

EEO Public File Report
Cox Media Group - Atlanta Radio
WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM
Reporting Cycle: December 1, 2018 to November 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1816412, Director, Branding & Programming	10/19/2018	1/22/2019	Job Board - Indeed	1	1
			Referral - Employee Referral	2	0
			Cox Career Site	7	0
			Magazine and Trade Publication	1	0
			Job Board - All Access	1	0
1818433, Production Manager- CMG Atlanta Radio	11/30/2018	1/28/2019	Referral - Employee Referral	1	1
			Social Network - LinkedIn	1	0
			Cox Career Site	4	0
1813668, Media Consultant	8/31/2018	3/13/2019	Cox Career Site	9	1
			Job Board - Glassdoor	2	0
			Job Board - Indeed	9	0
			Referral - Employee Referral	1	0
			Directly Sourced by Cox Recruiter	1	0
			Internal	5	0
1816245, Radio Production Specialist - CMG Atlanta Radio	10/22/2018	4/5/2019	Job Board - Indeed	5	1
			Referral - Employee Referral	2	0
			Cox Career Site	4	0
			Internal	6	0
1819623, Digital Media Sales Specialist	1/8/2019	3/25/2019	Cox Career Site	1	1
			Job Board - Glassdoor	1	0
			Job Board - Indeed	1	0
			Social Network - LinkedIn	1	0
			Referral - Employee Referral	1	0
			Directly Sourced by Cox Recruiter	1	0
193081, On Air Talent	2/26/2019	5/20/2019	Cox Career Site	1	1
196118, Account Executive	4/30/2019	6/10/2019	Cox Career Site	1	1
		6/25/2019	Referral - Employee Referral	1	1
193467, Local Client Services Coordinator	3/8/2019	7/8/2019	Cox Career Site	4	1

			Job Board - Glassdoor	1	0
			Job Board - Indeed	4	0
			Social Network - LinkedIn	3	0
			Referral - Employee Referral	1	0
			Internal	1	0
198597, Co-host/News Announcer	6/18/2019	7/22/2019	Cox Career Site	3	1
1910707, Digital Media Sales Specialist	8/2/2019	8/26/2019	Referral - Employee Referral	1	1
199881, Local Client Services Coordinator	7/16/2019	9/18/2019	Social Network - LinkedIn	4	1
			Job Board - Indeed	3	0
			Referral - Employee Referral	1	0
			Cox Career Site	5	0
			Internal	1	0

Recruitment Sources					
Cox Media Group - Atlanta Radio					
WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM					
December 1, 2018 - November 30, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewe	Entitled to Notificatio
Recruitment Sources Used for All Openings					
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		N
2	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA, 30328 www.artinstitutes.edu/atlanta	Contact: Enrique "Leo" Ortiz Phone: (770) 689-4870 Contact: Thomas Jones Phone: (770) 689-5123	eortiz@aii.edu aiacareersvc@aii.edu thojones@aii.edu		Y
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		N
4	Atlanta Urban League 100 Edgewood Svc, Suite 600, Atlanta, GA, 30303	Contact: Lance Wise Phone: (404) 659-1150	jobs@ulgatl.org		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		Y
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		Y
7	Emory University 200 Dowman Dr., Suite 200, B Jones Center Atlanta, GA, 30322	Contact: Tricia Herold Phone: (404) 727-6211	careercenter@emory.edu		N
8	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330, Atlanta, GA, 30329 www.gab.org	Contact: McKenzie Lewis Phone: (770) 395-7200	mlewis@gab.org		N
9	Georgia Perimeter College 555 N. Indian Creek Drive, Clarkston, GA, 30321	Contact: Adelaide Richardson Phone: (678) 891-3216	adelaide.richardson@gpc.edu		Y
10	Georgia Southern University Office of Career Services, PO Box 8069, Statesboro, GA, 30460	Contact: Pamela Goodman Phone: (912)478-5197or (912)478-5478)	ocpd@georgiasouthern.edu		Y
11	Georgia State University	Contact: Brent Winner	bwinner@gsu.edu		N

