

<b>EEO Public File Report</b>					
<b>Cox Media Group - Atlanta Radio</b>					
<b>WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM</b>					
<b>EEO Public File Report Part 1</b>					
<b>Reporting Cycle: 12/01/2021 - 11/30/2022</b>					
<b>Full-Time Positions Filled</b>					
<b>Requisition</b>	<b>Date Opened</b>	<b>Start Date</b>	<b>Recruitment Source</b>	<b>Interviewed</b>	<b>Hired</b>
<b>2032 (Assistant Program Director)</b>	<b>8/5/2021</b>	<b>12/12/2021</b>	Cox Media Group	1	1
<b>2264 (Media Consultant)</b>	<b>9/18/2021</b>	<b>2/7/2022</b>	Employee Referral	1	1
			LinkedIn	1	0
			Cox Media Group	5	0
<b>2265 (Promotions &amp; Activation Lead)</b>	<b>9/18/2021</b>	<b>12/7/2021</b>	Cox Media Group	2	1
			LinkedIn	1	0
			Indeed	1	0
			Internal Employee	3	0
<b>2638 (Media Consultant)</b>	<b>11/22/2021</b>	<b>4/4/2022</b>	LinkedIn	2	1
			Cox Media Group	2	0
<b>2886 (Account Manager)</b>	<b>1/25/2022</b>	<b>3/22/2022</b>	Cox Media Group	1	1
<b>3451 (Director of Operations)</b>	<b>4/18/2022</b>	<b>6/6/2022</b>	Cox Media Group	3	1
			Indeed	1	0
			Internal Employee	1	0
			Employee Referral	1	0
<b>3539 (Director, Branding &amp; Programming)</b>	<b>4/27/2022</b>	<b>9/12/2022</b>	Cox Media Group	3	1
			Internal Employee	3	0
			Employee Referral	2	0
			External Referral	1	0
<b>3807 (On Air Talent)</b>	<b>6/29/2022</b>	<b>7/25/2022</b>	Cox Media Group	1	1
<b>3824 (Executive Producer)</b>	<b>7/1/2022</b>	<b>9/6/2022</b>	Employee Referral	3	1
			Hiring Manager Sourced	1	0
<b>42852 (Media Sales Consultant)</b>	<b>8/15/2022</b>	<b>9/19/2022</b>	Cox Media Group	4	1
			LinkedIn	2	0
			Indeed	1	0

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<b>EEO Public File Report Part 2</b>				
<b>Reporting Cycle: 12/01/2021 - 11/30/2022</b>				
<b>Recruitment Sources Used for All Openings</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># interviews</b>
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	6
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	22
8	Internal Employees	CMG Employees	N	7
<b>Recruitment Sources Used for Specific Vacancies</b>				
9	Employee Referrals	CMG Employees	N	7
10	External Referrals	Non-CMG Employees	N	1
11	Sourced by Hiring Manager	CMG Hiring Manager	N	1

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**EEO Public File Report Part 3**  
**Reporting Cycle: 12/01/2021 - 11/30/2022**  
**Longer-Term Recruiting Initiatives**

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	Open to all CMG employees
3	2/15	Georgia Institute of Technology Alumni Panel	The GT Alumni Panel served the current students of the School of Earth and Atmospheric Sciences. The students asked questions about research, potential broadcasting skills and career paths, and advice for writing resumes and cover letters. We also discussed the importance of networking, and having a well rounded background -- skill sets that can be applied to early career jobs, soft skills that are necessary on the job, etc.	General Outreach	Christina Edwards
4	3/9	University of West Georgia Media Day	Participated in the University of West Georgia's Media Day. This is a job fair for young media students and recent grads.	General Outreach	Jared Yamamoto
2	6/6 - 8/12	College Intern Program	Hosted two paid college Interns from area schools over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Doug Turnbull
5	Ongoing	Georgia Association of Broadcasters Board Member	Board member for Georgia Association of Broadcasters, which means actively supporting local broadcasters as first informers, upholding the highest ethics in journalism and community service; and collaborating on how to be a resource for training, job opportunities and internships at local TV and radio stations.	General Outreach	Jaleigh Long
6	Ongoing	University of Southern Indiana Advisory Board	Participation on the University of Southern Indiana Advisory Board to guide administrators and faculty on curriculum and opportunities that prepare students for jobs in media.	General Outreach	Jaleigh Long
7	Ongoing	College Broadcasters Inc Advisory Committee	Participation in CBI, which is a member-driven organization serving students and advisers of college and high school electronic media outlets. Through events, programs and a network of expertise, CBI provides members with educational and professional opportunities and facilitate advocacy.	General Outreach	Jaleigh Long