

Exhibit 1(B)

2015-2016 EEO Public File Report

EEO Public File Report
WSOC/WAXN, Charlotte, NC
August 1, 2015 - July 31, 2016
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	156055	Producer	4/20/2015	8/10/2015	Cox Career Site	1-30, 40	1	1
2	156055	Producer	4/20/2015	10/28/2015	Indeed	1-30, 40	7	1
3	156066	Digital Account Executive	5/21/2015	3/28/2016	Indeed	1-30	9	1
4	158142	Account Executive	5/28/2015	9/21/2015	Client Referral	1-31	7	1
5	159216	Technical Operator	6/18/2015	9/8/2015	Referral	1-31	12	1
6	160695	Technical Operator	1/19/2016	4/4/2016	Referral	3-31	2	1
7	161582	Sr. Financial Analyst	2/3/2016	5/9/2016	Job Board - Beyond	3-30	5	1
8	161748	Editor News	2/2/2016	3/7/2016	Cox Career Site	3-30	1	1
9	161926	IT Support Technician	2/9/2016	4/18/2016	Referral	3-31	6	1
10	162601	Photographer/Videographer	2/15/2016	6/6/2016	Cox Career Site	3-30	2	1
11	162664	Account Executive	2/16/2016	4/11/2016	Social Network-Other Networking Site	3-30, 32	2	1
12	162711	Producer	2/16/2016	4/20/2016	Cox Career Site	3-30	3	1
13	163252	News Editor	2/26/2016	4/11/2016	Indeed	3-30	1	1
14	163318	Reporter	3/3/2016	5/2/2016	Referral	2-31	1	1
15	164126	Technical Operator	3/15/2016	5/2/2016	Cox Career Site	3-30	1	1
16	164574	News Editor	3/22/2016	4/25/2016	Cox Career Site	3-30	1	1
17	165115	Broadcast Engineer	4/1/2016	5/26/2016	Society of Broadcast Engineers	3-30, 38	3	1
18	1510636	Meteorologist	7/15/2015	10/12/2015	Referral	1-21, 24, 31, 43, 44	5	1
19	1510862	Digital Content Producer	7/16/2015	9/10/2015	Indeed	1-21, 24, 32	14	1
20	1511161	Reporter	7/20/2015	9/14/2015	Referral	3-21, 24, 31	2	1
21	1511161	Reporter	7/20/2015	11/16/2015	Agency - The Naso Group	3-21, 24, 42	2	1
22	1511398	News Photo Video Editor	7/23/2015	9/14/2015	Indeed	1-21, 24	6	1
23	1512292	Account Executive	8/24/2015	4/18/2016	Cox Career Site	3-21, 24, 31	1	1
24	1514607	Promotions Manager	9/29/2015	2/15/2016	Cox Career Site	3-30	12	1
25	1516234	Local Sales Manager	10/21/2015	1/19/2016	Cox Career Site	3-30	6	1
26	1518121	Reporter, Sr	11/23/2015	3/14/2016	Agency - Ken Lindner & Assoc	2-30, 39	1	1
27	1518126	Reporter	11/23/2015	12/14/2015	Referral	2-31	1	1
28	1518641	Producer	12/3/2015	1/11/2016	Job Board	3-30, 32	1	1
29	166851	Account Executive	5/3/2016	6/27/2016	LinkedIn	3-30, 37	3	1
30	164927	Maintenance Technician	3/29/2016	6/27/2016	Cox Career Site	3-30	3	1
31	167616	Sales Associate	5/18/2016	7/5/2016	Zip Recruiter	3-30, 41	4	1
32	167615	Sales Associate	5/18/2016	7/5/2016	Social Network-Other Networking Site	3-30, 32	3	1
33	167615	Sales Associate	5/18/2016	7/5/2016	LinkedIn	3-30, 37	3	1
34	164265	Photographer/Videographer	3/21/2016	7/11/2016	Cox Career Site	3-30	3	1
35	167179	Digital Content Producer	5/10/2016	7/20/2016	Referral	3-31	1	1
36	166953	Account Executive	5/5/2016	7/26/2016	Indeed	3-30, 37	3	1

