

Exhibit 1(A)
2014-2015 EEO Public File Report

EEO PUBLIC FILE REPORT

WSB-TV, ATLANTA, GEORGIA

December 1, 2014 thru November 30, 2015

Full-Time Positions Filled

Full-Time Position	Position/Title	Date Opened	Date Filled	Recruitment Source utilized to fill the vacancy	Number Interviewed	Number Hired	Hiring Source
1	Digital Web Producer	10/17/14	3/2/15	1-29 , 31, 32, 35, 36	27	1	19
2	Production Editor	10/15/14	3/17/15	1-29, 35	15	1	27
3	Anchor/Reporter	10/22/14	3/9/15	1-29, 32, 35	7	1	32
4	Receptionist	11/7/14	12/15/14	1-29	3	1	19
5	Account Executive	11/25/14	4/13/15	1-29, 32	18	1	27
6	General Assignment Reporter	12/17/14	2/9/15	1-29, 32	4	1	27
7	Newscast Director	12/22/14	3/16/15	1-29	4	1	19
8	Digital Web Producer	12/22/14	7/20/15	1-2932	4	1	27
9	Coordinator ENG	5/22/14	1/28/15	1-29, 36	8	1	27
10	Social Media Manager	8/15/14	2/2/15	1-29	3	1	22
11	Photographer/Editor	9/12/14	12/10/14	1-29, 37	17	1	27
12	Writer/Producer	10/2/14	3/16/15	1-29, 32, 36	13	1	19
13	Senior Graphic Designer	1/7/15	2/2/15	1-29	4	1	29
14	Reporter	1/12/15	3/30/15	1-29, 32, 35, 38, 39	8	1	27
15	Digital Strategy Manager	1/20/15	4/29/15	1-29, 32	3	1	32
16	Photographer/Editor	1/28/15	4/27/15	1-29	6	1	27
17	Sales Coordinator	2/6/15	3/30/15	1-29	8	1	19
18	General Assignment Reporter	2/12/15	6/8/15	1-29, 32, 37	3	1	37
19	Assignment Editor	3/18/15	6/8/15	1-29, 32	13	1	22
20	Assignment Editor Trainee	3/24/15	6/1/15	1-29, 34	20	1	19
21	Digital Trainee	4/21/15	6/29/15	1-29, 31	12	1	22
22	Graphic Designer	5/11/15	7/21/15	1-29, 32, 42	9	1	32
23	Cross Media/Digital Sales Specialist	6/19/15	9/8/15	1-29, 32	2	1	29
24	Assignment Editor	7/6/15	10/12/15	1-29, 32, 36	9	1	19
25	ENG Control	8/12/15	11/23/15	1-29	8	1	19
				Total	228	25	

