

**EEO Public File Report
WSOC/WAXN TV, Charlotte, NC
August 1, 2014 - July 31, 2015
Full-Time Positions Filled**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Sports Anchor	06/03/14	09/02/14	Cox Media Group Website	2	0
				WSOC.com		0
				TV jobs.com		0
				Referral	1	0
				Lorna Davis Agency	1	0
				ABQ Connection	1	1
				Collegiate Broadcasters		0
				Connecticut School of Broadcasting		0
				National Assoc of Hispanic journalist		0
				Mecklenburg County Social Services		0
				Carolina School of Broadcasting		0
				Internal Posting		0
				Cox Enterprises Website		0
				Cronkite School of Journalism and Mass Communication		0
				Department of Workforce Solutions		0
				Excelleration Point, Inc.		0
				Johnson C. Smith University		0
				Livingstone College		0
				Mecklenburg County Women's Commission		0
				NC Vocational Rehabilitation		0
				Northern Kentucky University		0
				Ohio Center for Broadcasting		0
				Rock Hill ESC Workforce Center		0
				Shelter for Battered Women		0
				Urban League of Central Carolinas		0
				Viatec, LLC		0
				Charlotte Area Fund		0
				Charlotte Mecklenburg Local NAACP		0
				Clear Channel Communications		0
				Barber Scotia College		0

For additional recruitment sources, see EEO Recruitment List under Recruitment Sources

2	Writer/Producer	7/30/2014	9/22/2014	Cox Media Group Website	2	1
				WSOC.com		0
				TV jobs.com		0
				Referral	1	0
				Collegiate Broadcasters		0
				Connecticut School of Broadcasting		0
				National Assoc of Hispanic journalist		0
				Mecklenburg County Social Services		0
				Carolina School of Broadcasting		0
				Internal Posting		0
				Indeed	7	0
				Cox Enterprises Website		0
				Cronkite School of Journalism and Mass Communication		0
				Department of Workforce Solutions		0
				Excelleration Point, Inc.		0
				Johnson C. Smith University		0
				Livingstone College		0
				Mecklenburg County Women's Commission		0
				NC Vocational Rehabilitation		0
				Northern Kentucky University		0
				Ohio Center for Broadcasting		0
				Rock Hill ESC Workforce Center		0
				Shelter for Battered Women		0
				Urban League of Central Carolinas		0
				Viatec, LLC		0
				Charlotte Area Fund		0
				Charlotte Mecklenburg Local NAACP		0
				Clear Channel Communications		0
				Barber Scotia College		0

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Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
				WSOC.com TV jobs.com Referral Collegiate Broadcasters Connecticut School of Broadcasting National Assoc of Hispanic journalist Mecklenburg County Social Services Carolina School of Broadcasting Internal Posting Cox Enterprises Website Cronkite School of Journalism and Mass Communication Department of Workforce Solutions Excelleration Point, Inc. Johnson C. Smith University Livingstone College Mecklenburg County Women's Commission NC Vocational Rehabilitation Northern Kentucky University Ohio Center for Broadcasting Rock Hill ESC Workforce Center Shelter for Battered Women Urban League of Central Carolinas Viatec, LLC Charlotte Area Fund Charlotte Mecklenburg Local NAACP Clear Channel Communications Barber Scotia College	3	0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
10	Anchor	9/4/2014	1/12/2015	Cox Media Group Website WSOC.com TV jobs.com Referral Collegiate Broadcasters Connecticut School of Broadcasting National Assoc of Hispanic journalist Mecklenburg County Social Services Carolina School of Broadcasting Internal Posting NABJ Agents Cox Enterprises Website Cronkite School of Journalism and Mass Communication Department of Workforce Solutions Excelleration Point, Inc. Johnson C. Smith University Livingstone College Mecklenburg County Women's Commission NC Vocational Rehabilitation Northern Kentucky University Ohio Center for Broadcasting Rock Hill ESC Workforce Center Shelter for Battered Women Urban League of Central Carolinas Viatec, LLC Charlotte Area Fund Charlotte Mecklenburg Local NAACP Clear Channel Communications Barber Scotia College	1 1 7 2 2	0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
11	Digital Campaign Specialist	11/17/2014	1/19/2015	Cox Media Group Website WSOC.com TV jobs.com Referral Collegiate Broadcasters Connecticut School of Broadcasting National Assoc of Hispanic journalist	2	0 0 0 1 0 0 0

