

EEO Public File Report					
Cox Media Group - Memphis TV					
WHBQ-TV					
Reporting Cycle: April 1, 2020 - March 31, 2021					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
000387 (Executive Producer)	1/17/2020	5/15/2020	CMG Career Site	7	2
	1/17/2020	3/9/2020	CMG Career Site		
000467 (Broadcast Director)	2/4/2020	5/17/2020	CMG Career Site	3	1
000702 (Sales Assistant)	6/22/2020	9/8/2020	CMG Career Site	5	1
000766 (Photographer)	7/10/2020	3/1/2021	Indeed	4	1
000865 (Producer Mmkt)	8/28/2020	9/28/2020	CMG Career Site	1	1
000867 (Asst Chief Engineer)	8/28/2020	11/9/2020	CMG Career Site	5	1
000868 (Anchor)	8/28/2020	10/26/2020	CMG Career Site	5	1

Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
000956 (Production Assistant)	9/28/2020	10/19/2020	CMG Career Site	13	2
		10/19/2020	CMG Career Site		
000957 (Broadcast Director)	9/28/2020	1/4/2021	CMG Career Site	8	1
000958 (Multimedia Journalist)	9/28/2020	12/7/2020	CMG Career Site	5	1
001023 (Director of Sales - TV)	10/30/2020	2/1/2021	CMG Career Site	8	1
001145 (Digital Campaign Specialist)	12/18/2020	2/22/2021	CMG Career Site	9	1
001227 (Producer Mmkt)	1/15/2021	3/8/2021	CMG Career Site	2	1
1912475 (News Producer)	12/15/2019	4/27/2020	CMG Career Site	6	1

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Recruitment Sources Used for All Openings	
Internal	10%
External	90%
Recruitment Agency	15%
Employee Referral	5%
Job Postings	30%
LinkedIn	10%
Indeed	15%
Glassdoor	5%
Monster	5%
Other	35%

[illegible]

Longer - Term Recruiting Initiatives Implemented During Previous Year					
Cox Media Group - WHBQ-TV April 1, 2020 - March 31, 2021					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	April 1, 2016 - on going	Diverse Job Bank Career Listings	Cox entered into agreement to post all external Job Openings with DiversityInc.com, Indeed.com, Glassdoor.com, SimplyHired as well as 3000 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	Oct 2019 - May 2020	Center for Sales Strategy	Management Talent Insights training. There was also 12 weeks training for the sales staff on new business development	Career Development	Jeff Klayman and Account Executives
3	January 26, 2021	The Gentlemen's League	Virtual meeting with at-risk young male students to educate, enrich, and empower them. Male panelist represented broadcast employment.	Community Outreach	Jeremy Pierre
4	February 4, 2021	Black Voice in Media	Panel discussion held virtually where African American journalist spoke about their experiences in journalism. They also discussed what it means to be a black journalist, how they amplify black voices	Speaker	Jeremy Pierre
5	April 6, 2020	Scholarship Fundraiser	This fundraiser provides interest free loans and scholarships to deserving students in Memphis	Community Outreach	Valerie Calhoun
6	April 6-May 1, 2020	Virtual Food Drive	This is our annual FOX13 Family Focus Food Drive to support the MidSouth Food Bank. All donations were captured online.	Community Outreach	Darcy Thomas
7	May 6, 2020	Virtual Career Day	This is a career day for local students to learn what it's like to be a journalist and work for a local station.	Speaker	Elisabeth D'Amore, Kirstin Garris
8	June 6, 2020	Facebook Event	This is an opportunity for black male leaders in media to talk about the reality of being equal and black and the actual perception. How black men are portrayed in the media.	Community Outreach	Jeremy Pierre
9	July 17, 2020	Career Day	FOCUS virtual career panel with area high school students	Speaker	Elisabeth D'Amore
10	August 5-8, 2020	NABJ	National Association of Black Journalist virtual conference. GM Michelle Harper participated in the Leadership Academy panel.	Career Development	Michelle Harper
11	September 19, 2020	Career Day	Spoke to group of Girl Scouts about weather forecasting on TV	Speaker	Elisabeth D'Amore
12	October 21, 2020	Public Relations Society of America	Virtual panel discussion talking about how to move from conversation to action to impact the public relations industry and the newsroom	Community Outreach	Siobhan Riley
13	November 5, 2020	Career Day	Speaker during career day at University of Memphis. The discussion was about my career, my day-to-day job at FOX13 as Assistant News Director and questions the students had about journalism as a career	Speaker	Kevin Wuzzardo
14	November 12, 2020	Fundraiser	This is a fundraising event for the Neighborhood Christian Center to raise donations to support outreach, emergency services to neighbors in need.	Community Outreach	Joey Sulipeck
15	February 13, 2021	Read Across America	This is the 3rd year the station has participated in an event where we support the students in low income communities read. The station has talent read books to students.	Community Outreach	Brittani DuBose
16	February 13, 2021	Clubhouse, Tiktok and Fleets	Virtual discussion on how journalist and media professionals can use next-gen social media.	Career Development	Kirstin Garris
17	November 5, 2020	Career Day	Speaker during career day at University of Memphis. The discussion was about my career, my day-to-day job at FOX13 as Assistant News Director and questions the students had about journalism as a career	Speaker	Kevin Wuzzardo
18	March 3, 2021	D & I Training	Virtual meeting tools and break-out rooms to explore how inclusive behavior relates to and furthers the Cox Media Group mission and improves business outcomes; apply leadership guidelines to	Career Development	WHBQ Managers