

**EEO Public File Report
Cox Media Group - WSOC-TV and WAXN-TV (Charlotte)
Reporting Cycle: August 1, 2018 to July 31, 2019**

Full-Time Positions Filled

Requisition	Date Opened	Date Filled	Start Date	Recruitment Source	Interviewed	Hired
1810430, IT Support Technician	6/28/2018	8/17/2018	8/20/2018	Job Board - Indeed	5	1
				Job Board - Monster	1	0
				Cox Career Site	2	0
185709, Reporter	4/11/2018	8/18/2018	8/20/2018	Cox Career Site	1	1
187731, Digital Marketing Specialist	5/14/2018	8/12/2018	8/15/2018	Social Network - LinkedIn	4	1
				Job Board - Glassdoor	1	0
				Job Board - Indeed	1	0
				Cox Career Site	1	0
				Internal	1	0
1810074, Promotion Producer	7/2/2018	9/21/2018	9/24/2018	Cox Career Site	1	1
				Job Board - Indeed	4	0
1812631, News Photographer/Videographer	8/13/2018	9/19/2018	9/24/2018	Referral - Employee Referral	1	1
				Job Board - Indeed	1	0
1812661, Editor Assignment	8/13/2018	9/18/2018	9/17/2018	Cox Career Site	2	1
				Job Board - Media Bistro	1	0
1810980, Account Executive	7/13/2018	9/27/2018	10/8/2018	Cox Career Site	2	1
				Job Board - Indeed	4	0
				Social Network - LinkedIn	1	0
				Internal	1	0
1813323, Sales Assistant	8/28/2018	10/25/2018	10/29/2018	Social Network - LinkedIn	2	1
				Cox Career Site	3	0
1813348, Meteorologist	8/27/2018	10/24/2018	10/22/2018	Referral - Employee Referral	1	1
				Internal	1	0
1813589, Commercial Promotion Producer	9/11/2018	11/7/2018	11/12/2018	Referral - Employee Referral	3	1
				Job Board - Indeed	2	0
				Social Network - LinkedIn	3	0

1814827, Producer	10/8/2018	11/8/2018	11/12/2018	Cox Career Site	1	1
1815541, News Editor	10/8/2018	11/9/2018	11/12/2018	Referral - Employee Referral	1	1
				Job Board - Indeed	2	0
				Social Network - LinkedIn	1	0
				Cox Career Site	2	0
1816107, Sales Associate	10/16/2018	11/2/2018	11/5/2018	Cox Career Site	1	1
1818004, National Sales Assistant	11/20/2018	12/9/2018	12/10/2018	Cox Career Site	3	1
				Job Board - Indeed	2	0
1813596, Promotion Producer Telemundo	9/6/2018	1/27/2019	2/4/2019	Job Board - Glassdoor	1	1
				Job Board - Indeed	4	0
				Internal	1	0
1817523, Technical Operator	11/15/2018	1/27/2019	1/28/2019	Cox Career Site	3	1
				Job Board - Indeed	3	0
				Referral - Employee Referral	1	0
				Social Network - LinkedIn	1	0
				Job Board - TVJobs	1	0
1819631, Digital Campaign Coordinator- WSOC TV	12/26/2018	2/8/2019	2/11/2019	Job Board - Indeed	1	1
				Social Network - LinkedIn	1	0
1818104, Local Sales Assistant	11/28/2018	2/22/2019	2/25/2019	Cox Career Site	5	1
				Job Board - Glassdoor	1	0
				Job Board - Indeed	2	0
				Social Network - LinkedIn	1	0
191391, Digital Campaign Manager	1/25/2019	3/15/2019	3/18/2019	Directly Sourced by Cox Recruiter	2	1
				Job Board - Glassdoor	1	0
				Job Board - Indeed	4	0
				Cox Career Site	1	0
192617, Telemundo Marketing Specialist	2/15/2019	3/21/2019	3/25/2019	Cox Career Site	1	1
				Job Board - Indeed	1	0
				Social Network - LinkedIn	2	0
190571, Digital Content Producer	1/17/2019	4/19/2019	4/22/2019	Cox Career Site	10	1
				Job Board - Indeed	4	0
				Internal	5	0
				Job Board - Next	1	0

