

## **EEO Statement**

Atlanta Radio, a Cox Media Group company, is committed to creating an inclusive and diverse working environment. We blend our unique experiences, perspectives and talents together to create an amazing team. Although we are alike in many ways, we all have our own way of looking at situations, expressing ourselves, and contributing to the business. It's that diversity of backgrounds, experiences and viewpoints that drives our success and reflects the communities we serve.

We provide equal employment, equitable development, and advancement opportunities and do not discriminate against anyone based on race, color, religion, sex, pregnancy, national origin, age, veteran status, disability, genetic information, sexual orientation, gender identity or expression, or any other legally protected category.

As part of our commitment to providing equal employment opportunities, we provide reasonable accommodations to qualified individuals with disabilities, and/or for religious observances or practices.

## **Current EEO Activities:**

1. **EEO Mailing List:** Atlanta Radio has a consistent practice in notifying community groups of their available job opportunities.
2. **Internal/External Career Site and Outreach:** Cox Media Group continues to refresh and enhance our Career site to be more interactive and engaging with inspiring videos from our employees to advance CMG as an "Employer of Choice", which supports our efforts in attracting and hiring diverse talent. Additionally, Atlanta Radio creates yearly action plans to promote field-based activities such as our Day in the Life programs to support internship opportunities, along with increasing our presence and building relationships with universities & industry trade schools focused on Media/Broadcasting/Journalism.
3. **Programmatic Activities:**
  - **Internships:** Atlanta Radio has a long history of providing internship opportunities. The goal of our internship program is to provide students with practical work experience to prepare for a career in broadcasting.
  - **Mentoring Programs:** Atlanta Radio had another successful year with the Links Mentoring program. This is cross-market program focusing on mentorship and executive sponsorship. In addition, our employees participate in the enterprise-wide Cox Mentoring Program. This is a year-long program, which pairs diverse employees with leaders in other Cox Divisions.
4. **Training:** At Cox Media Group, we encourage and support continuous learning and development, ongoing feedback, career conversations, and knowledge-sharing that provides employees with the skills and knowledge to be successful in their current role and prepares them for future career opportunities. Atlanta Radio is committed in supporting on-going development for all employees. In addition, leaders participate in training designed to promote and increase an environment of inclusion.