

EEO Public File Report
Cox Media Group - WSB-TV (Atlanta)
Reporting Cycle: December 1, 2018 - November 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1815692, Reporter III	10/11/2018	1/22/2019	Cox Career Site	1	1
			Job Board - Indeed	1	0
1817605, Master Control Operator	11/13/2018	2/18/2019	Job Board - Indeed	13	1
			Cox Career Site	4	0
			Social Network - LinkedIn	1	0
191388, Producer	1/24/2019	3/4/2019	Referral - Employee Referral	1	1
			Cox Career Site	1	0
191406, MultiPlatform Producer	1/28/2019	2/19/2019	Referral - Employee Referral	1	1
192593, Broadcast Maintenance Technician	2/14/2019	3/1/2019	Social Network - LinkedIn	1	1
1817679, Newscast Director, WSB-TV	11/14/2018	3/18/2019	Referral - Employee Referral	2	1
			Cox Career Site	9	0
			Job Board - Indeed	6	0
			Internal	1	0
			Job Board - TVJobs	1	0
			Social Network - LinkedIn	1	0
191326, Executive Assistant	1/24/2019	3/25/2019	Social Network - LinkedIn	1	1
			Cox Career Site	4	0
			Internal	1	0
			Directly Sourced by Cox Recruiter	1	0
1818774, Weekend Sports Anchor/Reporter	12/10/2018	4/15/2019	Agency - United Artist Talent Agency	1	1
			Internal	2	0
191408, Newscast Director	1/24/2019	5/29/2019	Cox Career Site	5	1
			Internal	1	0
			Job Board - Indeed	1	0
			Referral - Employee Referral	1	0
194449, Master Control Operator	3/27/2019	6/10/2019	Job Board - Indeed	4	1
			Cox Career Site	1	0
			Job Board - Glassdoor	1	0

194854, Producer	4/5/2019	7/15/2019	Cox Career Site	10	1
			Directly Sourced by Cox Recruiter	2	1
			Job Board - Indeed	2	0
			Referral - Employee Referral	1	0
199617, Maintenance Technician	7/12/2019	8/5/2019	Referral - Employee Referral	1	1
			Directly Sourced by Cox Recruiter	1	0
197886, MultiPlatform Producer	6/5/2019	9/9/2019	Cox Career Site	1	1
1910040, Senior Technical Operator	7/23/2019	9/30/2019	Referral - Employee Referral	2	1
			Cox Career Site	4	0
			Job Board - Indeed	1	0
			Internal	1	0
			Social Network - LinkedIn	1	0
1910629, MultiPlatform Producer	8/2/2019	9/30/2019	Social Network - LinkedIn	1	1
			Cox Career Site	1	0

Recruitment Sources					
Cox Media Group - WSB-TV (Atlanta)					
December 1, 2018 - November 30, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
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)478-5197 / (912)478-5478)	ocpd@georgiasouthern.edu		Y
11	Georgia State University PO Box 3972, Atlanta, GA, 30302	Contact: Brent Winner Phone: (404) 413-7157	bwinner@gsu.edu		N
12	Gwinnett Technical College 5150 Sugarloaf Parkway, Bldg. 100, Lawrenceville, GA, 30043	Contact: Susan Goines Phone: (678) 226-6355	csreceptionist@gwinnetttech.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		41	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		9	N
21	Internal Applicant	Internal Employee		6	N
Recruitment Sources Used for Specific Vacancies					
1	CareerBuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
2	Craigslist Internet/Intranet - www.craigslist.com	Internet Posting			N
3	Directly Sourced by Cox Recruiter	Cox Recruiter		4	N
4	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
5	Facebook	Social Network			N
6	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	N
7	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting		28	N
8	The Ladders Internet/Intranet - www.theladders.com	Internet Posting			N
9	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		6	N
10	Magazine and Trade Publication	Magazine and Trade Publication			N

11	MediaBistro	Internet Posting	liana.choi@mediabistro.com		N
	Internet/Intranet - www.mediabistro.com				
12	Monster	Internet Posting			N
	Internet/Intranet - job.admonssters.com				
13	Nexxt.com (formerly beyond)	Internet Posting			N
	Internet/Intranet - www.nexxt.com				
14	SimplyHired	Internet Posting			N
	Internet/Intranet - www.simplyhired				
15	TaOnline	Internet Posting			N
	Internet/Intranet - www.taonline.com				
16	TVJobs.com	Contact: Mark	admin@tvjobs.com	1	N
17	Zip Recruiter	Internet Posting			N
	Internet/Intranet - www.ziprecruiter.com				
18	Agency - United Talent Agency	Placement Agency		1	N
	Internet/Intranet - www.unitedtalent.com				
	9336 Civic Center Drive, Beverly Hills, CA 90210				

Longer - Term Recruiting Initiatives					
Cox Media Group - WSB-TV (Atlanta)					
December 1, 2018 - November 30, 2019					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On-going	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	2018-2019	Cox Internship Program	This program enables us to grow and strengthen our relationships with new graduates to ensure we are prepared and able to meet our future staffing needs. Internship to provide opportunities for college students to experience the broadcasting environment first hand and receive college credit.	Students representing schools throughout the US worked in various departments to obtain information on what it takes to operate a TV station.	Amanda Stanley, Debbie Williams,
3	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	General Outreach	Various sales staff selected each training session
4	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
5	Ongoing	Training / Career Development Programs	On-going in-house training for News Photographers, Editors, ENG on products used in their career	General Outreach	Various employees throughout the year
6	Ongoing	A Path to Leadership through CEI training	Training for new management / supervisors	General Outreach	Various staff throughout the year taught by Lavern Williams
7	2018-2019	CMG Frontline Leaders U Training	CMG Sponsored career development program for employees to develop leadership and managerial skills	General Outreach	Lavern Williams
8	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
9	02/08/19	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	Lavern Williams, Jacqueline Johnson
10	03/01/19	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	Lavern Williams, Jacqueline Johnson
11	03/07/19	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	Shelitha Hurd
12	04/12/19	Congressman David Scott Job Fair	Co-Sponsor job fair for careers in broadcast field	Career Fair	Cathy Bates, Sharleta Stamps, Twanda Dudley, Chyna Higginbotham, Renee Smith
13	June 2019 - August 2019	News Lab GA State University	The Georgia News Lab is a partnership between Georgia State University, the University of Georgia, Morehouse College, Clark Atlanta University, the Atlanta Journal-Constitution and WSB-TV. The Lab's goals are to train young investigative reporters, produce high-quality public service news stories and bring added diversity to newsrooms.	General Outreach	Tera Boyd