

EEO Public File Report
Cox Media Group - Athens Radio
WGAU-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WXKT-FM
Reporting Cycle: December 1, 2017 - November 30, 2018

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1715588, Digital Ad Operations Manager	9/26/2017	12/18/2017	Job Board - Beyond	1	1
			Social Network - LinkedIn	3	0
			Job Board - Indeed	1	0
186652, Client Services Coordinator	4/18/2018	5/21/2018	Referral - Employee Referral	2	1
			Job Board - Indeed	4	0
			Social Network - LinkedIn	1	0
			Cox Career Site	1	0
1810181, Entry-Level Account Executive	6/28/2018	8/13/2018	Advertisement - Radio	2	1
			Social Network - LinkedIn	1	0
182305, Account Executive	2/2/2018	7/30/2018	Referral - Employee Referral	4	1
			Directly Sourced by Cox Recruiter	6	0
			Job Board - Indeed	5	0
			Cox Career Site	3	0
			Social Network - LinkedIn	2	0
			Advertisement - Radio	2	0
			Internal	1	0

Recruitment Sources					
Cox Media Group - Athens Radio					
WGAU-AM, WGMG-FM, WNGC-FM, WPUP-FM, WRFC-AM, WXKT-FM					
December 1, 2017 - November 30, 2018					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	University of Georgia Career Services 2nd Flr., Clarke Howell Hall, Athens, GA, 30605 www.hireuga.com	Contact: Aaron Brown Phone: (706) 542-3375			N
2	Mercer University - Atlanta - Career Services 160 Hnery Parkway, McDonough, GA, 30253 www.mercer-csm.symplicity.com	Contact: Asst. Dir. Of Career Svcs Phone: (678) 547-6584			N
3	Piedmont College	Contact: Dale Van Cantfort Phone: (706) 778-3000, ext. 1337	dvancantfort@piedmont.edu		Y
4	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com Internet/Intranet - www.1061wngc.com Internet/Intranet - www.1340wgau.com Internet/Intranet - www.magic1021fm.com Internet/Intranet - www.960theref.com Internet/Intranet - www.powerathens.com Internet/Intranet - www.1037chuckfm.com	Company Internet Posting		4	N
5	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
6	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
7	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		10	N
8	Nexxt.com / prior name Beyond Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	N
9	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
10	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
11	Employee Referrals	Referrals from current Employees		6	N
12	Internal Applicant	Internal Employee		1	N
Recruitment Sources Used for Specific Vacancies					
1	Dice	Internet Posting			N

	Internet/Intranet - www.dice.com			
2	CareerBuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		N
3	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting	7	N
4	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com	N
5	Directly Sourced by Cox Recruiter	Cox Recruiter	6	N
6	Athens Radio	Advertisement - Radio	4	N

Longer - Term Recruiting Initiatives					
Implemented During Previous Year					
Cox Media Group - Athens Radio					
December 1, 2017 - November 30, 2018					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Feb 6, 2018	Hispanic Marketing 101	Client and staff seminar about best practices to digitally advertise to Hispanic consumers	Training Program	CMG Athens Sales Team
2	Feb 7, 2018	Local Solutions Live	Webinar featuring specific industry insights and digital advertising	Training Program	CMG Athens Sales Team
3	Feb 8, 2018	2018 GAB/UGA Career Fair	CMG Athens participated in the 2018 Georgia Association of Broadcaster/University of Georgia Career Fair. Career Day connects companies and organizations with students seeking careers in digital, print and broadcast journalism, film production, creative mass media, media sales, advertising and public relations. A Business Leader hosted a booth displaying details about Cox Media Group Athens and stations within the group. He spoke with students regarding available opportunities, handed out employment information, as well as accepted resumes	Broad Outreach	CMG Athens Employees Russell Lawson and Taylor Bachorski
4	Mar 27- Mar 30, 2018	CMG Leadership Conference	The conference dealt with issues of how our sales people and programmers can better deal with issues facing us in 2018.	Training Program	CMG Athens Employees Russell Lawson, Taylor Bachorski, Carol Johnston, Pete de Graaff, David Johnston, Abby Jessen
5	April 16, 2018	Congressman David Scott Fifteenth Annual Jobs Fair	CMG Athens was represented in a booth at the career fair that reached over 8,000 job seekers.	Broad Outreach	CMG Atlanta/Athens Employee Cathy Bates and CMG Atlanta/Athens HR Business Partner Ernia Dennis
6	Aug 1, 2018	CMG Internal Training	CMG Athens staff attended training on the basics of the marketing strategy model and the best practices on brainstorming sessions.	Training Program	CMG Athens Sales Team plus CMG Athens Employees Steven Lang, Heather Taylor, Macie Banks, and Abby Jessen
7	Aug 23- Aug 25, 2018	2018 Leadership Convention by NAAAP	CMG Athens was represented as a Gold Sponsor and a Diversity Career Fair exhibitor.	Broad Outreach	CMG Atlanta/Athens HR Business Partner Ernia Dennis
8	Sept 18, 2018	Social Media Seminar	Client and staff seminar about the best practices for organic and paid social media advertising.	Training Program	CMG Athens Sales Team
9	Oct 2-Oct 3, 2018	Business Builders Series	A training session that was a deep dive into the home services industry regarding current trends and insights.	Training Program	CMG Athens Sales Team
10	Oct 24- Oct 26, 2018	Digital Sales Conference	Hosted by Local Solutions, new product rollouts, best practices across the markets, and updates regarding third party providers Google and Facebook were presented.	Training Program	CMG Athens Employee Taylor Bachorski
11	Nov 5- Ongoing	CMG Female Mentoring Program	Designed to help female radio talent grow leadership ability and business acumen through mentoring, educational opportunities, new experiences, and more	Training Program	CMG Athens Employee Abby Jessen