No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
1	University of Georgia Career Services 2nd Flr., Clarke Howell Hall, Athens, GA, 30605 www.hireuga.com	Contact: Aaron Brown Phone: (706) 542-3375		0	Y
2	Mercer University - Atlanta - Career Services 160 Hnery Parkway, McDonough, GA, 30253 www.mercer-csm.symplicity.com	Contact: Asst. Dir. Of Career Svcs Phone: (678) 547-6584		0	Y
3	Help Wanted - Athens 11 Abrams Rd., Central Valley, NY, 10917 www.helpwantedathens.com	Contact: Sarah Marrie Phone: (800) 365-8630, ext. 9397		0	N
4	Help Wanted - Northern Georgia 11 Abrams Rd., Central Valley, NY, 10917	Contact: Elise Commerford Phone: (800) 365-8630		0	N
5	Piedmont College	Contact: Dale Van Cantfort Phone: (706) 778-3000, ext. 1337	dvancantfort@piedmont.edu	0	Y
6	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com Internet/Intranet - www.yourgeorgiacountry.com Internet/Intranet - www.wgauradio.com Internet/Intranet - www.magic1021fm.com Internet/Intranet - www.960theref.com Internet/Intranet - www.powerathens.com Internet/Intranet - www.1037chuckfm.com	Company Internet Posting		10	N
7	CareerLink	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	N

	Internet/Intranet - www.careerlink.com			
8	Glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.glassdoor.com			
9	Indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	7	N
	Internet/Intranet - www.indeed.com			
10	DiversityInc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.diversityinc.com			
11	Simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.simplyhired.com			
12	Beyond	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.beyond.com			
13	Monster	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.monster.com			
14	Recruit Military	Internet Posting - Automatic wrap from Cox Media Group Career Website	0	N
	Internet/Intranet - www.recruitmilitary.com			

15	Direct Employers (up through May 2016)	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites		1	N
	Internet/Intranet - www.my.jobs				
16	America's Job Exchange (May 2016 - on-going)	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		0	N
	Internet/Intranet - www.americasjobexchange.com				
17	Employee Referrals	Referrals from current Employees		4	N
18	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner		0	N
	Internet/Intranet - www.zerochaos.com	Phone: (407) 770-6161			
	420 S. Orange Ave. Suite 600, Orlando, FL 32801				
19	Agency - Talent Dynamics	Placement Agency		0	N
	Internet/Intranet - www.talentedynamics.com	Phone: (214) 640-3139			
	600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039				
20	Dice	Internet Posting		0	N
	Internet/Internat - www.dice.com				
21	Careerbuilder	Internet Posting		0	N
	Internet/Intranet - www.careerbuilder.com				
22	LinkedIn	Internet Posting		3	N
	Internet/Intranet - www.linkedin.com				

23	In-Market Radio Ads	Advertisement - Radio		1	N
24	TAOnline	Internet Posting		0	N
	Internet/Intranet - www.taonline.com	September 2016 - November 2016			

Total: 26

Longer-Term Recruiting Initiatives
Cox Media Group - Athens Radio
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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	December 1, 2015 - May 2016	Diverse Job Bank Career Listings - Direct Employers	Cox entered into agreement to post all external Job Openings with DiversityInc.com, Indeed.com, Glassdoor.com, SimplyHired as well as 3000 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	Jan. 21, 2016	Cox Mentoring Program	Session 3: "Increasing Business and Interpersonal Acumen"	General Outreach	Pete de Graaff
3	May 8, 2016 - ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
4	Feb. 10, 2016	UGA Journalism and Mass Communication Career Fair	Participation in the UGA Journalism and Mass Communication Career Day, which is a day-long event that connects companies and organizations with students seeking internships and full-time positions in digital, print and broadcast journalism, creative mass media, media sales, film, production, advertising and public relations. The event included a networking breakfast, discussion panels, luncheon and a career fair. A Business Leader hosted a booth displaying details about Cox Media Group Athens and stations within the group. He spoke with students who are nearing graduation about their goals and plans, as well as accepted resumes.	General Outreach	Josh Hill, Terrance Lockett
5	March 7-17, 2016	Sales Pipeline Seminar and Career Fair	The Media Sales institute (MSI) is an intense, ten-day sales training program for recent college graduates who are passionately interested in pursuing a career in media sales	General Outreach	Matt Teli, Beth Miller

