

**EEO Public File Report**  
**Cox Media Group - WHBQ-TV (Memphis)**  
**04/01/2016 to 03/31/2017**  
**Full-Time Positions Filled**

No.	Full-Time Position	Position Title	Date Open	Date Filled	Referral Source of Hiree	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	1611233	Digital Content Producer	8/5/2016	8/23/2016	Referral - Employee Referral	1-20, 23	1	1
2	161604	Sales Assistant	1/29/2016	4/18/2016	Cox Career Site	1-20	6	1
3	161658	Graphic Designer	2/1/2016	4/4/2016	Job Board - Indeed	1-20	1	1
4	162506	Manager Digital Sales	2/16/2016	6/27/2016	Cox Career Site	1-20, 28	16	1
5	162720	Production Director	2/22/2016	4/25/2016	Cox Career Site	1-20	2	1
6	162930	Reporter	2/23/2016	6/27/2016	Former Employee	1-20, 23, 32	3	2
7	162930			10/17/2016	Referral - Employee Referral			
8	164774	Multimedia Journalist	3/29/2016	5/30/2016	Referral - Employee Referral	1-20, 23	2	1
9	166081	Digital Ops Specialist	4/19/2016	8/15/2016	Referral - Employee Referral	1-20, 23	8	1
10	166528	Outside Sales Executive	5/3/2016	6/29/2016	Referral - Employee Referral	1-19, 22, 23, 28	5	1
11	167773	Production Assistant	5/23/2016	7/5/2016	Social Network - LinkedIn	1-19, 22, 28	1	1
12	168290	Digital Content Producer	6/3/2016	7/11/2016	Referral - Employee Referral	1-19, 22, 23	4	1
13	169777	Digital Associate Producer	7/7/2016	7/25/2016	Referral - Employee Referral	1-19, 22, 23	1	1
14	1611633	Technical News Director	8/12/2016	11/28/2016	Job Board - StaffMeUp	1-19, 22, 28, 29	8	1
15	1615356	Digital Content Producer	10/26/2016	12/20/2016	Referral - Employee Referral	1-19, 22, 23	9	1
16	163698	Meteorologist	3/9/2016	11/23/2016	Job Board - Indeed	1-20, 23	4	1
17	168258	Producer	6/3/2016	11/28/2016	Job Board - Indeed	1-19, 22, 30	3	1
18	1615697	Production Assistant	11/4/2016	1/16/2017	Cox Career Site	1-19, 22	9	1
19	1616951	Master Control Switcher	12/6/2016	3/6/2017	Job Board - Indeed	1-19, 22, 23	8	1
20	172336	Photographer/Editor	2/2/2017	2/27/2017	Referral - Employee Referral	1-19, 22, 23	1	1
21	173378	Photographer/Editor	2/17/2017	3/12/2017	Cox Career Site	1-19, 22	1	1
22	171866	Manager Digital Content	1/31/2017	3/20/2017	Referral - Employee Referral	1-19, 22, 23, 28	2	1
23	173222	Production Assistant	2/19/2017	3/27/2017	Referral - Employee Referral	1-19, 22, 23	5	1

Recruitment Sources					
Cox Media Group - WHBQ-TV (Memphis)					
April 1, 2016 - March 31, 2017					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	<b>LeMoyne-Owen College</b> 807 Walker Avek, Memphis, TN, 38126	Contact: Wanda Blair Jones Phone: (901) 435-1729	<a href="mailto:wanda_blair-jones@loc.edu">wanda_blair-jones@loc.edu</a>		N
2	<b>National Association for the Advancement of Colored People (NAACP)</b> 588 Vance Avenue, Memphis, TN, 38126	Contact: Madeleine Taylor Phone: (901) 521-1343	<a href="mailto:nmemph1@comcast.net">nmemph1@comcast.net</a>		N
3	<b>University of Memphis</b> 400 Wilder Tower, Memphis, TN, 38152	Contact: Tammy, Career Services Phone: (901) 678-2239	<a href="mailto:careerservices@memphis.edu">careerservices@memphis.edu</a>		N
4	<b>Christian Brothers University</b> 650 East Parkway South, Memphis, TN, 38104	Contact: Curt Rogers Phone: (901) 321-3334	<a href="mailto:crogers@cbu.edu">crogers@cbu.edu</a>		N
5	<b>Memphis Job Corp Center</b> 1555 McAlister Drive, Memphis, TN, 38116	Contact: Sonya Walton Phone: (901) 396-2800, ext. 2224	<a href="mailto:Walton.Sonya@jobcorps.org">Walton.Sonya@jobcorps.org</a>		Y
6	<b>Memphis Urban League</b> 413 North Cleveland Street, Memphis, TN, 38104	Contact: Sandra Dallas Phone: (901) 272-2491, ext. 13	<a href="mailto:jobpostings@memul.org">jobpostings@memul.org</a>		Y
7	<b>Black Business Association of Memphis</b> 555 Beale Street, Memphis, TN, 38013	Contact: Ricky L. Tucker Phone: (901) 870-7492	<a href="mailto:rixinternational@msn.com">rixinternational@msn.com</a>		N
8	<b>Young Women's Christian Association</b> 766 S. Highland Street, Memphis, TN, 38111	Contact: Jackie Williams Phone: (901) 323-2211	<a href="mailto:jackie.williams@memphiswca.org">jackie.williams@memphiswca.org</a>		N
9	<b>Emma Bowen Foundation</b> 300 New Jersey Avenue, N.W., Suite 700, Washington, DC, 20001	Contact: Sandra Rice Phone: (212) 664-3486	<a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a>		Y
10	<b>Collective Talent</b> 26150 Hersheyvale, Franklin, MI, 48025 <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	Contact: Michael Bille Phone: (813) 254-9695 Mobile: (813) 494-4555	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>		N
11	<b>Broadcast Employment Services</b> PO Box 4116, Oceanside, CA, 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Phone: (800) 374-0119	<a href="mailto:info@tvjobs.com">info@tvjobs.com</a>		N
12	<b>Cox Media Group Career Website</b> Internet/Intranet - <a href="http://www.jobs.coxmediagroup.com">www.jobs.coxmediagroup.com</a>	Company Internet Posting		41	N
13	<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
14	<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			N
15	<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		29	N
16	<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