194052, Senior Assignment Desk Editor	3/19/2019	4/11/2019	4/15/2019	Cox Career Site Job Board - Indeed	3 1	1 0
192724, Assignment Editor	3/4/2019	6/3/2019	6/3/2019	Directly Sourced by Cox Recruiter Job Board - Indeed Cox Career Site Internal America's Job Exchange	2 3 2 1 1	1 0 0 0 0
193093, Broadcast Engineer	3/4/2019	6/7/2019	6/6/2019	Job Board - Indeed Job Board - Glassdoor Cox Career Site Social Network - LinkedIn	4 1 1 1	1 1 0 0
194287, Local Sales Manager	3/22/2019	5/24/2019	5/29/2019	Cox Career Site Job Board - Indeed Referral - Employee Referral Social Network - LinkedIn Internal Directly Sourced by Cox Recruiter	3 2 1 1 1 6	1 1 0 0 0 0
194385, IT Support Technician	3/26/2019	5/15/2019	5/21/2019	Social Network - LinkedIn Job Board - Indeed Cox Career Site Job Board - Upward	2 6 1 1	1 1 0 0
193086, Research Director	2/26/2019	6/14/2019	6/17/2019	Directly Sourced by Cox Recruiter Referral - Employee Referral Social Network - LinkedIn Cox Career Site	4 3 1 2	1 0 0 0
194276, Anchor	3/22/2019	6/21/2019	6/24/2019	Referral - Employee Referral	1	1
195003, Reporter	4/9/2019	6/21/2019	6/24/2019	Cox Career Site Job Board - Indeed Referral - Employee Referral	3 1 1	1 0 0
198889, Reporter	7/8/2019		7/30/2019	Cox Career Site	2	1

Recruitment Sources					
WSOC-TV and WAXN-TV; Cox Media Group Charlotte					
August 1, 2018 - July 31, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Carolina School of Broadcasting 3435 Performance Rd., Charlotte, NC, 28214 www.csbradiotv.edu	Contact: Ms. Alyson Young, President Phone: (704) 395-9272			N
2	TVJobs.com Broadcast Employment Services, P.O. Box 4116, Oceanside, CA, 92052 www.tvjobs.com	Phone: (800) 374-0119		1	N
3	Collegiate Broadcasters, Inc. 6100 S. Main St., Mail Stop 529, Houston, TX, 77005	Contact: Will Robedee Phone: (713) 348-2935	cjob@mailman.rice.edu		N
4	Connecticut School of Broadcasting 9144 Arrow Pt. Blvd., Suite 100, Charlotte, NC, 28273	Contact: George Washington III, Campus Director Phone: (704) 529-8146	jwashington@gocsb.com		N
5	Mecklenburg County Social Services 301 Billingsley Rd., Charlotte, NC, 28211	Contact: Lucille Joe Phone: (980) 314-6244	Joe@mecklenburgcountync.gov		N
6	Barber Scotia College 145 Cabarrus Avenue, Concord, NC, 28205	Contact: Stephanie Robinson Phone: (704) 789-2900	StephanieRobinson.Barberscotia@yahoo.com		N
7	Charlotte Area Fund PO Box 34188, Charlotte, NC, 28234	Contact: Mr. Terry Howard, Job Developer Phone: (704) 372-3010	TerryH@charlotteareafund.org		N
8	NAACP Charlotte - Mecklenburg Branch PO Box 560786, Charlotte, NC, 28256 www.charlottenaacp.com	Contact: Harriett Mendinghall Phone: (704) 372-7193	hmendingha@yahoo.com naacp@charlottenaacp.com		Y
9	Clear Channel Communications 801 Wood Ridge Center Dr., Charlotte, NC, 28217	Contact: Ms. Allyson Dunlap Contact: Bobbi Cantrell Phone: (704) 714-9444	allysundunlap@heartmedia.com bobbicantrell@heartmedia.com		N
10	Cronkite School of Journalism and Mass Communication 555 N. Central Avenue, Suite 302, Phoenix, AZ, 85004	Contact: Mr. Michael Wong, Director of Career Services Phone: (602) 527-0820	Cronkitecareerservices@asu.edu mike.wong@asu.edu		N
11	Department of Workforce Solutions 5601 Executive Center Dr., Charlotte, NC, 28212	Contact: Mr. Bill Dodgen, VES Supervisor Phone: (704) 566-2870, ext. 246	bill.dodgen@nccommerce.com		N
12	Johnson C. Smith University 100 Beatties Ford Road, Charlotte, NC, 28216	Contact: Human Resources Phone: (704) 378-1000	Hrrep@jcsu.edu		N
13	Livingstone College 701 West Monroe St., Salisbury, NC, 28144	Contact: Mrs. Miriam Rush, Executive Adm. Assistant of Student Affairs / Sereyna Wallace, Director Phone: (704) 216-6185	swallace@livingstone.edu		N
14	Mecklenburg County Women's Commission	Contact: Ms. Dorothy Alexander, Employment Coordinator	CSSCommunications@MecklenburgCountyNC.gov		N