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

Recruitment Sources					
Cox Media Group - WSOC Television, Inc.					
August 1, 2015 - July 31, 2016					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Carolina School of Broadcasting 3435 Performance Rd., Charlotte, NC, 28214 www.csbradiotv.edu	Contact: Ms. Alyson Young, President Phone: (704) 395-9272			N
2	TVJobs.com Broadcast Employment Services, P.O. Box 4116, Oceanside, CA, 92052 www.tvjobs.com	Phone: (800) 374-0119		2	N
3	Collegiate Broadcasters, Inc. 6100 S. Main St., Mail Stop 529, Houston, TX, 77005	Contact: Will Robedee Phone: (713) 348-2935	cjob@mailman.rice.edu		N
4	Connecticut School of Broadcasting 9144 Arrow Pt. Blvd., Suite 100, Charlotte, NC, 28273	Contact: John Perez Phone: (704) 529-8146	jperez@gocsb.com		N
5	Mecklenburg County Social Services 301 Billingsley Rd., Charlotte, NC, 28211	Contact: Susie Parrott Phone: (704) 336-3150	susie.parrott@mecklenburgcountync.gov		N
6	Barber Scotia College 145 Cabarrus Avenue, Concord, NC, 28205	Contact: Stephanie Robinson Phone: (704) 789-2900	StephanieRobinson.Barberscotia@yahoo.com		N
7	Charlotte Area Fund PO Box 34188, Charlotte, NC, 28234	Contact: Mr. Terry Howard, Job Developer Phone: (704) 372-3010	TerryH@charlotteareafund.org		N
8	NAACP Charlotte - Mecklenburg Branch PO Box 560786, Charlotte, NC, 28256 www.charlottenaacp.com	Contact: Harriett Mendinghall Phone: (704) 372-7193	naacp@charlottenaacp.com		Y
9	Clear Channel Communications 801 Wood Ridge Center Dr., Charlotte, NC, 28217	Contact: Ms. Allyson Dunlap Contact: Bobbi Cantrell Phone: (704) 714-9444	allysundunlap@iheartmedia.com bobbicantrell@iheartmedia.com		N N
10	Cronkite School of Journalism and Mass Communication 555 N. Central Avenue, Suite 302, Phoenix, AZ, 85004	Contact: Mr. Michael Wong, Director of Career Services Phone: (602) 527-0820	Cronkitecareerservices@asu.edu mike.wong@asu.edu		N N
11	Department of Workforce Solutions 5601 Executive Center Dr., Charlotte, NC, 28212	Contact: Mr. Bill Dodgen, VES Supervisor Phone: (704) 566-2870, ext. 246	bill.dodgen@ncommerce.com		N
12	Johnson C. Smith University 100 Beatties Ford Road, Charlotte, NC, 28216	Contact: Human Resources Phone: (704) 378-1000	Hrrep@jcsu.edu		N
13	Livingstone College 701 West Monroe St., Salisbury, NC, 28144	Contact: Sophia Gaither, Director of Career Resources Phone: (704) 216-6222	sogaither@livingstone.edu		N
14	Mecklenburg County Women's Commission 700 N. Tryon St., Charlotte, NC, 28202	Contact: Ms. Dorothy Alexander, Employment Coordinator Phone: (704) 336-3210	CSSCommunications@MecklenburgCountyNC.gov		N

15	NC Vocational Rehabilitation	Contact: Mr. Gary Mason, Jr., Business Relations Rep. 5501 Executive Center Dr., Suite 101, Charlotte, NC, 28212	gary.mason@dhhs.nc.gov Phone: (704) 568-8804, ext. 255			N
16	Northern Kentucky University	Contact: Mr. Wes Akers, Lecturer, Dept. of Communications Highland Heights, KY, 41099	akersw@nku.edu Phone: (859) 572-5556			N
17	Ohio Center for Broadcasting	Contact: Mr. Tim McLaughlin, Placement Director 404 S. Upham Street, Denver, CO, 80226	tmclaughlin@beonair.com Phone: (303) 937-7070			Y
18	Rock Hill ESC Workforce Center	Contact: Lorraine Feaster PO Box 11189, Rock Hill, SC, 29731	lfeaster@dew.sc.gov Phone: (803) 328-3881			N
19	Shelter for Battered Women	Contact: Ms. Debbie Bradner PO Box 220312, Charlotte, NC, 28222	Debbie.Bradner@safealliance.org Phone: (704) 332-2513			N
20	Urban League of Central Carolinas	Contact: Denise Moses, Workforce Dev. Specialist 740 W. 5th St., Charlotte, NC, 28202	Denise.Moses@urbanleaguecc.org Phone: (704) 373-2256			N
21	Cox Media Group Career Website	Company Internet Posting			47	N
		Internet/Intranet - www.jobs.coxmediagroup.com				
		Internet/Intranet - www.wsocvtv.com	Contact: Jennifer Haynes-Watkins Phone: (704) 338-9999	jennifer.watkins@wsocvtv.com		N
22	CareerLink	Internet Posting - Automatic wrap from Cox Media Group Career Website				N
		Internet/Intranet - www.careerlink.com				
23	Glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			1	N
		Internet/Intranet - www.glassdoor.com				
24	Indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			31	N
		Internet/Intranet - www.indeed.com				
25	DiversityInc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website				N
		Internet/Intranet - www.diversityinc.com				
26	Simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website				N
		Internet/Intranet - www.simplyhired.com				
27	Beyond	Internet Posting - Automatic wrap from Cox Media Group Career Website			2	N
		Internet/Intranet - www.beyond.com				
28	Monster	Internet Posting - Automatic wrap from Cox Media Group Career Website				N
		Internet/Intranet - www.monster.com				
29	Recruit Military	Internet Posting - Automatic wrap from Cox Media Group Career Website				N
		Internet/Intranet - www.recruitmilitary.com				

