

EEO Public File Report					
Cox Media Group - Memphis TV					
WHBQ-TV					
EEO Public File Report Part 1					
Reporting Cycle: 04/01/2021 – 03/31/2022					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1341 (Broadcast Director)	2/19/2021	4/5/2021	Indeed	1	1
1310 (Master Control Switcher)	2/11/2021	5/1/2021	Indeed	1	1
		5/31/2021	Cox Media Group	1	1
1466 (Producer)	3/31/2021	6/1/2021	Cox Media Group	3	1
			Indeed	1	0
			Zip Recruiter	1	0
1752 (Promotion Producer)	5/17/2021	7/19/2021	Indeed	2	1
			LinkedIn	1	0
1801 (Production Assistant)	5/20/2021	7/19/2021	Indeed	4	3
		7/19/2021	Cox Media Group	1	0
		8/31/2021			
1889 (Fr. Financial Analyst)	7/24/2021	3/21/2022	LinkedIn	1	1
			Cox Media Group	2	0
			Indeed	1	0
1948 (Photographer)	8/1/2021	9/20/2021	LinkedIn	3	1
1949 (Reporter)	8/1/2021	10/18/2021	Cox Media Group	1	1
1952 (Sales Assistant)	8/1/2021	8/10/2021	Cox Media Group	1	1
			Indeed	1	0
			LinkedIn	1	0
1954 (Producer)	8/1/2021	10/4/2021	Cox Media Group	2	2
		2/14/2022			
1990 (Account Executive)	8/3/2021	12/6/2021	LinkedIn	1	1

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2005 (Master Control Switcher)	8/4/2021	9/27/2021	Indeed	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
2124 (Weekend Anchor/Reporter)	8/19/2021	10/4/2021	Cox Media Group	1	1
			Indeed	1	0
2126 (Content Coordinantor)	8/19/2021	10/4/2021	Cox Media Group	1	1
			Indeed	1	0
2180 (Content Center Lead)	9/5/2021	10/4/2021	Cox Media Group	1	1
			Internal	2	0
2205 (Reporter)	9/12/2021	11/15/2021	Indeed	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
2385 (Production Assistant) - Christina Voehl	10/11/2021	11/14/2021	Internal	1	1
2422 (Traffic Assistant)	10/18/2021	2/21/2022	ZipRecruiter	1	1
			Cox Media Group	1	0
2429 (Photographer/Videographer)	10/18/2021	1/31/2022	Indeed	1	1
2582 (Sales Assistant)	11/11/2021	2/14/2022	LinkedIn	1	1
			Cox Media Group	1	0
2703 (Graphic Designer)	12/9/2021	3/29/2022	LinkedIn	1	1
2761 (Account Executive)	12/21/2021	1/10/2022	Cox Media Group	1	1
			Indeed	1	0
2768 (Production Assistant) -	12/21/2021	2/7/2022	LinkedIn	1	1
2847 (Photographer/Videographer)	1/14/2022	2/14/2022	Indeed	1	1

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EEO Public File Report Part 2				
Reporting Cycle: 4/01/2021 – 03/31/2022				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	0
2	Indeed Internet - www.indeed.com	Internet Posting	N	18
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	12
4	Broadbean job distribution	CMG Recruiter	N	0
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	0
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	2
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	19
8	Referral	CMG Employees	N	0
Recruitment Sources Used for Specific Vacancies				
9	Internal Employee		N	3