6	March 12-13, 2016	South by Southwest	Participation in SXSW in Austin, TX, which brought together the Central Texas community in a celebration and exploration of student work, college paths, career options and informal learning opportunities. SXSW allowed employers to connect with professionals in the SXSW Job Market, which was presented by the Publicist Group. The Job Market was a meeting spot which enabled professionals to match their skills with cutting edge employers. Members of Talent Acquisition staffed a booth, spoke with participants regarding available opportunities and handed out employment information.	National Event	Mary Garcia
7	March 16, 2016	Cox Mentoring Program	Session 3: "Increasing Business and Interpersonal Acumen"	General Outreach	Heather Taylor
8	March 21, 2016	Atlanta Professional Diversity Career Fair	Participation in the Diversity Career Fair at the Crowne Plaza Perimeter in Atlanta, Georgia. Participation in this event helped provide opportunities to residents of the Greater Atlanta community. Staffed a booth at the job fair, representing CMG and Athens Radio.	General Outreach	Ernnia Dennis, Terrance Locket
9	April 3-8, 2016	Cox Media Group Content Conference	The Content Conference dealt with issues of how our sales people and programmers can better deal with issues facing us in 2016.	General Outreach	Russell Lawson, Kisha Hardwick, Pete de Graaff, Steven Lang, Heather Taylor
10	April 14, 2016	Cox Mentoring Program	Session 4: "Paying it Forward and Continued Progress"	General Outreach	Pete de Graaff
11	April 20, 2016	National Association of Broadcasters Education Foundation (NABEF) Career Day	Participation in the NAB Career Day, which offered broadcasters the opportunity to network with colleagues, explore new technologies, discuss innovative strategies to build stronger business and address important broadcasting issues. Members of Talent Acquisition staffed a booth, discussed CMG career opportunities and handed out employment information.	National Event	Tianna Gratta, Jessica Mills
12	May 11, 2016	RecruitMilitary Career Fair	Participation in the Recruit Military Career Fair in Irving, TX, which provides veterans, transitioning military personnel, national guard members, reserve members and spouses the opportunity to meet with employers regarding available job opportunities.	National Event	James Aydelott, Ben Walnick

13	May 13, 2016	Millennial Seminar	Unlocking the Potential of Millennials - Attracting, Engaging and Retaining Top Talent	General Outreach	Terrance S. Lockett, Monica Longoria
14	May 19, 2016	Georgia Association of Broadcasters Radio Talent Institute Summer Program	Participation in the Georgia Association of Broadcaster Radio Talent Institute Summer Program. The GAB Radio Talent Institute is a talent incubator on the campus of The University of Georgia in Athens, GA, and is one of the inaugural institute members of the National Radio Talent System. The National Radio Talent System and the Radio Talent Institute is the campus-to-career connection most students need to begin their broadcast career, and the connection for broadcasters to discover and hire entry level talent that can be leaders in the broadcast industry. The Institute brings in broadcast professionals from around the state and country to teach sessions during an intensive 10-day summer program as the Guest Professional Faculty. The Digital Brand Manager from CMG Athens conducted a session on Digital Content and Social Media for the students at the Institute and also networked with them discussing career opportunities and ways to connect with hiring managers at CMG Athens.	General Outreach	Heather Taylor
15	June 24, 2016	Emma Bowden Foundation	Career Fair and Networking Reception	General Outreach	Terrance S. Lockett, Tanya Dobson
16	July 13, 2016	Cox Mentoring Program	Session 4: "Paying it Forward and Continued Progress"	General Outreach	Heather Taylor
17	July 13-15, 2016	LULAC Career Fair	Participation in the LULAC Career Fair, which offered employers the opportunity to recruit jobseekers within the Latino community. The three day event provided educational and career developmental opportunities from federal agencies. Members of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	National Event	Lisa Searcy, Anne Marie Benard, Bill Tatar, Serena Molaison, Tina Mathis, Alana Lujan, Chris Fair

