

**EEO Public File Report**  
**Cox Media Group - WHBQ-TV (Memphis)**  
**Reporting Cycle: December 17, 2019 to March 31, 2020**

**Full Time Positions Filled**

Requisition	Date Opened	Start Date	Recruiting Source	Interviewed	Hired
000330 (Digital Content Producer)	1/9/2020	2/17/2020	Cox Media Group	2	1
000367 (Production Assistant)	1/15/2020	2/9/2020	Cox Media Group	3	1
000379 (Traffic Assistant)	1/21/2020	3/16/2020	Cox Media Group	1	1
000471 (Graphic Designer)	2/5/2020	3/23/2020	Cox Media Group	1	1
000493 (Digital Content Producer)	2/11/2020	2/23/2020	Cox Media Group	1	1

**Recruitment Sources**  
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Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
1	Directly Sourced by Recruiter	CMG Recruiter	N
2	Indeed Internet/Intranet - www.indeed.com	Internet Posting	N
3	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting	N
4	Broadbean job distribution	CMG Recruiter	N
5	Glassdoor Internet/Intranet - www.glassdoor.com	Internet Posting	N
6	TV Jobs Internet/Intranet - www.TVJobs.com	Internet Posting	N
7	ZipRecruiter Internet/Intranet - www.ziprecruiter.com	Internet Posting	N
8	Career Fair	Career Fair	N

**Longer - Term Recruiting Initiatives  
Cox Media Group - WHBQ-TV (Memphis)  
December 17, 2019 to March 31, 2020**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	01/14/20	Training	CMG Legal lead training sessions for the News employees were required to attend and learn/get refreshed on best practices, common mistakes/pitfalls and misconceptions.	Career Development	News employees
2	01/18/20	Panel Member	WHBQ General Manager Michelle Harper served as a panelist and speaker for MABJ's "Media Bosses" meeting. The goal was to offer advice to broadcast members on ways to propel their careers to the next level. This was also a networking opportunity.	Career Development	GM/VP, Michelle Harper
3	1/23/20	Career Day Aurora Elementary	Career day for local students to learn about science and the weather.	Speaker	Elisabeth D'Amore
4	2/5/20	Career Day Briarcrest Elementary	Career day for local students to learn about science and the weather.	Speaker	Elisabeth D'Amore
5	2/11 & 2/12/20	Training	Magid, a 3rd party vendor, conducted "anchor engagement" training to walk our anchors through best practices and utilizing new technology in the newsrooms.	Career Development	News employees
6	2/18/20	Career Day Sycamore Home School	Career day for a group of homeschool students, who met with Meteorologist, Elisabeth D'Amore. The students were studying science and meteorology.	Speaker	Elisabeth D'Amore
7	2/26/20	Career Day Dogwood Elementary	Career day for 4th grade students to learn about science and the weather.	Speaker	Elisabeth D'Amore
8	3/2/20	Read Across America Day	Several FOX13 reporters and anchors read to students at several schools supported by Communities in School.	Community Outreach	Darcy Thomas, Greg Coy, Jacque Masse, Sheila O'Connor
9	3/9/20	Career Day Parkway Village Elementary	Career day for local students in kindergarten to learn about science and the weather.	Speaker	Elisabeth D'Amore