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Cox Media Group - WSB-TV						
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Recruitment Sources Contacted for Full-Time Positions						
No.	Recruitment Source	Contact	Email	Total Interviewed	Total Hired	Entitled to Notification
Recruitment Sources Mailing List						
1	Agnes Scott College Career Planning 200 Alston Campus Center, 141 East College Ave., Decatur, GA, 30030	Contact: Irene Foran Phone: (404) 471-6397	cplan@agnesscott.edu	0	0	N
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA, 30328 www.artinstitutes.edu/atlanta	Contact: Gabriela Eisenhart Phone: (770) 689-4870 Fax: (770) 394-9798	geisenhart@aii.edu aiacareersvc@aii.edu	0	0	N N
3	Atlanta University Center Consortium <i>Consortium includes: Spelman College, Clark Atlanta University, Morehouse College & School of Medicine</i> Career Planning & Placement Services, PO Box 92527, Atlanta, GA, 30314	Contact: Carolyn Rhodes Phone: (404) 270-6231	crhodes@aucenter.edu	0	0	N
4	Atlanta Urban League 100 Edgewood Svc, Suite 600, Atlanta, GA, 30303	Contact: Lance Wise Phone: (404) 659-1150	jobs@ulgaatl.org	0	0	N
5	Chattahoochee Technical College Office G1116, 980 South Cobb Drive, Marietta, GA, 30060	Contact: Annette Davis Phone: (770) 528-4430	annette.davis@chattahoocheetech.edu	0	0	N
6	Clayton College & State University 2000 Clayton State Blvd., Morrow, GA, 30260 www.clayton.edu/career	Contact: Roslyn Brown, Assoc. Dir. Career Services Contact: Charles Howard Phone: (678) 466-5400	career@clayton.edu charleshoward@clayton.edu	0	0	N N
7	Emory University 200 Dowman Dr., Suite 200, B Jones Center Atlanta, GA, 30322	Contact: Tricia Herold Phone: (404) 727-6211	careercenter@emory.edu	0	0	N
8	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330, Atlanta, GA, 30329 www.gab.org	Contact: Luke Story Phone: (770) 395-7200 Mobile: (419) 262-1265	lstory@gab.org	0	0	N
9	Georgia Perimeter College 555 N. Indian Creek Drive, Clarkston, GA, 30321	Contact: Adelaide Richardson Phone: (678) 891-3200	careerservices@gpc.edu	0	0	N
10	Georgia Southern University Office of Career Services, PO Box 8069, Statesboro, GA, 30460	Contact: Donna Lowe Phone: (912) 478-5197	careersv@georgiasouthern.edu	0	0	N
11	Georgia State University PO Box 3972, Atlanta, GA, 30302	Contact: Brent Winner Phone: (404) 413-7157	bwinner@gsu.edu	0	0	N
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Career Service Center Phone: (678) 226-6252	csreceptionist@gwinnetttech.edu	0	0	N
13	Kennesaw State University Career Development, 585 Cobb Ave. NW, Kennesaw, GA, 30144	Contact: Karen Marks Phone: (770) 423-6555	kmarks7@kennesaw.edu	0	0	N

14	Oglethorpe University 4484 Peachtree St. NE, Atlanta, GA, 30319	Contact: Amy Clemente Phone: (404) 364-8865	careerservices@oglethorpe.edu	0	0	N
15	Roswell Methodist Church 814 Mimosa Blvd., Roswell, GA, 30075	Contact: Karen Griggs Phone: (770) 642-7943	kgriggs@rumc.com	0	0	N
16	University of West Georgia 355 Parker Hall, Parker Hall, 3rd Floor, Carrollton, GA, 30118 www.westga.edu/careerservices www.westga.edu/studentexternship	Contact: Vicki Hardin Phone: (678) 839-6431 Fax: (678) 839-6432	vhardin@westga.edu	0	0	N
17	UGA / Grady College of Journalism Journalism Building, 120 Hooper St., Athens, GA, 30602-3018	Contact: Cecil Bentley Phone: (706) 542-4993	cbentley@uga.edu	0	0	N
18	University of Georgia UGA Career Center, 2nd Floor, Clark Howell Hall, Athens, GA, 30602	Contact: Holly Getchell Phone: (706) 542-3375	career@uga.edu	0	0	N
19	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		73	8	N
Other Recruitment Sources for Vacancies						
20	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	
21	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	0	
22	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		55	3	
23	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	
24	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		6	0	
25	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	0	
26	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		0	0	
27	Employee / Client / Agency Referrals	Referrals from current Employees		26	8	

28	Careerbuilder	Internet Posting	1	0
	Internet/Intranet - www.careerbuilder.com			
29	LinkedIn	Internet Posting	19	2
	Internet/Intranet - www.linkedin.com			
30	Job Board Beyond.com	Internet Posting	0	0
31	Social Media - Facebook	Internet Posting	3	0
32	Cox Recruiter		22	3
33	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner	0	0
34	Career Fair - National Association of Black Journalists		4	0
35	Other Job Board not specified	Internet Posting	6	0
36	Other Social Networking site not specified	Internet Posting	3	0
37	Willingter Talent Agency	Contact: Gregg Willingter	1	1
	875 Avenue of the Americas #1601, New York, NY 10001	Phone: (212) 695-1950		
38	Other- Word of Mouth		1	0
39	Other - News Blues	Internet Posting	1	0
40	Job Board Monster.com	Internet Posting	1	0
41	Other - TVJobs.com	Internet Posting	1	0
42	Job Board - Craigslist	Internet Posting	1	0
		Total	228	25

