

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, 2018 to November 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
192943, Account Executive	2/22/2019	5/28/2019	Referral - Employee Referral	2	1
			Job Board - Indeed	6	0
			Cox Career Site	3	0
			Social Network - LinkedIn	1	0
			Job Board - Glassdoor	1	0
			Advertisement - Radio	1	0
195778, Receptionist	4/24/2019	6/17/2019	Job Board - Indeed	9	1

Recruitment Sources					
Cox Media Group - Athens Radio					
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December 1, 2018 - November 30, 2019					
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			
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			
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		3	N
5	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

6	Employee Referrals	Referrals from current Employees		2	N
7	Internal Applicant	Internal Employee			N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Cox Recruiter	Cox Recruiter			N
2	Athens Radio	Advertisement - Radio		1	N
3	CareerBuilder	Internet Posting			N
	Internet/Intranet - www.careerbuilder.com				
4	Diversity Inc.	Internet Posting			N
	Internet/Intranet - www.diversityinc.com				
5	Glassdoor.com	Internet Posting		1	N
	Internet/Intranet - www.glassdoor.com				
6	Indeed.com	Internet Posting		15	N
	Internet/Intranet - www.indeed.com				
7	Ladders	Internet Posting			N
	Internet/Intranet - www.theladders.com				
8	LinkedIn	Internet Posting		1	N
	Internet/Intranet - www.linkedin.com				
9	Magazine and Trade Publication	Magazine and Trade Publication			N
10	Nexxt.com / prior name Beyond	Internet Posting			N
	Internet/Intranet - www.nexxt.com				
11	SimplyHired	Internet Posting			N
	Internet/Intranet - www.simplyhired.com				
12	Zip Recruiter	Internet Posting			N
	Internet/Intranet - www.ziprecruiter.com				

Longer - Term Recruiting Initiatives					
Implemented During Previous Year					
Cox Media Group - Athens Radio					
December 1, 2018 - November 30, 2019					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Jan 9, 2019	Healthcare Business Builders	Training program that was a deep dive into the healthcare industry regarding current trends and insights.	Training Program	CMG Athens Sales Team
2	Feb 7, 2019	2019 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, Holly Hanse, Savannah Bishop
3	Feb 18-20, 2019	Cox Health Marketing Summit	Training sessions and guest speakers from the healthcare industry.	Training Program	CMG Athens Employees Russell Lawson, Carol Johnston, and Taylor Shutt
4	Feb 20, 2019	Open Mic Recruiting at UGA	CMG Athens Department Heads held a walk-in interview session for students seeking employment with CMG Athens at the UGA Grady School of Journalism.	Broad Outreach	CMG Athens Employees Pete de Graaff and Abby Jessen
5	March 20, 2019	Intern for a Day	CMG Athens hosted a group of UGA students as "Inters for a Day" to see what a day in the life is like at CMG Athens. Each department head gave short presentations about their department and what their job entails.	Broad Outreach	CMG Athens Employees Steven Lang, Logan Booker, Heather Taylor, Taylor Bachorski, Holly Hanse, Russell Lawson

6	April 29, 2019	Open Mic Recruiting at UGA	CMG Athens Department Heads held a walk-in interview session for students seeking employment with CMG Athens at the UGA Grady School of Journalism.	Broad Outreach	CMG Athens Employees Pete de Graaff, Taylor Bachorski and Abby Jessen
7	May 2, 2019	Recruitment Best Practices Training	Training on various ways to recruit top, diverse talent for our	Training Program	CMG Athens Employee Russell Lawson
8	July 23-24, 2019	Frontline Leaders Training at Corporate	Cox Media Group leadership program	Training Program	CMG Athens Employee Abby Jessen
9	Aug 8-9, 2019	Morning Show Bootcamp	The two-day conference is the industry's best opportunity for personalities, programmers and managers to learn, exchange ideas and be inspired.	Training Program	CMG Athens Employees Macie Banks, Jerry Arnold, and Alichia Cruz
10	Sept 3, 2019	Grady Dean's Career Explorations	Cox Media Group Athens employees gave an overview of the different career paths within the radio industry	Broad Outreach	CMG Athens Employees Abby Jessen, Heather Taylor, Macie Banks, and Jessica Bortle
11	Sept 24-26, 2019	2019 Radio Show Next Gen Program	Cox Media Group's "Next Gen" Program provides aspiring media professionals with a one-of-a-kind experience to network with industry leaders at the National Association of Broadcasters conference. The program gives participants valuable insight on the value of social media, analytics, and audience engagement in Radio.	Training Program	CMG Athens Employee Dan Ricci
12	Nov 4-5, 2019	CMG Digital Sales Conference	The conference dealt with issues of how our sales people can better deal with issues and digital innovations facing us in 2020.	Training Program	CMG Athens employee Taylor Bachorski
13	Nov 15, 2019	Intern for a Day	CMG Athens hosted a group of UGA students as "Inters for a Day" to see what a day in the life is like at CMG Athens. Each department head gave short presentations about their department and what their job entails.	Broad Outreach	CMG Employees Steven Lang, Abby Jessen, Heather Taylor, Taylor Bachorski, Pete de Graaff
14	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