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Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
				Charlotte Area Fund		0
				Charlotte Mecklenburg Local NAACP		0
				Clear Channel Communications		0
				Barber Scotia College		0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
22	Technical Director	4/8/2015	5/11/2015	Cox Media Group Website	1	0
				WSOC.com		0
				TV jobs.com		0
				Referral	1	1
				Collegiate Broadcasters		0
				Connecticut School of Broadcasting		0
				National Assoc of Hispanic journalist		0
				Mecklenburg County Social Services		0
				Carolina School of Broadcasting		0
				Internal Posting		0
				Indeed.com	1	0
				Job Board - coxcommunications.jobs	1	0
				Cronkite School of Journalism and Mass Communication		0
				Department of Workforce Solutions		0
				Excelleration Point, Inc.		0
				Johnson C. Smith University		0
				Livingstone College		0
				Mecklenburg County Women's Commission		0
				NC Vocational Rehabilitation		0
				Northern Kentucky University		0
				Ohio Center for Broadcasting		0
				Rock Hill ESC Workforce Center		0
				Shelter for Battered Women		0
				Urban League of Central Carolinas		0
				Viatec, LLC		0
				Charlotte Area Fund		0
				Charlotte Mecklenburg Local NAACP		0
				Clear Channel Communications		0
				Barber Scotia College		0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
23	Producer	1/9/2015	6/1/2015	Cox Media Group Website	6	1
				WSOC.com		0
				TV jobs.com		0
				Referral	2	0
				Collegiate Broadcasters		0
				Connecticut School of Broadcasting		0
				National Assoc of Hispanic journalist		0
				Mecklenburg County Social Services		0
				Carolina School of Broadcasting		0
				Internal Posting		0
				California Job Board		0
				Indeed		0
				Cox Enterprises Website		0
				LinkedIn		0
				Cronkite School of Journalism and Mass Communication		0
				Department of Workforce Solutions		0
				Excelleration Point, Inc.		0
				Johnson C. Smith University		0
				Livingstone College		0
				Mecklenburg County Women's Commission		0
				NC Vocational Rehabilitation		0
				Northern Kentucky University		0
				Ohio Center for Broadcasting		0
				Rock Hill ESC Workforce Center		0
				Shelter for Battered Women		0
				Urban League of Central Carolinas		0
				Viatec, LLC		0
				Charlotte Area Fund		0
				Charlotte Mecklenburg Local NAACP		0
				Clear Channel Communications		0
				Barber Scotia College		0

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Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
				Indeed Cronkite School of Journalism and Mass Communication Department of Workforce Solutions Excelleration Point, Inc. Johnson C. Smith University Livingstone College Mecklenburg County Women's Commission NC Vocational Rehabilitation Northern Kentucky University Ohio Center for Broadcasting Rock Hill ESC Workforce Center Shelter for Battered Women Urban League of Central Carolinas Viatec, LLC Charlotte Area Fund Charlotte Mecklenburg Local NAACP Clear Channel Communications Barber Scotia College		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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29	Anchor	7/29/2014	7/8/2015	Cox Media Group Website WSOC.com TV jobs.com Referral Collegiate Broadcasters Connecticut School of Broadcasting National Assoc of Hispanic Journalist Mecklenburg County Social Services Carolina School of Broadcasting Internal Posting Agents Magid Cronkite School of Journalism and Mass Communication Department of Workforce Solutions Excelleration Point, Inc. Johnson C. Smith University Livingstone College Mecklenburg County Women's Commission NC Vocational Rehabilitation Northern Kentucky University Ohio Center for Broadcasting Rock Hill ESC Workforce Center Shelter for Battered Women Urban League of Central Carolinas Viatec, LLC Charlotte Area Fund Charlotte Mecklenburg Local NAACP Clear Channel Communications Barber Scotia College	1 2 1 1	0 0 0 0 0 0 0 0 0 1 0
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Prong 3 Longer-Term Recruitment Initiatives Implemented from 8/1/14 through 7/31/15