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Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Internship Program	Internship to provide opportunities for college students to experience the broadcasting environment first hand & receive college credit. 4 sessions held each year, 1 each in Winter, Spring, Summer and Fall	Students representing schools throughout the US worked in various departments to obtain information on what it takes to operate in a TV station	Sharleta Stamps, Debbie Williams, Jocelyn Dorsey Lisa Spivack
2	Ongoing	Career Days	See below for list of participating schools *	Speak with students of various ages to give them a glimpse into job opportunities at WSB-TV and the broadcast industry	Amy Napier Viteri Brian Monahan Carol Sbarge Casey Ward Dana Mosley Fred Blankenship Glenn Burns Katie Walls Lacey LeCroy Matt Belanger Mike Petchenik Shelitha Hurd Tina Commodore Tomeca Sloan Tracy Christensen Tyisha Fernandez
3	Ongoing	Training Programs	Training programs for Leadership and Diversity of managers	Managers attend 1 day and 2 day various Leadership training programs to further develop management skills.	Various managers selected each training program
4	Ongoing	Sales Training Programs	In house and online training for Sales Staff	Sales employees attend training programs to further develop sales skills. Sessions held throughout the year on several different areas of training both on-line and in classroom environment	Various sales employees selected each training program
5	Ongoing	Training Program	On-line training program	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training	Provided through CMG University/SkillSoft

6	Ongoing	Training Program	Leadership Fundamentals/ Path to Leadership Programs	CMG sponsored career development program for employees to develop leadership and managerial skills.	Various staff throughout the year
7	Ongoing	Edge Mentoring Program	Cox Mentoring Program sponsored by CEI	Cox Mentoring Program for employees from our location and other cluster locations designed to help employees be a mentee and get mentored and give managers a chance to mentor others.	Various managers and selected staff participate throughout year
8	4/24/15	Congressman David Scott Job Fair	Co-Sponsor job fair for careers in broadcast field	Facilitate booth at job fair representing CMG and WSB-TV	Richard Thomas, Holli Hansen, Donna Lampkin, Janice Elder, Elizabeth Choi, Cathy Bates
9	Ongoing	Frontline Manager Training	Career Development Training	HR training for new managers/supervisors	Various staff throughout the year
10	Ongoing	Training Program	CMG sponsored Diversity & Inclusion Training	Training to help employees understand importance of diversity initiatives & organizations commitment to fairness and respect.	All staff participate
11	8/5-8/9/15	NABJ Conference and Career Fair	Career Fair and conference supporting NABJ	National Assoc. of Black Journalists Conference	Tina Commodore, Erin Coleman
12	Ongoing	Mentoring Program	Cox Mentoring Program sponsored by CEI	Cox Mentor/Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	Various employees throughout year
13	Ongoing	Training Programs	Career Development Program	News Photographers, Editors, ENG on products used in their career	Various employees in News Department
14	2/28/15	West Georgia Media Day	Career Fair to promote jobs in broadcast field	Facilitated a booth at the career fair representing WSB-TV	Lacey LeCroy Shelitha Hurd Casey Ward
15	2/27/15	IRTS Career Day	Sponsored Career Day at International Radio & TV Society Foundation (IRTS)	Facilitated career day representing CMG & WSB-TV	Rich Thomas, Tina Commodore
16	Summer 2015	News Lab GA State U	Program supporting GA State University students to work with WSB-TV News department	Facilitated training program for students to work in News Department and learn about Broadcast industry	Jodie Fleischer, Brad Stone
17	9/23/15	Media Forum	Provide training for nonprofits using broadcast industry.	Facilitate training forum for nonprofit organizations using broadcast industry to better service community.	Myrna Brown, Jocelyn Dorsey

* 1/4/15 Redan High School, 1/30/15 Dunwoody Springs Elementary School, 2/11/15 James Brown Elementary School, 2/26/15 North Springs Charter High School, 2/28/15 Georgia State University, 3/4/15 University of West Georgia, 3/13/15 The Goddard School, 4/6/15 University of West Georgia, 4/29/15 Springdale Park Elementary School, 5/18/15 Birmingham Falls Elementary School, 7/8/15 Georgia State University, 7/22/15 Snellville High School, 8/7/15 Agnes Jones Elementary School, 9/16/15 Riverdale High School, 10/7/15 McNair Middle School, 10/30/15 Elon University, 10/30/15 Kingsley Charter Elementary School, 11/9/15 North Cobb High School