

**EEO Public File Report**

**WHBQ, Memphis, TN**

**October 8, 2014 - March 31, 2015**

**Full-Time Positions Filled**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Reporter	10/16/14	11/10/14	Referral	1	1
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
2	Manager, Digital Sales	11/06/14	01/26/15	Beyond.com	1	0
				Indeed	1	0
				Spots 'n' Dots industry website	1	0
				Cox Media Group Website	2	1
				Cox Enterprises Website	1	0
				Referral	1	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
3	Artist/Animator	10/20/2014	2/26/2015	Indeed	9	1
				Simply Hired	1	0
				Motionographer	1	0
				Cox Media Group Website	2	0
				Social Network - LinkedIn	3	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
4	Assistant Chief Engineer	10/30/2014	2/16/2015	Indeed	1	0
				Social Network - LinkedIn	2	1
				Cox Media Group Website	1	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
5	Production Assistant	11/24/2014	12/29/2014	Indeed	1	1
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
6	News Director	12/5/2014	1/16/2015	Referral	2	1
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
7	Graphic Designer	9/26/2014	11/17/2014	Indeed	10	1
				Simply Hired	1	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
8	Master Control Switcher	9/23/2014	12/5/2014	Indeed	8	1
			12/5/2014	Cox Enterprises Website	1	1
			12/15/2014	Referral	1	1
				Simply Hired	1	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
9	Account Executive	10/23/2014	3/30/2015	Referral	1	1
				Indeed	3	0
				Careerbuilder	1	0
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						
10	Manager, Business Operations	1/21/2015	3/30/2015	Indeed	3	1
				Social Network	2	
For additional recruitment sources, see EEO Recruitment List under Recruitment Sources						

**Information Regarding Recruitment Sources Contacted for Each Vacancy**

No	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	EEO Recruitment List			
1	Cox Enterprises Website 6205 Peachtree Dunwoody Rd Atlanta, GA 30328 Source used for positions # 1,2,3,4,5,6,7,8,9,10	<a href="http://www.coxenterprises.com">www.coxenterprises.com</a> 678-645-0000	2	
2	Indeed* Source used for positions # 2,3,4,5,6,7	<a href="http://www.indeed.com">www.indeed.com</a>	36	
3	Social Network Sites/Job Boards* Source used for positions # 3,4,10	various	7	
4	Beyond.com 1060 First Ave, Suite 100 King of Prussia, PA 19406 Source used for positions # 3	<a href="http://www.beyond.com">www.beyond.com</a> 610-878-2800	1	
5	Simply Hired 370 San Aleso Ave, #200 Sunnyvale, CA 94085 Source used for positions # 3,7,8	<a href="http://www.simplyhired.com">www.simplyhired.com</a> (408) 400-4770	3	
6	Motionographer Source used for positions # 3	<a href="http://www.motionographer.com">www.motionographer.com</a>	1	
7	Cox Media Group Website 6205 Peachtree Dunwoody Rd Atlanta, GA 30328 Source used for positions # 1,2,3,4,5,6,7,8,9,10	<a href="http://www.coxmediagroup.com/careers">www.coxmediagroup.com/careers</a> 678-645-0000	5	
8	Personal Contacts, referrals, walked-in/called-in Source used for positions # 1,2,5,6	various	6	
9	Spots-n-Dots Publishing LLC 1635 Old Highway 41 NW, Suite 112-338 Kennesaw GA 30152 Source used for positions # 2	<a href="http://www.spotsndots.com">www.spotsndots.com</a>	1	
10	Memphis Urban League 413 N Cleveland St, Memphis, TN 38104 Source used for positions # 2,3,4,8,9	<a href="mailto:sdallas@memphisul.org">sdallas@memphisul.org</a> Sandra Williams-Dallas		
11	Workforce Investment Network 480 Beale Street Memphis, TN 38103 Source used for positions # 2,3,4,8,9	<a href="mailto:Patricia.Myers@WorkforceInvestmentNetwork.org">Patricia.Myers@WorkforceInvestmentNetwork.org</a> Patricia Myers		
12	Black Business Association of Memphis 555 Beale Street Memphis, TN 38013 Source used for positions # 2,3,4,8,9	<a href="mailto:ruxinternational@msn.com">ruxinternational@msn.com</a> Ricky Tucker		
13	MediaLine 1209 Wood Valley Rd Augusta, GA 30909	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 706 364 7564		

