

EEO Public File Report
Cox Media Group - Atlanta Radio
WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM
Reporting Cycle: 12/01/2017 to 11/30/2018

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1714730, Engineering Manager	9/18/2017	1/16/2018	Cox Career Site	3	1
			Job Board - Indeed	3	0
1717217, Account Executive	10/25/2017	2/19/2018	Cox Career Site	1	1
182283, Digital Media Sales Specialist	2/6/2018	2/26/2018	Referral - Employee Referral	1	1
			Cox Career Site	1	0
182458, On Air Talent	2/5/2018	2/26/2018	Cox Career Site	1	1
181989, Reporter	2/1/2018	5/7/2018	Referral - Employee Referral	3	1
			Cox Career Site	2	0
			Internal	1	0
188515, Supervisor Promotions	5/18/2018	6/8/2018	Job Board - Indeed	1	1
187635, Sr Sales Assistant	5/2/2018	7/30/2018	Directly Sourced by Cox Recruiter	1	1
			Job Board - Indeed	1	0
			Social Network - Facebook	1	0
			Social Network - LinkedIn	2	0
			Referral - Employee Referral	4	0
			Cox Career Site	3	0
			Internal	2	0
1811507, Media Consultant (Agency Focus)	7/19/2018	9/4/2018	Cox Career Site	1	1
			Social Network - LinkedIn	1	0
			Directly Sourced by Cox Recruiter	1	0
189523, Sales Associate	6/8/2018	8/14/2018	Referral - Employee Referral	1	1
1813266, Media Consultant	8/23/2018	9/17/2018	Cox Career Site	1	1
			Internal	1	0
Total				37	10

Recruitment Sources					
Cox Media Group - Atlanta Radio					
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December 1, 2017 - November 30, 2018					
No.	Recruitment Source	Contact	Email	Total Interviewed	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		N
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA, 30328 www.artinstitutes.edu/atlanta	Contact: Enrique "Leo" Ortiz Phone: (770) 689-4870 Contact: Thomas Jones Phone: (770) 689-5123	eortiz@aii.edu aiacareersvc@aii.edu thojones@aii.edu		Y
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		N
4	Atlanta Urban League 100 Edgewood Sve, Suite 600, Atlanta, GA, 30303	Contact: Lance Wise Phone: (404) 659-1150	jobs@ulgatl.org		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		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		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		N
8	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330, Atlanta, GA, 30329 www.gab.org	Contact: McKenzie Lewis Phone: (770) 395-7200	mlewis@gab.org		N
9	Georgia Perimeter College 555 N. Indian Creek Drive, Clarkston, GA, 30321	Contact: Adelaide Richardson Phone: (678) 891-3216	adelaide.richardson@gpc.edu		Y
10	Georgia Southern University Office of Career Services, PO Box 8069, Statesboro, GA, 30460	Contact: Pamela Goodman Phone: (912)478-5197 / (912)478-5478)	ocpd@georgiasouthern.edu		Y
11	Georgia State University PO Box 3972, Atlanta, GA, 30302	Contact: Brent Winner Phone: (404) 413-7157	bwinner@gsu.edu		N
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Susan Goines Phone: (678) 226-6355	csreceptionist@gwinnetttech.edu		Y
13	Kennesaw State University Career Development, 585 Cobb Ave. NW, Kennesaw, GA, 30144	Contact: Karen Marks Phone: (770) 423-6555	kmarks7@kennesaw.edu		N
14	Oglethorpe University 4484 Peachtree St. NE, Atlanta, GA, 30319	Contact: Amy Clemente Phone: (404) 364-8865	careerservices@oglethorpe.edu		N
15	Roswell Methodist Church	Contact: Karen Griggs	kgriggs@rumc.com		N

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	814 Mimosa Blvd., Roswell, GA, 30075	Phone: (770) 642-7943			
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		Y
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		N
18	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		13	N
20	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
21	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
22	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		5	N
23	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
24	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
25	America's Job Exchange 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			N
26	Employee Referrals	Referrals from current Employees		9	N
27	Internal Applicant	Internal Employee		4	N
Recruitment Sources Used for Specific Vacancies					
Additional Sources Contacted for Position - (List corresponding position # from Full Time Positions Filled Report)					
1	CareerBuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
2	Craigslist Internet/Intranet - www.craigslist.com	Internet Posting			N

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3	Dice Internet/Intranet - www.dice.com	Internet Posting			N
4	Directly Sourced by Cox Recruiter	Cox Recruiter		2	N
5	Facebook	Social Network		1	N
6	JournalismJobs.com Internet/Intranet - https://www.journalismjobs.com/index.php	Internet Posting			N
7	Latin American Association Internet/Intranet - https://jobbank.thelaa.org/	Internet Posting			N
8	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		3	N
9	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com		N
10	Monster Internet/Intranet - job.admonssters.com	Internet Posting			N
11	National Association of Black Journalists Internet/Intranet - https://www.nabjcareers.org/	Internet Posting			N
12	National Association of Hispanic Journalists Internet/Intranet - https://www.nahjcareercenter.com/	Internet Posting			N
13	Online News Association Internet/Intranet - https://journalists.org/resources/career-center	Internet Posting			N
14	SHRM Internet/Intranet - jobs.shrm.com	Internet Posting			N
15	Spots N Dots Internet/Intranet - ads@spotsndots.com	Internet Posting Kevin Owens			N
16	Technology Association of Georgia Internet/Intranet - jobs.tagonline.org/	Internet Posting			N
Total				37	

Longer - Term Recruiting Initiatives

Cox Media Group - Atlanta Radio

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December 1, 2017 - November 30, 2018

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	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
2	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
3	Ongoing	On-Line CMG Learn @ Cox	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
4	2017-2018	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	Internship Program	Condace Pressley, Doug Turnbull
5	ongoing	Mentor / Mentee Program through CEI	Cox Mentor/Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	General Outreach	April Gagnon, Condace Pressley
6	2/8/18	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.	Career Fair	Cathy Bates & Isaiah Whiley
7	04/13/18	Congressman David Scott Job Fair	Co-Sponsor job fair for careers in broadcast field	Career Fair	Ernia Dennis, Cathy Bates, Isaiah Whiley, Shelitha Hurd, Twanda Dudley, Chyna Higginbotham, Renee Smith
8	8/23-25/18	National Assoc of Asian American Professionals	Company represented for Diversity Career Fair	Career Day / Job Fair	Ernia Dennis, Twanda Black
9	09/13/18	Kennesaw State University School of Communication & Media Communications Colloquium	Participated in Colloquium to share media industry/broadcast field with students	Career Day / Job Fair	Ernia Dennis
10	10/15/18	Day in the Life of Media	Create a Day in the Life experience to give 50+ students and recent graduates first-hand experience of a day in media.	General Outreach	Ernia Dennis & Mike Watkins