

EEO PUBLIC FILE REPORT

Cox Media Group – Atlanta Radio December 1, 2013 to November 30, 2014 Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Internship Program	Internship program to assist members of the community to acquire skills needed for broadcast employment. 4 session held each year, 1 each in Winter, Spring, Summer and Fall.	Committee representing news and programming, promotions, engineering and sales operations to establish criteria for interns within the Cox Media Group-Atlanta Radio. The committee developed internship applications and a brochure which are provided to students who inquire about internships. The packets have also been distributed to all hiring managers in the Cox Media Group – Atlanta Radio and to the job placement coordinators at colleges, Universities, trade and technical school in Georgia.	Kara Wilson
2	Ongoing	Scholarship Program	Endowment fund established at Southern Polytechnic State University	Scholarship to be given annually to student to continue studies in broadcasting field	Business Office
3	Ongoing	Training Programs	Training programs for Leadership and Diversity of managers	Managers attend 1 day and 2 day Leadership and Diversity training programs to further develop management skills	Various managers selected each training program
4	Ongoing	Sales Training Programs	Center for Sales Strategy	Sales employees attend training programs to further develop sales skills. Sessions held through the year on several different areas of training both on-line and in classroom environment.	Various sales employees selected each training program
5	Ongoing	Training Program	Marketron	Training to ensure employees are using Marketron, the company advertising, billing & Accounts Receivable software properly.	All employee using software product
6	Ongoing	Sales Training	Internal Sales Cluster Training	Semi-Monthly training for sales staff on topics to help further develop sales skills.	Various sales employees selected each training program
7	Ongoing,	Training Program	MS Office on-line training	Train employees on use of MS Office products to use in daily work activities.	Provided through CMG University
8	Ongoing	Training Program	On-line training program	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted learning	Provided through CMG University
9	Ongoing	Training Program	Leadership Fundamentals/ Path to Leadership Programs	Career development program for employees to develop leadership or managerial opportunities.	Justin Tysinger, Shante Nasir, Charles Mitchell
10	Ongoing	Cox Media Group Front Line Leaders Training Program	New Manager Training	Covers HR areas for new managers/supervisors	Justin Tysinger, Doug Turnbull, Crystal Wheeler

11	3/5/14	GAB Georgia Broadcasters Job Fair at UGA	Co-Sponsor in job fair to increase awareness to students about careers in broadcast field	Facilitate a booth at job fair representing Cox Media Group – Atlanta Radio	Neil Williamson
12	3/28/14	Job Fair – Congressman David Scott	Co-Sponsored Broadcaster job fair about careers in broadcast field	Represented in booth at job fair for Cox Radio Group – Atlanta Radio	Charles Youngs, Charles Mitchell, Shante Nasir, Andee Ochs
13	Ongoing	Edge Mentoring Program	Cox Mentoring Program sponsored by CEI	Cox Mentor / Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	Various managers and selected staff participate
14	Ongoing	Training Program	CMG Sponsored Diversity & Inclusion Training	Training to help employees understand importance of diversity initiatives & organizations commitment to fairness and respect.	All staff participate
15	2/7/14	IRTS Career Day	Sponsored Career Day at International Radio & TV Society Foundation (IRTS)	Facilitated career day representing Cox Media Group – Atlanta Radio	Kris Hackett, Anna Patterson, Ben Reed
16	7/24/14	FCC EEO Compliance Training	Webinar hosted by Cox Corporate Attorneys for all HR Management and staff	To provide all HR Management and staff an overview and update on FCC/EEO requirements	Cathy Bates & Andee Ochs
17	1/2014	Wide Orbit Training	Training for Programming & Content Staff	Training for Programming staff using software	All station Programming staff
18	7/30-8/2/14	Training Program	Career Development	National Assoc. of Black Journalists Conference	Condace Pressley, Veronica Waters
19	6/17/14	Greater Atlanta & Georgia's Diversity Employment Day	Career fair to recruit, promote and reaffirm diversity in workplace jobs in broadcast field	Facilitate a booth at career fair representing Cox Media Group – Atlanta Radio	Will Gara
20	11/18/14	Career Fair- ADPR Connection at UGA/Grady College	Career fair to promote careers in radio at Grady College/ UGA	Represented in booth at career fair for Cox Radio Group – Atlanta Radio promoting careers in Advertising & Public Relations	Neil Williamson