Longer - Term Recruiting Initiatives					
EEO Public File Report					
Cox Media Group - Memphis TV					
EEO Public File Report Part 3					
WHBQ-TV					
Reporting Cycle: 4/01/2021 – 3/31/2022					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	April 9, 2021	Panel Member	Virtual panelist for Jackson State University's broadcast seminar: "Leadership Talks: A conversation with Black Television General Managers".	General Outreach	Michelle Harper
2	April 30, 2021	Training Program	The sales team is currently being trained by Conway Media Consultants with additional coaching from the Center for Sales Strategy to help increase the development of New Business. Tom Conway will provide support with client facing meetings to conduct initial meetings and follow up presentations. Alina McComas from CSS will have several calls with the Account Executives to strategize the targeted accounts during the CMC efforts.	Career Development	Local sales team
3	April - June, 2021	EEO Management Program	Select staff participated in the McKinsey Management Accelerator Academy for rising Black managers which aims to advance diversity and inclusion. Members were selected based on their growth potential and potential leadership skills for advancement to the next career level. These were bi-monthly sessions.	Career Development	Michelle Harper, Darcy Thomas, Ron Crawford, Kevin Cody, Orberie Ivy
4	May 11, 2021	Annual Conference	The 2021 State Leadership Conference is an annual event hosted by the National Association of Broadcasters where broadcasters hear from prominent federal policymakers and meet with legislators to discuss issues that affect the industry. This year's virtual conference will include a well-rounded online program as well as an opportunity to network with fellow broadcasters from across the country. The conference's virtual platform will help set the stage and prepare you for your annual meetings with members of Congress.	Career Development	Michelle Harper
5	August 18, 2021	Speaker	General Manager Michelle Harper was a panelist for the NABJ leadership academy session "Breaking Through to Become a TV News Executive"	Employment Outreach	Michelle Harper
6	August 18-21, 2021	Speaker	General Manager Michelle Harper served as a virtual panelist during the annual NABJ convention. This is the premier multiday conference for journalism education, recruitment, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, politics, business, health, arts, and entertainment.	Employment Outreach	Michelle Harper

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
7	October 28, 2021	TAB Conference	General Manager Michelle Harper attended TAB's annual conference which covered FCC compliance and other regulatory issues.	Career Development	Michelle Harper
8	November 4, 2021	Annual Fundraiser	Steak N Burger Night is the annual fundraiser for the Boys and Girls Club of Memphis. Funds raised will provide programming designed to boost the youths' academic performance, encourage healthy lifestyles, foster good character and citizenship, and develop career and workforce readiness.	Community Outreach	Mearl Purvis, Darcy Thomas, Kevin Wuzzardo, and Michelle Harper
9	November 30, 2021	Recruiting	Phone call with Marja Martin-Carruth, Fogelman Professional Development Center at the University of Memphis. Reaching out to establish a recruitment relationship with the school for possible employment at the station for recent graduates.	Employment Outreach	Mike Zikmund
10	December 14, 2021	Meeting	General Manager Michelle Harper virtually met with NABJ member Daria Shelton to give advice and answer questions. Daria is a member of the NABJ Leadership Academy Mentoring Program.	Mentoring	Michelle Harper
11	January 19, 2022	Training Program	Corporate sponsored workshop from Magid for newscast producers. Focus will include topics such as showcasing, pacing, value, the 4 pillars, fighting repetition, urgency, active writing, etc.	Career Development	News Producers
12	February 16, 2022	Training	Training session for EEO compliance and requirements conducted by corporate and legal	Management EEO Training	Pam Bridges, Michelle Harper, Mike Newman, Randy Wardell
13	Feb 22, 2022 - ongoing	Member	Member of Cox Media Group's DE & I Council whose goal is to ensure a supportive and inclusive workplace, where everyone feels valued and the work culture allows employees to bring their best, authentic selves to work everyday.	Employee EEO Outreach	Michelle Harper and multiple staff members
14	February 28, 2022	Annual Conference	GM Michelle Harper attended Tennessee Association of Broadcasters annual State Leadership Conference. This annual event features a robust program where broadcasters hear from prominent federal policymakers and industry leaders, and where broadcasters meet with their legislators to discuss current issues affecting the industry. The conference is also a great opportunity to network with fellow broadcasters from across the country.	Career Development	Michelle Harper
15	March 7, 2022	Training	Misti Turnbull, Sr Director of News, conducted legal seminars which covered topics such as defamation, social media, and copyright risks.	Career Development	News and Marketing staff members
16	March 9, 2022	Tour and Meetings	Toured the campus in Chapel Hill and met with faculty and broadcast students who work on the the "Carolina Week" Broadcast program. Meeting is designed to create a partnership for future employment with Cox Media.	Recruitment	Michelle Harper
17	March 15, 2022	Meeting	General Manager Michelle Harper virtually met with NABJ member Galean Setwart-James to give advice and answer questions. Galean is a member of the NABJ Leadership Academy Mentoring Program.	Mentoring	Michelle Harper
18	March 15, 2022	Meeting	General Manager Michelle Harper virtually met with NABJ member Galean Setwart-James to give advice and answer questions. Galean is a member of the NABJ Leadership Academy Mentoring Program.	Mentoring	Michelle Harper