EEO Public File Report

WHBQ, Memphis, TN

October 8, 2014 - March 31, 2015

Full-Time Positions Filled

Full- Time	Position Title	Date Open	Date Filled	Recruitment Source's) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
Position 1	Reporter	10/16/14	11/10/14	Referral	1	1
		70.10,11	11110/14	Tolellal	1	1
or addit	ionai recruitment sou	ırces, see EE	O Recruitmer	It List under Recruitment Sources		
2	Manager, Digital Sales	11/06/14	01/26/15	Beyond.com	1	0
<u>-</u> -	Sales	11/00/14	01/20/13	Indeed	1	0
		-		Spots 'n' Dots industry website	1	0
				Cox Media Group Website	2	1
		İ		Cox Enterprises Website	1	0
				Referral	1	0
or addit	ional recruitment sou	Irces see EE	O Peccuitmen	at List under Recruitment Sources		<u> </u>
3	Artist/Animator	10/20/2014				 _
	7 II G G F G III II	10/20/2014	2/20/2013	Simply Hired	9	0
				Motionographer	1	0
				Cox Media Group Website	2	0
		-		Social Network - LinkedIn	3	0
						"
or addit		ırces, see EE	O Recruitmen	t List under Recruitment Sources		
4	Assistant Chief Engineer	40/00/004 4	0/40/0045			
4	Ligiteei	10/30/2014	2/16/2015	Social Network - Linkedin	1	0
	-			Cox Media Group Website	1	0
	_			Cox Media Group Website	1	
or addit	ional recruitment sou	rces, see EE	D Recruitmen	It List under Recruitment Sources		†
	Production					
5	Assistant	11/24/2014	12/29/2014	Indeed	1	1
or addit	ional recruitment sou	 rces_see FF	D Recruitmen	t List under Recruitment Sources	-	-
6	News Director	12/5/2014			2	1
		12.072011	1710/2010	TOOTG	2.	<u> </u>
or addit	ional recruitment sou	ırces, see EE	O Recruitmen	t List under Recruitment Sources		<u> </u>
7	Graphic Designer	9/26/2014	11/17/2014	Indeed	10	1
_				Simply Hired	1	0
or addit		ırces, see EE	O Recruitmen	t List under Recruitment Sources		
8	Master Control Switcher	9/23/2014	12/5/2014	Indeed	8	1
	-	55.2514		Cox Enterprises Website	1	1
		+	12/15/2014		1	1
						0
				Simply Hired	1	0
				Simply Hired	11	
or addit	ional recruitment sou	ırces, see EE		Simply Hired t List under Recruitment Sources	1	
	ional recruitment sou	urces, see EE	O Recruitmen	t List under Recruitment Sources	1	1
			O Recruitmen	t List under Recruitment Sources		
			O Recruitmen	t List under Recruitment Sources Referral	1	1
9	Account Executive	10/23/2014	O Recruitmen 3/30/2015	t List under Recruitment Sources Referral Indeed Careerbuilder	1 3	1 0
9	Account Executive	10/23/2014	O Recruitmen 3/30/2015	t List under Recruitment Sources Referral Indeed	1 3	1 0
9	Account Executive	10/23/2014	O Recruitmen 3/30/2015	t List under Recruitment Sources Referral Indeed Careerbuilder	1 3	1 0
9 For addit	Account Executive	10/23/2014	O Recruitmen 3/30/2015 O Recruitmen	t List under Recruitment Sources Referral Indeed Careerbuilder t List under Recruitment Sources	1 3	1 0
9 For addit	Account Executive ional recruitment sou Manager, Business	10/23/2014	O Recruitmen 3/30/2015 O Recruitmen	t List under Recruitment Sources Referral Indeed Careerbuilder t List under Recruitment Sources	1 3 1	1 0 0

ю	Recruitment Source	Recruitment Sources Contacted for Each Contact	Total Interviewed	Entitled to
	incordinate Source	Contact	Total Interviewed	Notificatio
	EEO Recruitment List			
1	Cox Enterprises Website	www.coxenterprises.com	2	
	6205 Peachtree Dunwoody Rd	678-645-0000	_	
	Atlanta, GA 30328	0.000		
	Source used for positions # 1,2,3,4,5,6,7,8,9,10			
2	Indeed*	www.indeed.com	36	
	Source used for positions # 2,3,4,5,6,7			
3	 Social Network Sites/Job Boards*	various	7	
Ĭ	Source used for positions # 3,4,10	Tanous .	′	
4	Beyond.com	www.beyond.com	1	
	1060 First Ave, Suite 100	610-878-2800		
	King of Prussia, PA 19406			
	Source used for positions # 3			
5	Simply Hired	www.simplyhired.com	3	
J	370 San Aleso Ave, #200	(408) 400-4770)	
	Sunnyvale, CA 94085	(408) 400-4770		
	Source used for positions # 3,7,8			
6	Motionographer	www.motionographer.com	1	
	Source used for positions # 3			
_				
1	Cox Media Group Website	www.coxmediagroup.com/careers	5	
	6205 Peachtree Dunwoody Rd	678-645-0000		
	Atlanta, GA 30328			
	Source used for positions # 1,2,3,4,5,6,7,8,9,10			
8	Personal Contacts, referrals, walked-in/called-in	various	6	
	Source used for positions # 1,2,5,6			
_				
9	Spots-n-Dots Publishing LLC	www.spotsndots.com	1	
	1635 Old Highway 41 NW,			
	Suite 112-338			
	Kennesaw GA 30152			
	Source used for positions # 2			
10	 Memphis Urban League	sdallas@memphisul.org_		
-	413 N Cleveland St,	Sandra Williams-Dallas		
	Memphis, TN 38104			
	Source used for positions # 2,3,4,8,9			
11	Workforce Investment Network	Patricia Myers@WorkforceInvestmentNetwork.org		
	480 Beale Street	Patricia Myers		
- 1	Memphis, TN 38103			
	Source used for positions # 2,3,4,8,9			
12	Black Business Association of Memphis	rixinternational@msn.com		
_	555 Beale Street	Ricky Tucker		
	Memphis, TN 38013	,		
	Source used for positions # 2,3,4,8,9			
13	MediaLine	medialine@medialine.com		
	1209 Wood Valley Rd	706 364 7564		
	Augusta, GA 30909	1	}	

