

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: 12/01/2020 - 11/30/2021				Amended May 2023	
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1035 (On Air Talent)	11/10/2020	12/3/2020	Cox Media Group	2	1
1040 (Account Manager)	11/11/2020	1/4/2021	Cox Media Group	3	1
			Internal Employee	1	0
			Indeed	2	0
1162 (On Air Talent)	12/28/2020	3/15/2021	Cox Media Group	1	1
1182 (Media Sales Consultant)	1/5/2021	5/17/2021	Cox Media Group	5	1
1389 (Account Manager)	3/10/2021	8/16/2021	LinkedIn	2	1
			Cox Media Group	7	0
			Internal Employee	1	0
			Indeed	1	0
2103 (Account Manager)	8/16/2021	9/20/2021	Indeed	1	1
			LinkedIn	1	0

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EEO Public File Report Part 2				
Reporting Cycle: 12/01/2020 - 11/30/2021				
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	4
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	3
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	18
8	Employee Referrals	CMG Employees	N	
9	Internal Employees	CMG Employees	N	2

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**EEO Public File Report Part 3  
Reporting Cycle: 12/01/2020 - 11/30/2021**

**Longer-Term Recruiting Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
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 classroom environment.	General Outreach	Various sales staff selected each training session
2	Ongoing	On-Line CMG Edgeucate	24 x7 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
3	2/10/21	Georgia Association of Broadcasters/University of Georgia Career Fair	Participation in the GAB/UGA Career Fair, by leaders of the CMG Athens Team. Students from UGA signed up for 10-15 minute interview windows so they could learn more about a career in radio at CMG.	Career Fair	Kelsey Gresham, Taylor Bachorski, Dan Ricci, Pete de Graff
4	10/26/21	AdPR Connection Career Fair at University of Georgia	Participation in the AdPR Connection Career Day at UGA. Networking with students who are ready to commit to full-time positions in the next year and an opportunity to meet undergrads in the Advertising and Public Relations major who are interested in learning about a career in radio	Career Fair	Kelsey Gresham, Taylor Bachorski, Steven Lang
5	5/6/21	Intern for a Day with the University of Georgia	Participation in a virtual event where current University of Georgia students spend time with each CMG Athens Department Head to learn about all aspects of the radio industry.	General Outreach	Kelsey Gresham, Taylor Bachorski, Steven Lang, Abby Jeffers, Pete de Graff, Dan Ricci, David Johnston