17	<b>Simplyhired.com</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
	Internet/Intranet - www.simplyhired.com				
18	<b>Beyond</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
	Internet/Intranet - www.beyond.com				
19	<b>Monster</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
	Internet/Intranet - www.monster.com				
20	<b>Recruit Military</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
	Internet/Intranet - www.recruitmilitary.com				
21	<b>Direct Employers (up through May 2016)</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites			N
	Internet/Intranet - www.my.jobs				
22	<b>America's Job Exchange (May 2016 - on-going)</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites			N
	Internet/Intranet - www.americasjobexchange.com				
23	<b>Employee Referrals</b>	Referrals from current Employees		17	N
24	<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				
25	<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				
26	<b>Dice</b>	Internet Posting			N
	Internet/Intranet - www.dice.com				
27	<b>Careerbuilder</b>	Internet Posting			N
	Internet/Intranet - www.careerbuilder.com				
28	<b>LinkedIn</b>	Internet Posting		10	N
	Internet/Intranet - www.linkedin.com				
29	<b>Staff Me Up</b>	Internet Posting		1	N
	Internet/Intranet - www.staffmeup.com				
30	<b>TVJobs</b>	Internet Posting		1	N
	Internet/Intranet - www.tvjobs.com				
31	<b>TAOnline</b>	Internet Posting			N
	Internet/Intranet - www.taonline.com	September 2016 - November 2016			
32	<b>Former Employee</b>	Referral from former Employee		1	N

Longer - Term Recruiting Initiatives					
Cox Media Group - WHBQ-TV (Memphis)					
April 1, 2016 - March 31, 2017					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Training	Ongoing in-person and online Sales and Digital training for Account Executives	CMG Corporate provided training for all employees	WHBQ Personnel
2	April 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
3	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
4	April 1, 2016	Gestalt Community Schools	Spoke to 6th-8th graders about going to college, the television industry, and took questions for the students.	Speaker	Anwar Gartrell
5	April 7, 2016	Southern Avenue Middle School	Spoke to elementary kids about a career as a Reporter.	Career Day Speaker	Jeremy Pierre
6	April 9, 2016	National Association of Black Journalist Region III Conference	Participation in the National Association of Black Journalist Region III Conference, where Kennan Oliphant had an opportunity to speak. The event provided an opportunity to network, recruit, participate in workshops and look at the impact of race on news coverage.	General Outreach	Kennan Oliphant
7	May 7, 2016	iHeart Media Women's Expo	Darcy Thomas served on a panel of women to discuss work/life balance, community involvement, male-dominated career paths.	Women's Conference Panelist	Darcy Thomas
8	May 10-24, 2016	Training	Goals & Performance Management Training. The training provided employees information on what performance (SMART) goals are and how to enter their goals and development plans into system.	CMG Corporate provided training for employees	WHBQ Personnel
9	May 12, 2016	Germanshire Elementary School	Weather presentation at the schools' curriculum night.	Weather Presentation/Speaker	Lindsey Monroe
10	May 22, 2016	Macedonia Missionary Baptist Church	Spoke to youth group ages 5 - 18 for their college/career day.	College/Career Day Speaker	Brittani Dubose
11	May 25, 2016-April 13, 2017	Mentoring Program	The Mentoring Program, a part of our diversity initiative, pairs emerging leaders ("mentees") with experienced leaders ("mentors") within our organization. The 12-month program helps potential leaders develop the skills they need through the coaching of an experienced manager.	Mentor	Michelle Woods
12	May 31-Aug 12, 2016	Tennessee Association of Broadcasters (TAB) Internship Program	The Tennessee Association of Broadcasters (TAB) provided funding that allowed for a recent college graduate to intern at the station. The intention of this program is to provide participating students the opportunity to witness and experience first hand the operational procedures of a radio or television station.	Intern: Caroline Weatherly	Randy McCune
13	June 28, 2016	University of Memphis Partnership Meeting	WHBQ managers met with U of M professors and managers to discuss and explore partnerships that will focus on internships, employee recruitment, and community and event collaborations	General Outreach	Paul Briggs, Miranda Harbor, Michelle Woods, Randy McCune, Richa Mishra, Ron DeJoseph, Patti McGettigan
14	Aug 3-7, 2016	National Association of Black Journalist (NABJ) Job Fair	NABJ Career Fair is the premier venue for journalism education and career development.	Station Representative	Kennan Oliphant, Greg Coy, Jeremy Pierre
15	October 11-12, 2016	Training	Diversity and Inclusion Training	CMG Corporate provided training for all employees	WHBQ Personnel
16	February 10, 2017	Station Tour	Provided a station tour to TV/Film teachers from Collierville High School.	Tour Guide	Matt Gerien, Shelby Sansone, Josh Tucker
17	March 3, 2017	Fox 13 Shadow Day	Station representatives provided a half day job shadowing opportunity for two high school juniors. The students shadowed in various departments within the station.	Station Representatives	Miranda Harbor, Omesh Somaru, Kim Moore, Mark Cherniske, Matt Gerien, Darcy Thomas, Ron DeJoseph, Vanessa Ezernieks, Mary Chapman