

**EEO Public File Report**  
**Cox Media Group - Athens Radio**  
**WGAU-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WTSH-FM, WXKT-FM**  
**Reporting Cycle: 12/01/2016 to 11/30/2017**

**Full-Time Positions Filled**

Requisition	Date Opened	Date Filled	Start Date	Recruitment Source	Interviewed	Hired
170465, Account Executive	1/11/2017	4/21/2017	4/24/2017	Job Board - Glassdoor	1	1
				Job Board - Indeed	14	0
				Cox Career Site	3	0
				Referral - Employee Referral	2	0
				Social Network - LinkedIn	2	0
				Job Board - State Job Bank	1	0
176990, Account Executive	4/25/2017	5/22/2017	6/5/2017	Job Board - Glassdoor	1	1
179702, Local Client Services Coordinator CMG Athens Radio	5/22/2017	6/28/2017	7/3/2017	Job Board - Indeed	1	1

Recruitment Sources					
Cox Media Group - Athens Radio					
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December 1, 2016 - November 30, 2017					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
<b>Recruitment Sources Used for All Openings</b>					
1	<b>University of Georgia Career Services</b> 2nd Flr., Clarke Howell Hall, Athens, GA, 30605 <a href="http://www.hireuga.com">www.hireuga.com</a>	Contact: Aaron Brown Phone: (706) 542-3375			
2	<b>Mercer University - Atlanta - Career Services</b> 160 Hnery Parkway, McDonough, GA, 30253 <a href="http://www.mercer-csm.symplicity.com">www.mercer-csm.symplicity.com</a>	Contact: Asst. Dir. Of Career Svcs Phone: (678) 547-6584			
3	<b>Piedmont College</b>	Contact: Dale Van Cantfort Phone: (706) 778-3000, ext. 1337	<a href="mailto:dvancantfort@piedmont.edu">dvancantfort@piedmont.edu</a>		Y
4	<b>Cox Media Group Career Website</b> Internet/Intranet - <a href="http://www.jobs.coxmediagroup.com">www.jobs.coxmediagroup.com</a> Internet/Intranet - <a href="http://www.1061wngc.com">www.1061wngc.com</a> Internet/Intranet - <a href="http://www.1340wgau.com">www.1340wgau.com</a> Internet/Intranet - <a href="http://www.magic1021fm.com">www.magic1021fm.com</a> Internet/Intranet - <a href="http://www.960theref.com">www.960theref.com</a> Internet/Intranet - <a href="http://www.powerathens.com">www.powerathens.com</a> Internet/Intranet - <a href="http://www.1037chuckfm.com">www.1037chuckfm.com</a>	Company Internet Posting		3	N
5	<b>CareerLink</b> Internet/Intranet - <a href="http://www.careerlink.com">www.careerlink.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
6	<b>Glassdoor.com</b> Internet/Intranet - <a href="http://www.glassdoor.com">www.glassdoor.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	N
7	<b>Indeed.com</b> Internet/Intranet - <a href="http://www.indeed.com">www.indeed.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website		15	N
8	<b>DiversityInc.com</b> Internet/Intranet - <a href="http://www.diversityinc.com">www.diversityinc.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
9	<b>Simplyhired.com</b> Internet/Intranet - <a href="http://www.simplyhired.com">www.simplyhired.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
10	<b>Beyond</b> Internet/Intranet - <a href="http://www.beyond.com">www.beyond.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
11	<b>Monster</b> Internet/Intranet - <a href="http://www.monster.com">www.monster.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
12	<b>Recruit Military</b> Internet/Intranet - <a href="http://www.recruitmilitary.com">www.recruitmilitary.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
13	<b>America's Job Exchange (May 2016 - on-going)</b> Internet/Intranet - <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		1	N
14	<b>Employee Referrals</b>	Referrals from current Employees		2	N
<b>Recruitment Sources Used for Specific Vacancies</b>					
1	<b>Agency - ZeroChaos/WorkForce Logic</b>	Contingent Labor Management Partner			N

	Internet/Intranet - www.zerochaos.com	Phone: (407) 770-6161		
	420 S. Orange Ave. Suite 600, Orlando, FL 32801			
2	<b>Agency - Talent Dynamics</b>	Placement Agency		N
	Internet/Intranet - www.talentedynamics.com	Phone: (214) 640-3139		
	600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039			
3	<b>Dice</b>	Internet Posting		N
	Internet/Intranet - www.dice.com			
4	<b>Careerbuilder</b>	Internet Posting		N
	Internet/Intranet - www.careerbuilder.com			
5	<b>LinkedIn</b>	Internet Posting	2	N
	Internet/Intranet - www.linkedin.com			

Longer - Term Recruiting Initiatives					
Cox Media Group - Athens Radio					
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December 1, 2016 - November 30, 2017					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	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
2	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.	Training Program	Various sales staff selected each training session.
3	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.	Training Program	Open to all CMG employees
4	Ongoing	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.	Mentor Program	Russell Lawson- Station Director
5	Ongoing	The Center for Sales Strategy 'How Selling' Training	This program is administered by our consultants, The Center for Sales Strategy. It's a program designed to teach new Account Executives on our go to market sales strategy.	Training Program	Jessie Barron, Robert Carmical
6	January, 2017	Interactive Advertising Bureau (IAB) Digital Media Sales Certification	This program is to certify sales professionals all over the country on the intricacies of buying and selling various forms of digital advertising. CMG Athens sales team members participated in 4 separate 2 hour seminars and then completed the certification exam in December 2016, receiving the certificate of completion in January, 2017	Training Program	Russell Lawson, Jessie Bonham, Kate Jones
7	Feb 8, 2017	2017 GAB/UGA Career Fair	CMG Athens participated in the 2017 Georgia Association of Broadcaster/University of Georgia Career Fair. Career Day connects companies and organizations with students seeking careers in digital, print and broadcast journalism, film production, creative mass media, media sales, advertising and public relations. Career Day 2016 was the largest-ever with 72 companies and over 370 students attending the career fair. A Business Leader hosted a booth displaying details about Cox Media Group Athens and stations within the group. He spoke with students regarding available opportunities, handed out employment information, as well as accepted resumes.	Career Fair	Josh Hill and Taylor Sims
8	May 10th, 2017	7th Annual Spring Job and Resource Fair	CMG Athens participated in the 7th Annual Spring Job and Resource Fair 2017 at the Athens VFW. The job fair was open to all career seekers.	Career Fair	Josh Hill and Steve Harris
9	Q2 2017	CMG Frontline Leaders U training	CMG sponsored career development program for employees to develop leadership and managerial skills	General Outreach	Pete de Graaff

10	June 20th, 2017	Storytelling in Sales training	Mike Anderson is a member of our corporate training division. He visited the market on June 20 <sup>th</sup> and facilitated a half day training on the power of storytelling as it pertains to sales and helping our clients understand the advertising plans we've put together and why they're working.	Training Program	Russell Lawson, Lynda Brame, Carol Johnston, Kate Jones, Russ Mills, Taylor Shutt, Lindsey Thomas, Robert Carmical, Jessie Barron
11	July 1, 2017	Diversity and Inclusion Summit			
12	Aug 18-20, 2017	Wizard Academy, The Magical Worlds Communications Workshop	This course investigates how the brain processes information and how to best make use of those functions in your writing and marketing.	Training Program	Steven Lang- Creative Services Director