	Source used for positions # 2,3,4,8,9		
14	Emma Bowen Foundation 300 New Jersey Avenue, N.W., Suite 700 Washington, DC 20001 Source used for positions # 2,3,4,8,9	<a href="mailto:sdrice@cbs.com">sdrice@cbs.com</a> Sandra Rice	
15	Collective Talent 26150 Hersheyvale Franklin, MI 48025 Source used for positions # 2,3,4,8,9	<a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	
16	LeMoyne-Owen College 807 Walker Ave - Memphis TN 38126 901-435-1729 Source used for positions # 2,3,4,8,9	<a href="mailto:Denita_Hedgeman@loc.edu">Denita_Hedgeman@loc.edu</a> Denita Hedgeman	
17	National Association for the Advancement of Colored People (NAACP) 588 Vance Avenue Memphis, TN 38126 Source used for positions # 2,3,4,8,9	<a href="mailto:nmemphi1@comcast.net">nmemphi1@comcast.net</a> Madeleine Taylor	
18	University of Memphis - FCBE 101 Fogelman College Admin. Bldg. Memphis, TN 38152 Source used for positions # 2,3,4,8,9	<a href="mailto:fcbeinter@memphis.edu">fcbeinter@memphis.edu</a>	
19	Christian Brothers University 650 East Parkway South Memphis, TN 38104 Source used for positions # 2,3,4,8,9	<a href="mailto:croggers@cbu.edu">croggers@cbu.edu</a> Curt Rogers	
20	Memphis Job Corp Center 1555 McAlister Drive Memphis, TN 38116 Source used for positions # 2,3,4,8,9	<a href="mailto:Walton_sonya@jobcorps.com">Walton_sonya@jobcorps.com</a> Sonya Walton	
21	Careerbuilder Source used for positions # 9	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	1

*\*Indeed and other some social networking sites pull from various sources to post positions on their websites*

**Prong 3 Longer-Term Recruitment Initiatives Implemented from 10/8/14 - 3/31/15**

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Training	WHBQ Leadership Training	Station sends Department Heads and middle managers to Cox and CMG for leadership training	WHBQ Management Personnel
	Ongoing	Training	Sales Training	Station sends Account Executives to CSS training	Sales Personnel
	3/10-12/14	Training	Goal & Performance Management Training	CMG Corporate provided training for all employees	WHBQ Personnel
2	10/17/2014	Emcee University of Memphis Journalism Awards	Journalism Outstanding Alumni Awards Luncheon	Station Representative	Joey Sulipeck
3	10/28/2014	Emcee Breast Cancer Fundraiser	Horseshoe Casino Breast Cancer Awareness Fundraiser	Station Representative	Joey Sulipeck
4	11/1/2014	Emcee American Heart Association's Mid-South Heart Walk	The Heart Walk is the American Heart Association's premiere event for raising funds to save lives from this country's No. 1 and No. 4 killers - heart disease and stroke. Designed to promote physical activity and heart-healthy living, the Heart Walk creates an environment that's fun and rewarding for the entire family.	Station Representative	Wendy Nation
5	12/5/2014	Emcee Toy Bash	Boys & Girls Club of Greater Memphis Minglewood Hall Toy Bash	Station Representative	Joey Sulipeck
6	1/7/2015	Presenter Memphis Academy of Health Sciences	Career Day at the Memphis Academy of Health Sciences, a local charter school in North Memphis.	Station Representative	Ernie Freeman
7	2/7/2015	Emcee Our Lady Of Perpetual Health School	Auction to raise money for their school programs.	Station Representative	Joey Sulipeck
8	2/15/2015	Black History Month	Guest of Anointed Temple of Praise as part of their Black History Month series.	Station Representative	Ernie Freeman
9	2/28/2015	Macy's Meet the Expert	Black History Month Event that promotes Diversity	Station Representative	Valerie Calhoun
10	3/2/2015	Community Reader	Community reader at Farmington Elementary School	Station Representative	Joey Sulipeck
11	3/7/2015	Emcee Loren Roberts Fairway Dinner	It is an awards and fundraising event for The First Tee of Memphis, a non-profit charitable organization dedicated to the development of Memphis children.	Station Representative	Ernie Freeman