

## **Cox Media Group EEO Statement**

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WSOC-TV and WAXN-TV 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. **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, WSOC-TV and WAXN-TV creates yearly action plans to promote field-based activities such as internship opportunities, along with increasing our presence and building relationships with universities & industry trade schools focused on Media/Broadcasting/Journalism. CMG also partners with America's Job Exchange Network. This allows CMG to post all our jobs to state job board agencies, diversity, and disadvantaged outreach organizations.
2. **Programmatic Activities. 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. WSOC-TV and WAXN-TV is committed in supporting on-going development for all employees.