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Job Banks or Internet Programs	Post all job openings on various internet site	Post all job openings on various internet websites to ensure our recruitment efforts are seen by a diverse work force.	Debbie Piccirilli - Business Operations Analyst, April Phillips - Manager, Business Operations & Cox Talent Acquisition
3	Ongoing	Training	Sales Training	Station sends Account Executives to CSS training	Station Sales Personnel
3	26-Aug-14	Training	Civil Treatment for Managers	Course dives into the fair treatment of employees and the legal issues in managing people.	Station Management personnel
4	October 6 - 10, 2014	Training	Diversity & Inclusion	Course designed to equip all Cox employees with diversity acumen and the leadership capacity to: Seek out different ideas, quickly identify and remedy barriers, manage and motivate people with different styles and needs and leverage the Cox Diversity Strategy.	Station Staff
5	Oct-14	Training	Innovation Summit	Training to drive creative around new revenue streams.	Charlie Sternberg-Local Sales Manager
6	October 2014 - April 2015	Training	Cox Mentee Program	The Mentoring Program, a part of our diversity initiative, pairs emerging leaders ("mentees") with experienced leaders ("mentors") within our organization to share their experiences and strategies so the mentees become more effective leaders themselves.	Matt Moldovan-Local Sales Manager & Andrea Moore Summerville- National Sales Manager
7	October 2014 - April 2015	Training	Cox Mentor Program	The Mentoring Program, a part of our diversity initiative, pairs emerging leaders ("mentees") with experienced leaders ("mentors") within our organization to share their experiences and strategies so the mentees become more effective leaders themselves.	Michelle Harper-General Sales Manager & Julie Szulcowski- News Director

8	October 23-24, 2014; November 6-7, 2014	Training	Leadership Fundamentals	This course designed to equip managers and supervisors with tactical skills to help yield high-impact performance by leading people through change. Multi-faceted learning experiences applied in this course include: preparation, face-to-face instruction, skills practice and post-session application. Participants will explore their business strategy and management competencies.	Ron DeJoseph-Promotions Manager; Jed Dorton-Production Manager;
9	1-Feb-15	Mentoring Program	Carolinas student project with Radio, Digital and Television News Directors Association (RTDNA)	News directors from around the state led sessions for 200+ students from schools around the Carolina	Julie Szulcowski - News Director
10	February 2015 - June 2015	Training	Local Solutions Acceleration Program	A collaborative effort with Cox Digital Sales managers to assist in developing a better business model for the internal digital agency: Local Solutions.	Melinda Holt- Digital Sales Manager
11	March 19 - March 22, 2015	Mentoring Program	Mentor students during NABJ Multimedia Course	Course is a yearly scheduled session of classes for journalism students. Lead photographer mentors students in the field of photography and editing.	
12	March 25-26, 2015	Training	A Path to Leadership	This course leverages a feedback assessment and job performance planning tools to increase the employee's effectiveness in their current role. APTL helping people to uncover a sense of purpose on the job through identifying individual goals, job priorities, and strategies that will enhance his or her individual and organizational success.	Carl McLean – Lead News Photographer/Editor Ben Thomas- IT Support Specialist
13	Apr-15	Training	CMGLP	A leadership development program designed specifically for CMG middle managers (managers of managers) to increase capabilities, close skill gaps; Accelerate mid-level leaders readiness to lead effectively in the workplace of tomorrow; Strengthen senior level talent pipeline; Strengthen pool of diverse managers ready for upward movement.	Linda Nester- Assistant News Director & Charles Moore-Local Sales Manager
14	May-15	Training	Sales Manager's Academy	Training for Sales Managers	Matt Moldovan-Local Sales Manager

15	June 2014 - June 2015	Training	Frontline Leaders U	Training to equip new managers with the tools to recruit and manage a diversified staff.	April Phillips-Manager Business Operations
16	26-May-15	Internship	Summer Internship	Initiate, organize, document and evaluate 6 college student interns from various colleges/universities across the country, over a 10 week program. Interns rotate through various News positions and shifts working with reporters, photographers, producers, assignment editors and the web team.	Randy Wardell- Executive Producer
17	June 4 - June 7, 2015	Educational Institution Event	Investigative Reporters & Editors	Participate in yearly meetings that consist of various representatives from various markets.	Julie Szulcowski - News Director, Blake Hanson - Reporter, Mike Stolp - Producer
18	July 20 - July 24, 2015	Educational Institution Event	Sponsor summer workshops at Carolina School of Broadcasting	Sponsor for 6 students to attend a summer workshop that helps students understand the Broadcast business	Joe Pomilla, VP & General Manager
19	18-Jul-15	Other	Women's Empowerment Brunch	Educates and empowers Women with the skills and confidence necessary to secure a job and create a healthy lifestyle	Erica Bryant- Anchor, Stephanie Maxwell- Anchor, Julie Szulcowski-News Director, Michelle Harper-General Sales Manager
20	24-Jul-15	Educational Institution Event	Speaking engagement with students at Carolina School of Broadcasting	Speak to about 50 students during an hour long presentation, detailing the daily life of a reporter and anchor and differences of each	Blair Miller - Anchor
21	31-Jul-15	Educational Institution Event	National Association of Black Journalists	Participate in yearly meetings that consist of various representatives from various markets.	Julie Szulcowski - News Director, Stephanie Maxwell - Anchor, Ken Lemon - Reporter, Brittany Johnson - Reporter