

EEO Public File Report
Cox Media Group - CMG Atlanta Radio
 WSB-AM, WSB-FM, WSBB-FM, WSRV, WALR
 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	Digital Media Sales Specialist	12/1/2015	2/1/2016	1-29	1	1	21
2	Digital Campaign Specialist	12/1/2015	2/1/2016	1-29	2	1	29
3	Digital Content Assistant	12/18/2015	3/21/2016	1-29	9	1	18
4	Senior Sales Assistant	3/22/2016	4/18/2016	1-29	1	1	18
5	Senior Promotions Manager	3/17/2016	6/27/2016	1-29	6	1	18
6	Senior Sales Assistant	7/7/2016	9/6/2016	1-29, 33	5	1	18
7	Digital Media Sales Specialist	8/5/2016	10/17/2016	1-29	1	1	29
8	Account Executive/Media Consultant	9/19/2016	10/24/2016	1-29	1	1	18

Total	26	8
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Recruitment Sources						
Cox Media Group - Atlanta Radio						
December 1, 2015 - November 30, 2016						
No.	Recruitment Source	Contact	Email	Total Interviewed	Total Hired	Entitled to Notification
Recruitment Sources Used for All Openings						
1	Agnes Scott College Career Planning 200 Alston Campus Center, 141 East College Ave., Decatur, GA, 30030	Contact: Irene Foran Phone: (404) 471-6397	cplan@agnesscott.edu	0	0	N
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA, 30328 www.artinstitutes.edu/atlanta	Contact: Vivian Chavez Phone: (770) 689-4808	ybchavez@aia.edu aiacareersvc@aia.edu	0	0	N
3	Atlanta University Center Consortium <i>Consortium includes: Spelman College, Clark Atlanta University, Morehouse College & School of Medicine</i> Career Planning & Placement Services, PO Box 92527, Atlanta, GA, 30314	Contact: Carolyn Rhodes Phone: (404) 270-6231	crhodes@aucenter.edu	0	0	N
4	Atlanta Urban League 100 Edgewood Svc, Suite 600, Atlanta, GA, 30303	Contact: Lance Wise Phone: (404) 659-1150	jobs@ulqatl.org	0	0	N
5	Chattahoochee Technical College Office G1116, 980 South Cobb Drive, Marietta, GA, 30060	Contact: Annette Davis Phone: (770) 528-4430	annette.davis@chattahoocheetech.edu	0	0	Y
6	Clayton College & State University 2000 Clayton State Blvd., Morrow, GA, 30260 www.clayton.edu/career	Contact: Roslyn Brown, Assoc. Dir. Career Services Contact: Charles Howard Phone: (678) 466-5400	career@clayton.edu charleshoward@clayton.edu	0	0	Y
7	Emory University 200 Dowman Dr., Suite 200, B Jones Center Atlanta, GA, 30322	Contact: Tricia Herold Phone: (404) 727-6211	careercenter@emory.edu	0	0	N
8	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330, Atlanta, GA, 30329 www.gab.org	Contact: Luke Story Phone: (770) 395-7200 Mobile: (419) 262-1265	lstory@gab.org	0	0	Y
9	Georgia Perimeter College 555 N. Indian Creek Drive, Clarkston, GA, 30321	Contact: Adelaide Richardson Phone: (678) 891-3216	adelaide.richardson@gpc.edu	0	0	Y
10	Georgia Southern University Office of Career Services, PO Box 8069, Statesboro, GA, 30460	Contact: Donna Lowe/Pamela Goodman Phone: (912) 478-5197	careersv@georgiasouthern.edu	0	0	Y
11	Georgia State University PO Box 3972, Atlanta, GA, 30302	Contact: Brent Winner Phone: (404) 413-7157	bwinner@gsu.edu	0	0	N
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Susan Goines Phone: (678) 226-6355	csreceptionist@gwinnettech.edu	0	0	Y
13	Kennesaw State University Career Development, 585 Cobb Ave. NW, Kennesaw, GA, 30144	Contact: Karen Marks Phone: (770) 423-6555	kmarks7@kennesaw.edu	0	0	N
14	Oglethorpe University 4484 Peachtree St. NE, Atlanta, GA, 30319	Contact: Amy Clemente Phone: (404) 364-8865	careerservices@oglethorpe.edu	0	0	N
15	Roswell Methodist Church 814 Mimosa Blvd., Roswell, GA, 30075	Contact: Karen Griggs Phone: (770) 642-7943	kgriggs@rumc.com	0	0	N
16	University of West Georgia 355 Parker Hall, Parker Hall, 3rd Floor, Carrollton, GA, 30118 www.westga.edu/careerservices www.westga.edu/studentexternship	Contact: Vicki Hardin Phone: (678) 839-6431 Fax: (678) 839-6432	vhardin@westga.edu	0	0	Y