	Source used for positions # 2,3,4,8,9			2
 14	Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001	sdrice@cbs.com Sandra Rice		
15	Source used for positions # 2,3,4,8,9 Collective Talent 26150 Hersheyvale Franklin, MI 48025	info@michaelsmedia.com Michael Bille		
16	Source used for positions # 2,3,4,8,9 LeMoyne-Owen College 807 Walker Ave - Memphis TN 38126 901-435-1729 Source used for positions # 2,3,4,8,9	<u>Denita Hedgeman@loc.edu</u> Denita Hedgeman		
17	National Association for the Advancement of Colored People (NAACP) 588 Vance Avenue Memphis, TN 38126 Source used for positions # 2,3,4,8,9	nmemphi1@comcast.net Madeleine Taylor		
18	Unversity of Memphis - FCBE 101 Fogelman College Admin. Bldg. Memphis, TN 38152 Source used for positions # 2,3,4,8,9	fcbeinter@memphis.edu		
19	Christian Brothers University 650 East Parkway South Memphis, TN 38104 Source used for positions # 2,3,4,8,9	<u>crogers@cbu.edu</u> Curt Rogers	sī.	
20	Memphis Job Corp Center 1555 McAlister Drive Memphis, TN 38116 Source used for positions # 2,3,4,8,9	<u>Walton.sonγa@jobcorps.com</u> Sonya Walton		
21	Careerbuilder Source used for positions # 9	www.careerbuilder.com	1	

^{*}Indeed and other some social networking sites pull from various sources to post positions on their websites

	Prong 3 Longer-Term Recruitment Initiatives Implemented from 10/8/14 - 3/31/15						
No	Date	Initiative	Description	Scope of Involvement	Personnel Involved		
1	Ongoing	Training	WHBQ Leadership Training	Station sends Department Heads and middle managers to Cox and CMG for leadership training	WHBQ Management Personnel		
	Ongoing	Training	Sales Training	Station sends Account Executives to CSS training	Sales Personnel		
	3/10-12/14	Training	Goal & Performance Management Training	CMG Corporate provided training for all employees	WHBQ Personnel		
2	10/17/2014	Emcee University of Memphis Journalism Awards	Journalism Outstanding Alumni Awards Luncheon	Station Representative	Joey Sulipeck		
3	10/28/2014	Emcee Breast Cancer Fundraiser	Horseshoe Casino Breast Cancer Awareness Fundraiser	Station Representative	Joey Sulipeck		
4	11/1/2014	Emcee American Heart Association's Mid- South Heart Walk	The Heart Walk is the American Heart Association's premiere event for raising funds to save lives from this country's No. 1 and No. 4 killers - heart disease and stroke. Designed to promote physical activity and hearthealthy living, the Heart Walk creates an environment that's fun and rewarding for the entire family.	Station Representative	Wendy Nation		
5	12/5/2014	Emcee Toy Bash	Boys & Girls Club of Greater Memphis Minglewood Hall Toy Bash	Station Representative	Joey Sulipeck		
6	1/7/2015	Presenter Memphis Academy of Health Sciences	Career Day at the Memphis Academy of Health Sciences, a local charter school in North Memphis.	Station Representative	Ernie Freeman		
7	2/7/2015	Emcee Our Lady Of Perpetual Health School	Auction to raise money for their school programs.	Station Representative	Joey Sulipeck		
8	2/15/2015	Black History Month	Guest of Anointed Temple of Praise as part of their Black History Month series.	Station Representative	Ernie Freeman		
9	2/28/2015	Macy's Meet the Expert	Black History Month Event that promotes Diversity	Station Representative	Valerie Calhoun		
10	3/2/2015	Community Reader	Community reader at Farmington Elementary School	Station Representative	Joey Sulipeck		
11	3/7/2015	Emcee Loren Roberts Fairway Dinner	It is an awards and fundraising event for The First Tee of Memphis, a non-profit charitable organization dedicated to the development of Memphis children.		Ernie Freeman		