

EXHIBIT 1(A)

2015-2016 EEO Public File Report

EEO Public File Report								
WHBQ, Memphis, TN								
April 1, 2015 - March 31, 2016								
Full-Time Positions Filled								
Amended and added to online public file on 3/30/17								
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	152164	Reporter	2/12/2015	5/11/2015	Referral	1-12, 15, 17, 21, 22, 25, 29	2	1
2	152368	Digital Content Producer	2/18/2015	4/20/2015	Referral	12, 14, 15, 18, 22, 24, 29, 30	4	1
3	153472	Internet Sales Dev Coordinator	3/11/2015	4/13/2015	Referral	1-2, 5-7, 9-10, 12, 15, 22	4	1
4	153742	Maintenance Technician	3/9/2015	9/10/2015	Referral	1-12, 15, 18, 22, 23, 25, 29, 30, 31	9	1
5	153743	Master Control Switcher	3/9/2015	7/6/2015	Indeed	1-12, 15, 22-25, 30	16	1
6	153928	Photojournalist	3/23/2015	5/11/2015	Referral	1-12, 22-24, 29	2	1
7	154084	Manager Sales	4/9/2015	4/27/2015	Referral	1-12, 15, 22-24, 29	1	1
8	155266	Manager Traffic	4/6/2015	4/16/2015	Referral	12, 15, 22	1	1
9	155529	Production Director	4/10/2015	7/13/2015	CareerBuilder	1-12, 24, 25, 29	5	1
10	155572	Manager Coverage and Content	4/9/2015	8/10/2015	Referral	1-12, 15, 24, 22, 30	1	1
11	155574	Production Assistant	4/10/2015	5/26/2015	Social Network Sites/Job Boards	1-12, 15, 17, 24, 25, 29	6	1
12	156823	Digital Content Producer	5/4/2015	6/15/2015	LinkedIn	1-24, 30	2	1
13	157250	Meteorologist	5/14/2015	7/1/2015	Cox Media Group Career Website	1-21, 24, 25	1	1
14	157695	Business Ops Analyst	5/27/2015	8/10/2015	Indeed	1-12, 15, 20, 22, 25, 29, 30	12	1
15	158905	Reporter	6/17/2015	8/17/2015	Referral	1-12, 22, 29, 30	1	1
16	159243	Account Executive	6/15/2015	6/29/2015	LinkedIn	12, 25, 30	1	1
17	159476	Sales Assistant	6/23/2015	11/30/2015	Referral	1-12, 15, 22, 24, 25	7	1
18	159506	Photographer	6/25/2015	8/17/2015	Referral	1-25, 30, 32	5	1
19	159732	Sales Assistant	6/26/2015	7/6/2015	Social Network Sites/Job Boards	12-21, 24, 25	3	1
20	159841	Account Executive	7/30/2015	11/9/2015	LinkedIn	1- 23, 25, 30	6	2
21	159841			11/16/2015	Cox Media Group Career Website			
22	161375	Reporter/Anchor	1/26/2016	3/14/2016	Referral	1-23	1	1
23	1411026	Reporter/Anchor	10/28/2014	5/11/2015	Cox Enterprises Career Website	1-12, 21, 22, 23, 24, 25, 29, 30, 32	25	3
24	1411026			5/20/2015	Referral			
25	1411026			7/1/2015	TVJobs			
26	1411028	Producer	10/28/2014	9/8/2015	Referral	1-12, 22, 23, 24, 25, 30	4	1
27	1411029	Executive Producer	10/28/2014	7/13/2015	Cox Enterprises Career Website	1-12, 23, 24, 25, 30	9	2
28	1411029			7/20/2015	Cox Media Group Career Website			
29	1510012	Manager Promotions	7/13/2015	8/31/2015	Referral	12, 15, 22, 24, 25, 29, 30	21	1
30	1512968	Digital Content Producer	8/24/2015	10/12/2015	Referral	12, 15, 25, 22, 30	4	1
31	1513130	Photographer Editor	8/27/2015	9/21/2015	Referral	12, 15, 22, 25	1	1
32	1513931	Producer	9/9/2015	11/30/2015	LinkedIn	1-21, 23, 30	3	1
33	1514690	Public Affairs Director	9/25/2015	11/9/2015	Referral	1-22, 30	9	1
34	1515050	Photographer	10/1/2015	11/16/2015	Referral	1-22	3	1
35	1516419	Digital Associate Producer	10/29/2015	1/4/2016	LinkedIn	1-22, 30	5	1
36	1517034	Meteorologist	11/4/2015	1/11/2016	Social Network Sites/Job Boards	1-22, 25	1	1
37	1517260	Account Executive	11/5/2015	2/8/2016	Referral	1-22	1	1
38	1519171	Receptionist	12/17/2015	2/15/2016	Indeed	1-22	4	1
39	1519594	Digital Associate Producer	12/22/2015	1/27/2016	Indeed	1-21	2	1