30	Direct Employers Internet/Intranet - www.my.jobs	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites		1	N
31	Internal/External Referrals	Referrals from current Employees and Clients		22	N
32	Social Network Sites/Job Boards	Various		9	N
33	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
34	Agency - Talent Dynamics	Placement Agency			N
35	Dice Internet/Internet - www.dice.com	Internet Posting		1	N
36	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		2	N
37	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		13	N
38	Society of Broadcast Engineers (SBE Joblink) Internet/Intranet - www.sbe.org/sections/jobs_online.php	Internet Posting		1	N
39	Agency - Ken Lindner & Associates	Placement Agency		1	N
40	National Association of Hispanic Journalists nahj@nahj.org	Internet Posting			N
41	ZipRecruiter	Internet Posting		1	N
42	Agency - The Naso Group	Placement Agency		2	N
43	Agency - Adams Broadcast Consulting	Placement Agency		1	N
44	Agency - IF Management	Placement Agency		1	N

**Indeed and other social networking sites pull from various sources to post positions on their website*

Prong 3 Longer-Term Recruitment Initiatives Implemented from 8/1/15 through 7/31/16

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.	CMG Corporate HR
2	Ongoing	Training	Sales Training	Works with corporate sales talent development team to train account executives about key categories of business.	Station Sales Personnel
4	7-Oct-15	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 motive people with different styles and needs and leverage the Cox Diversity Strategy.	Station Staff
6	August 1, 2015-December 2016	Mentoring Program	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.	Erika Hammond, Executive News Producer (August 2015 through April 2016.) Robert Wendt, Research Director and Randy Wardell, Executive News Producer (June 2016-December 2016.)
9	February of 2016	Mentoring Program	Carolinas student project with Radio, Digital and Television News Directors Association (RDTNA)	News directors from around the state led sessions for 200+ students from schools around the Carolina	Julie Szulczewski - News Director
10	February 2016 - June 2016	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.	Jennifer Haynes Watkins, Director of Digital. All WAXN and WSOC and digital salespeople.
11	March of 2016	Mentoring Program	Mentor students during NABJ Multimedia Course	Course is a yearly scheduled session of classes for journalism students. Lead photographer mentors students in in the field of photography and editing.	Carl McLean – Lead News Photographer/Editor

14	Apr-16	Training	Talent Focused Management	Training for Sales Managers	Mark Afshar, Local Sales Manager, TV64
15	2015 and 2016	Training	Frontline Leaders U	Training to equip new managers with the tools to recruit and manage a diversified staff.	Ben Thomas, March 2016-Sept 2016 and Deirdre Conley-June 2016-December 2016
16	Wed, June 1st, 2016 first start day of employment	Internship	Summer Internship	Initiate, organize, document and evaluate 4 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.	Dana Ellison- Executive Producer
17	June of 2016	Educational Institution Event	Investigative Reporters & Editors	Participate in yearly meetings that consist of various representatives from various markets.	Allison Latos, Anchor and Kim Holt, Executive Producer Special Projects
18	Month of Jun 2016	Training	Transactional TV training	Course designed to give Account Executives a deep dive into transactional TV Sales.	CMG Corporate Sales Development Team.
19	July 18 - July 22, 2016	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
20	16-Jul-16	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 Szulczewski-News Director, Michelle Harper-VP, Cox Media Group Sales
21	July of 2016	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	Mark Taylor, Morning On-Air Traffic Reporter
22	August, November 2015 March 2016	IAB Certification	Certificate from internet advertising bureau	Govern all internet advertising. What's accepted.	Charlie Sternberg, Ed Fickle, Amanda Cooper, Cassie Wallace, Dennis McDermott, Whitney Bossie, Ann Kraus