	PO Box 3972, Atlanta, GA, 30302	Phone: (404) 413-7157			
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Susan Goines Phone: (678) 226-6355	csreceptionist@gwinnettech.edu		Y
13	Kennesaw State University Career Development, 585 Cobb Ave. NW, Kennesaw, GA, 30144	Contact: Karen Marks Phone: (770) 423-6555	kmarks7@kennesaw.edu		N
14	Oglethorpe University 4484 Peachtree St. NE, Atlanta, GA, 30319	Contact: Amy Clemente Phone: (404) 364-8865	careerservices@oglethorpe.edu		N
15	Roswell Methodist Church 814 Mimosa Blvd., Roswell, GA, 30075	Contact: Karen Griggs Phone: (770) 642-7943	kgriggs@rumc.com		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		Y
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		N
18	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		39	N
19	America's Job Exchange Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites			N
20	Employee Referrals	Referrals from current Employees		11	N
21	Internal Applicant	Internal Employee		13	N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Cox Recruiter	Cox Recruiter		2	N
2	Facebook	Social Network			N
3	Magazine and Trade Publication	Magazine and Trade Publication		1	N
4	All Access Internet/Intranet - www.allaccess.com	Internet Posting		1	N
5	CareerBuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N

6	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting			N
7	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting		23	N
8	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting		4	N
9	Ladders Internet/Intranet - www.theladders.com	Internet Posting			N
10	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		9	N
11	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com		N
12	Monster Internet/Intranet - www.monster.com	Internet Posting			N
13	Nexxt.com (formerly Beyond) Internet/Intranet - www.nexxt.com	Internet Posting			N
14	SimplyHired Internet/Intranet - www.diversityinc.com	Internet Posting			N
15	TaOnline Internet/Intranet - www.taonline.com	Internet Posting			N
16	Zip Recruiter Internet/Intranet - www.ziprecruiter.com	Internet Posting			N

Longer - Term Recruiting Initiatives					
Cox Media Group - Atlanta Radio					
WSB-AM, WSB-FM, WSBB-FM, WSRV-FM, WALR-FM					
December 1, 2018 - November 30, 2019					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	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.	General Outreach	Various sales staff selected each training session
3	Ongoing	On-Line CMG Learn @ Cox	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training.	General Outreach	Open to all CMG employees
4	2018-2019	Internship Program	Internship to provide opportunities for college students to experience the broadcasting environment first hand & receive college credit. With a session in Winter and Summer	Internship Program	Doug Turnbull
5	2/7/19	UGA Journalism and Mass Communication Career Fair	Participation in the UGA Journalism and Mass Communication Career Day, which is a day-long event that connects companies and organizations with students seeking internships and full-time positions in digital, print and broadcast journalism, creative mass media, media sales, film, production, advertising and public relations. The event included a networking breakfast, discussion panels, luncheon and a career fair. Co-Sponsorship for careers in broadcasting field, to increase awareness to students. Motivated and encouraged those interested in careers in broadcasting. Promotion of our station and the broadcasting division of CMG.	Career Fair	William Riddick
6	02/04/19	On-Site Job Fair	On-Site job Fair at the station to hire Remote Coordinators in the Marketing department	Career Fair	Amanda Allwood, Justin Tysinger, Valencia Bromell
7	3/7/19	Media Day @ Univeristy of West Georgia	Participation in the job fair for careers in the broadcast field. Staffed a booth at the job fair, representing Atlanta Radio stations.	Career Fair	Kelly Braswell
8	04/12/19	Congressman David Scott Job Fair	Co-Sponsor job fair for careers in broadcast field	Career Fair	Cathy Bates, Twanda Dudley, Chyna Higginbotham, Renee Smith
9	04/01/19	On-Site Job Fair	On-Site job Fair at the station to hire Remote Coordinators in the Marketing department	Career Fair	Amanda Allwood, Justin Tysinger, Valencia Bromell
10	5/16/2019	Leading in Times of Change	Training for management on how to successfully leade staff through the changes within the company and current times	General Outreach	Laverne Williams, William Riddick