Recruitment Sources
Cox Media Group - Atlanta Radio
December 1, 2015 - November 30, 2016

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17	UGA / Grady College of Journalism Journalism Building, 120 Hooper St., Athens, GA, 30602-3018	Contact: Cecil Bentley Phone: (706) 542-4993	cbentley@uga.edu	0	0	N
18	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		12	5	N
19	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
20	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
21	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		7	1	N
22	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
23	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
24	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
25	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
26	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	N
27	Direct Employers (up through May 2016) Internet/Intranet - www.my.jobs	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites		0	0	N
28	America's Job Exchange (May 2016 - on-going) Internet/Intranet - www.americasjobexchange.com	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	0	N
29	Employee Referrals	Referrals from current Employees		5	2	N

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Additional Recruitment Sources Used						
30	Agency - ZeroChaos/WorkForce Logic Internet/Intranet - www.zerochaos.com 420 S. Orange Ave., Suite 600, Orlando FL 32801	Contingent Labor Management Partner Phone: 407-770-6161		0	0	N
31	Agency - Talent Dynamics Internet/Intranet - www.talentedynamics.com 600 E. Las Colinas Blvd., Suite 100, Irving TX 75039	Placement Agency Phone: 214-640-3139		0	0	N
32	Dice Internet/Intranet - www.dice.com	Internet Posting		0	0	N
33	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		1	0	N
34	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		0	0	N
35	All Access Job Board - SCAD - UGA Alumni Center Internet/Intranet - www.allaccess.com	Internet Posting		0	0	N
36	TAOnline Internet/Intranet - www.taonline.com	Internet Posting September 2016 - November 2016		0	0	N
37	TVJobs Internet/Intranet - www.tvjobs.com	Internet Posting		0	0	N
Total				26	8	

Longer - Term Recruiting Initiatives

Implemented During Previous Year

Cox Media Group - Atlanta Radio

December 1, 2015 - November 30, 2016

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	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
3	February 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. Co-Sponsorship for careers in broadcasting field, to increase awareness to students. Motivated and encouraged those interested in careers in broadcasting. Promotion of our station and the broadcasting division of CMG.	General Outreach	Neil Williamson, Terrance Lockett
4	February 19, 2016	IRTS Career Day - Sponsored by Cox Media Group	Sponsorship of Career Day at International Radio & TV Society Foundation (IRTS), devoted to increasing diversity in the media and entertainment industry. Facilitated Career Day, representing CMG and Atlanta Radio.	General Outreach	Zac Morgan, Kris Hackett, Condace Pressley, Neil Williamson, Kristy Vinot, Terrance Lockett, Nicole Trice
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 21, 2016	Atlanta Professional Diversity Career Fair	Participation in the job fair for careers in the broadcast field. Staffed a booth at the job fair, representing CMG and Atlanta Radio.	General Outreach	Ernnia Dennis, Terrance Lockett
8	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
9	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

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
10	May 13, 2016	Millennial Seminar	Unlocking the Potential of Millennials - Attracting, Engaging and Retaining Top Talent	General Outreach	Terrance S. Lockett, Monica Longoria
11	June 24, 2016	Emma Bowden Foundation	Career Fair and Networking Reception	General Outreach	Terrance S. Lockett, Tanya Dobson
12	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
13	Aug. 1-7, 2016	National Association of Black Journalists (NABJ)/ National Association of Hispanic Journalists (NAHJ) 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
14	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
15	Sept. 2016 - Ongoing	CMG Frontline Leaders U Training	CMG Sponsored career development program for employees to develop leadership and managerial skills.	General Outreach	Louisiana Ricome
16	Sept. 8-11, 2016	National Lesbian & Gay Journalist Association 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
17	Sept. 13, 2016	Georgia Tech Career Fall Fair	Career Fair	General Outreach	Cox Divisional University Relations Teams (CCI, CAI & CMG)
18	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
19	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
20	Sept. 20, 2016	NABEF	Participated in Career Fair supporting the National Association of Broadcasters Education Foundation (NABEF)	General Outreach	Terrance Lockett, Caroline Bethune

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21	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
22	Oct. 6, 2016	Clayton State University	Seminar and Networking reception	General Outreach	Gerald Butler, Terrance Lockett
23	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	Ernia Denna, Mike Watkins
24	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
25	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
26	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
27	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
28	Ongoing	On-Line CMG University	24 x 7 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
29	Ongoing	Internship Program	Internship to provide opportunities for college students to experience the broadcasting environment first hand & receive college credit. 4 sessions held each year, 1 each in Winter, Spring, Summer and Fall. For this reporting period we had 8 Interns.	General Outreach	Condace Pressley