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

Recruitment Sources					
Cox Media Group - WHBQ-TV					
April 1, 2015 - March 31, 2016					
Amended and added to online public file on 3/30/17					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	LeMoyne-Owen College 807 Walker Avek, Memphis, TN, 38126	Contact: Denita Hedgeman Phone: (901) 435-1729	Denita_hedgeman@loc.edu		N
2	National Association for the Advancement of Colored People (NAACP) 588 Vance Avenue, Memphis, TN, 38126	Contact: Madeleine Taylor Phone: (901) 521-1343	nmemphi1@comcast.net		N
3	University of Memphis 400 Wilder Tower, Memphis, TN, 38152	Contact: Tammy, Career Services Phone: (901) 678-2239	careerservices@memphis.edu		N
4	Christian Brothers University 650 East Parkway South, Memphis, TN, 38104	Contact: Curt Rogers Phone: (901) 321-3334	crogers@cbu.edu		N
5	Memphis Job Corp Center 1555 McAlister Drive, Memphis, TN, 38116	Contact: Sonya Walton Phone: (901) 396-2800, ext. 2224	Walton.Sonya@jobcorps.org		Y
6	Memphis Urban League 413 North Cleveland Street, Memphis, TN, 38104	Contact: Sandra Dallas Phone: (901) 272-2491, ext. 13	jobpostings@memphisul.org		Y
7	Black Business Association of Memphis 555 Beale Street, Memphis, TN, 38013	Contact: Ricky L. Tucker Phone: (901) 870-7492	rixinternational@msn.com		N
8	Young Women's Christian Association 766 S. Highland Street, Memphis, TN, 38111	Contact: Jackie Williams Phone: (901) 323-2211	jackie.williams@memphisywca.org		N
9	Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700, Washington, DC, 20001	Contact: Sandra Rice Phone: (212) 664-3486	sandra.rice@nbcuni.com		Y
10	Collective Talent 26150 Hersheyvale, Franklin, MI, 48025 www.collectivetalent.com	Contact: Michael Bille Phone: (813) 254-9695 Mobile: (813) 494-4555	bille@michaelsmedia.com		N
11	Broadcast Employment Services PO Box 4116, Oceanside, CA, 92052 www.tvjobs.com	Phone: (800) 374-0119	info@tvjobs.com	2	N
12	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		27	N
13	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
14	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
15	Indeed.com* Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		53	N
16	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N

17	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	N
18	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
19	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
20	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
21	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		2	N
22	Internal/External Referrals	Referrals from current Employees		43	N
23	Internal Postings	Positions posted at the station			N
24	Cox Enterprises Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		14	
25	Social Network Sites/Job Boards	Various		15	
26	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
27	Agency - Talent Dynamics	Placement Agency			N
28	Dice Internet/Internat - www.dice.com	Internet Posting			N
29	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		6	N
30	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		17	N
31	Society of Broadcast Engineers (SBE Joblink) Internet/Intranet - www.sbe.org/sections/jobs_online.php	Internet Posting		1	
32	National Association of Black Journalist (NABJ)	Career Fair			

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

Prong 3 Longer-Term Recruitment Initiatives Implemented from 04/01/15 - 3/31/16

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
2	Ongoing	Training	Sales Training	Station sends Account Executives to CSS training	Sales Personnel
3	10/7/15-10/9/15	Training	Diversity & Inclusion Training	CMG Corporate provided training for all employees	WHBQ Personnel
4	1/14/2016	Training	Civil Treatment for Leaders	Station Leaders and Middle Managers/Supervisors	WHBQ Management Personnel
5	2/17/16 & 2/19/16	Training	Goals & Performance Management Training Webinar	CMG Corporate provided training for employees	WHBQ Personnel
6	6/1/15-7/25/15	Emma L. Bowen Foundation Internship	Hosted an Emma L. Bowen Foundation (EBF) Student. The EBF is dedicated to creating career opportunities in the media industry for youth of color through programs that focus on scholastic achievement, direct work experience and professional development. The EBF offers paid internships in the media industry for college-aged students of color.	Intern: Solomon Puryear	Amy Hanford
7	8/6-8/2015	National Association of Black Journalist (NABJ) Job Fair	NABJ Career Fair is the premier venue for journalism education and career development.	Station Representative as well as other CMG representatives	Greg Coy, Jeremy Pierre
8	11/19/2015	Speaker Boys & Girls Club of Memphis	Career Day at the Boys & Girls Club of Memphis	Station Representative	Ed Echols
9	2/14/2016	Speaker at Kate Bond Elemenary School	Spoke with student at Kate Bond Elementary School about his job in Media. Mr. Madaus is a Reporter for the station.	Station Representative	Scott Madaus
10	2/11/2016	Speaker at Overton HS	Spoke with student at Overton High School about working as a Reporter in the field.	Station Representative	Lynnanne Nguyen
11	2/16/2016	University of Memphis Station Tour	University of Memphis Journalism class toured the station and had career conversations with employees.	Station Representative	WHBQ Personnel
12	2/17/2016	Presenters at MASE	Presented a motivational presentation at Memphis Academy of Science and Engineering (MASE) for young women regarding the impact of technology.	Station Representatives	Brittani DuBose and Lindsey Monroe
13	2/19/2016	Speaker at Southwind High School	Spoke with media students about television "behind the scenes".	Station Representatives	Darrell Green, Kristin Leigh and other WHBQ personnel
14	3/3/2016	University of Mississippi Visit	Station Representatives from the News Dept visited the University of Mississippi to talk to classes and conduct tape critiques with seniors and juniors. Also spent time speaking with several potential job candidates.	Station Representatives	Matt Gerien and Kennan Oliphant