

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, 3C | 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-Owens 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 | rmemphi1@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@memphiswca.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 Elementary 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 |