18	July 28, 2016	Hiring Our Heroes Career Fair	Participation in the Hiring Our Heroes Career Fair in Atlanta, GA, which was hosted by the U.S. Chamber of Commerce Foundation. The event provided Veterans, Transitioning Service Members and Spouses the ability to participate in an employment workshop that focused on resume building/writing, networking and interview tips. It also provided an opportunity for the participants to network and meet with local employers.	General Outreach	Cherrelle Mathis, Steve Morris, Travis Simmons
19	Aug. 3-5, 2016	NABJ/NAHJ 2016 Convention and Career Fair	Participation in the NABJ/NAHJ Conference, in which over 4,000 of the nation's top journalists, media executives, public relations professionals and students gathered in Washington, DC. The two largest, minority journalist organizations joined forces to draw on their collective strengths to offer opportunities for face-to-face networking and professional development for the leaders in media, business, arts and entertainment and technology. Members of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	National Event	Cherrelle Mathis, Steve Morris, Travis Simmons, Terrance S. Lockett, William Riddick
20	August 4, 2016	National Sales Network Annual Conference and Diversity Career Fair	Participation in the NSN Annual Conference and Diversity Career Fair in Atlanta, GA, which provide employers the opportunity to meet sales professionals, business owners and other professionals. The conference featured industry-led keynote presentations, workshops, panel debates and high-level networking. More than 1,000 of the nation's top sales and sales management decision-makers gathered to make the most of cutting-edge and alternative Sales & Marketing innovation best-practices. Members of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	General Outreach	Ashley Gerson, Cherrelle Mathis, Clay Dedier
21	Sept. 8-11, 2016	NLGJA (The Association of LGBTQ Journalists)	Participated in the NLGA Conference in Miami, FL. The event provided an interactive approach to network, recruit and learn more about LGBT-centric topics beyond marriage equality and employment law and media training with broadcast experts.	National Event	Nicole Trice, Natasha Lyttle, Terrance Lockett

22	Sept. 15-17, 2016	ONA (Online News Association)	Participated in the ONA Conference in Denver, CO. The ONA 16 event brings the best of digital media - journalists, technologists, designers, executives, educators and students together to network and share innovative ideas.	National Event	Lori Gurule-Rat, Andrea Meucci
23	Sept. 17-20, 2016	EIJ (Excellence in News Journalism)	Participated in the annual EIJ conference in New Orleans, LA hosted by the Society of Professional Journalists and the Radio Television Digital News Association. The event provided journalists with the industry's best training and networking opportunities.	National Event	Renee Smith
24	Sept. 20 & 21, 2016	NAIMIC	Participated in the NAMIC Conference in New York, one of the industry's most comprehensive forum addressing diversity and inclusion as a business imperative. The event provided an opportunity to network, recruit, and participate in workshops.	National Event	Shana Marr, Melissa Cartwright
25	Sept. 20-23, 2016	2016 CMG Radio 11 Program (NAB Radio Show)	One Next Gen (Millennial) from each CMG radio market was chosen to attend the 2016 NAB Radio Show as one of the next generation of leaders in Cox Media Group. CMG Radio 11 Next Gen members attended sessions with bold ideas and tangible takeaways that offer industry profitable strategies they can immediately put into action. The Radio Show featured the best drill-downs in all facets of radio, unparalleled networking opportunities, the latest technologies and special events featuring the thought leaders shaping the future of radio.	General Outreach	Logan Booker, Heather Taylor
26	Oct. 6-8, 2016	ROMBA (Reaching out LGBT MBA & Graduate conference)	Participated in the ROMBA Conference in Dallas, TX. The event provided an opportunity to network, recruit, and participate in workshops with lesbian, gay, bisexual, and transgender young professional leaders from around the world.	National Event	Justine Boston
27	Oct. 13-14, 2016	Black MBA	Participated in the National Black MBA Association® Annual Conference and Exposition in new Orleans, LA. The conference is one of the largest professional development and job recruitment events in the nation.	National Event	Francine Terrell, Stacey Hines
28	Oct. 6, 2016	Day in the Life of Media	Create a day in the life experience to give students and recent graduates first-hand experience of a day in media.	General Outreach	Ernnia Dennis, Mike Watkins

29	Nov. 2-5, 2016	ICSC - Florida State University Sales Institute	Participated in the ICSC conference in Orlando, FL. Students from over 70 of the nation's top university sales programs competed in both role-play and sales management challenges. The event provided an opportunity to network and recruit top sales talent.	National Event	Melissa Cartwright, Cherrelle Mathis
30	Ongoing	Sales Training Programs	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 classroom environment.	General Outreach	Various sales staff selected each training session.
31	Ongoing	On-Line CMG University	24x7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training.	General Outreach	Open to all CMG employees
32	Ongoing	Terry College of Business Mentoring Program	UGA Matches up local business people with Juniors and Seniors in the Terry College of Business. Monthly meetings are attended during the school year. The goal for the mentors is to offer advice and help the mentees seek out job opportunities, prepare for their career, and accomplish their goals upon graduation.	General Outreach	Russell Lawson- Station Director