	700 N. Tryon St, Charlotte, NC, 28202	Phone: (704) 336-3210			
15	NC Vocational Rehabilitation 5501 Executive Center Dr., Suite 101, Charlotte, NC, 28212	Contact: Mr. Gary Mason, Jr., Business Relations Rep. Phone: (704) 568-8804, ext. 255	gary.mason@dohhs.nc.gov		N
16	Rock Hill ESC Workforce Center PO Box 11189, Rock Hill, SC, 29731	Contact: Lorraine Feaster Phone: (803) 328-3881	lfeaster@dew.sc.gov		N
17	Urban League of Central Carolinas 740 W. 5th St., Charlotte, NC, 28202	Contact: Denise Moses, Workforce Dev. Specialist Phone: (704) 373-2256	Denise.Moses@urbanleagueucc.org		N
18	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com Internet/Intranet - www.wsoctv.com	Company Internet Posting Contact: Jennifer Haynes-Watkins Phone: (704) 338-9999	jennifer.watkins@wsoctv.com	56	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		1	N
20	Employee Referrals	Referrals from current Employees		13	N
21	Internal Applicant	Internal Employee		11	N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Recruiter	Cox Recruiter		14	N
2	Dice Internet/Intranet - www.dice.com	Internet Posting			N
3	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
4	DiversityInc Internet/Intranet - www.diversityinc.com	Internet Posting			N
5	Glassdoor Internet/Intranet - www.glassdoor.com	Internet Posting		5	N
6	Indeed Internet/Intranet - www.indeed.com	Internet Posting		57	N
7	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		21	N
8	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com	1	N
9	Military.com Internet/Intranet - www.military.com	Internet Posting			N
10	Monster Internet/Intranet - www.monster.com	Internet Posting		1	N

11	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting	1	N
12	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting		N
13	TAOnline Internet/Intranet - www.taonline.com	Internet Posting		N
14	Upward Internet/Internet - www.upward.net	Internet Posting	1	N
15	ZipRecruiter Internet/Intranet - www.ziprecruiter.com	Internet Posting		N

Longer - Term Recruiting Initiatives

WSOC-TV and WAXN-TV Cox Media Group Charlotte

August 1, 2018 - July 31, 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.	General Outreach	Cox Talent Acquisition Team
2	On Going	On-Line CMG University	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training	Training Program	Open to all CMG employees
3	8/1-8/5/2018	National Association of Black Journalists	Participated in the NABJ Annual conference August 2018. The event provided an opportunity to network, recruit, participate in workshops and look at the impact of race on news coverage. CMG News Report meet with potential job candidates and discussed career opportunities.	Career Fair	Mike Oliveria
4	11/8/2018	WSOC-TV Speakers Bureau	Local Meteorologist spoke with Anson High School students to educate students on broadcasting and career opportunities in broadcasting. Providing them training of how to get into the industry. Things like what courses they need to take in college and what that career path looks like.	Community Event - General Outreach	John Ahrens - Meteorologist
5	2/1/2019	CIAA Education Day	WSOC meteorologists and director of news technology Jamie Walters worked at the CIAA education day, showing hundreds of students how our weather and live truck technology work. This is designed to expose students to the kind of work done at WSOC.	Event with Community Group	Jaclyn Shearer & Tony Sadiku
6	4/1/2019	National Association of Black Journalists - Short Course	An intensive week long program for college students designed to give them hands-on experience in every aspect of the production of a newscast. Their experiences in this program directly led to the hiring of one of our newest producers, Uniqua Quillins.	Mentoring Program	Ken Lemon and Carl McLean
7	7/1/2019	CMG Frontline Leaders U Training	CMG Sponsored career development program for employees to develop leadership and managerial skills	Training Program	1 Promotion Manager (Noelle Frederickson)
8	7/03/2019 7/17/2019	CMPD Envision Academy - A Day In the Life	We gave the students a look at what we call "A Day In The Life" which is an in-depth look at career opportunities at CMG - Charlotte. Most of the kids who visited don't normally have access to experiences like this. They visited with each department for a presentation, had lunch, saw the helicopter and watched a live newscast.	Event with Community Group	WSOC Personnel and Management