

EEO Public File Report
Cox Media Group - Jacksonville
WAPE, WJGL, WXXJ, WOKV(AM), WOKV-FM, WEZI, WFOX-TV and WJAX-TV
Reporting Cycle: October 1, 2018 to September 30, 2019

Full-Time Positions Filled

| Requisition | Date Opened | Start Date | Recruitment Source | Interviewed | Hired |
|----------------------------------|-------------|-------------------------|-----------------------------------|-------------|-------|
| 1813321, Account Executive | 8/24/2018 | 10/8/2018 | Advertisement - Radio | 1 | 1 |
| | | | Job Board - Nexxt | 1 | 0 |
| | | | Cox Career Site | 1 | 0 |
| 1815419, Account Executive | 10/3/2018 | 10/15/2018 | Job Board - Indeed | 1 | 1 |
| 1813309, Traffic Assistant | 8/24/2018 | 10/22/2018 | Job Board - Indeed | 4 | 1 |
| | | | Internal | 2 | 0 |
| | | | Cox Career Site | 2 | 0 |
| 1813028, Traffic Announcer | 8/22/2018 | 12/10/2018 | Referral - Employee Referral | 1 | 1 |
| | | | Cox Career Site | 1 | 0 |
| 1812272, Reporter | 8/10/2018 | 12/03/2019 1/21/2019 | Cox Career Site | 3 | 2 |
| | | | Agency - OTA Talent | 1 | 0 |
| 1814451, Writer Producer News | 9/17/2018 | 12/5/2018 | Referral - Employee Referral | 1 | 1 |
| | | | Job Board - Indeed | 2 | 0 |
| | | | Internal | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 1814602, Account Executive | 9/18/2018 | 12/3/2018 | Referral - Employee Referral | 1 | 1 |
| | | | Cox Career Site | 2 | 0 |
| | | | Job Board - Indeed | 2 | 0 |
| 1817352, Account Executive | 11/7/2018 | 12/31/2018 | Cox Career Site | 2 | 1 |
| | | | Job Board - Indeed | 2 | 0 |
| | | | Directly Sourced by Cox Recruiter | 1 | 0 |
| 1818031, Master Control Switcher | 11/26/2018 | 1/9/2019 | Job Board - Indeed | 5 | 1 |

| | | | | | |
|---|-------------------|------------------|-----------------------------------|---|---|
| | | | Internal | 1 | 0 |
| | | | America's Job Exchange | 1 | 0 |
| 1817264, Radio Board Operator | 11/13/2018 | 1/14/2019 | Job Board - Indeed | 2 | 1 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 1817193, Digital Campaign Specialist | 11/7/2018 | 1/14/2019 | Cox Career Site | 1 | 1 |
| | | | Internal | 1 | 0 |
| | | | Directly Sourced by Cox Recruiter | 1 | 0 |
| 1816316, Senior Digital Strategist | 10/19/2018 | 2/21/2019 | Cox Career Site | 4 | 1 |
| | | | Internal | 3 | 0 |
| | | | Social Network - LinkedIn | 3 | 0 |
| | | | Job Board - Indeed | 2 | 0 |
| 1816875, Design Director | 11/2/2018 | 2/25/2019 | Directly Sourced by Cox Recruiter | 1 | 1 |
| | | | Cox Career Site | 3 | 0 |
| | | | Job Board - Glassdoor | 1 | 0 |
| 1810073, General Sales Manager | 6/20/2018 | 3/18/2019 | Cox Career Site | 5 | 1 |
| | | | Directly Sourced by Cox Recruiter | 3 | 0 |
| | | | Job Board - Indeed | 3 | 0 |
| | | | Referral - Employee Referral | 2 | 0 |
| | | | Job Board - Nexxt | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 1816489, Writer Producer News | 10/22/2018 | 3/18/2019 | Cox Career Site | 2 | 1 |
| | | | America's Job Exchange | 1 | 0 |
| 191853, Digital Marketing Specialist | 2/1/2019 | 4/1/2019 | Cox Career Site | 6 | 1 |
| | | | Internal | 4 | 0 |
| | | | Referral - Employee Referral | 1 | 0 |
| 191854, Promotion Producer | 2/12/2019 | 3/10/2019 | Internal | 4 | 1 |
| | | 4/2/2019 | Cox Career Site | 4 | 1 |
| | | | Job Board - Indeed | 3 | 0 |
| | | | Directly Sourced by Cox Recruiter | 1 | 0 |
| 193873, Account Executive | 3/13/2019 | 5/13/2019 | Referral - Employee Referral | 3 | 1 |
| | | 6/24/2019 | Social Network - LinkedIn | 6 | 2 |
| | | | Job Board - Indeed | 4 | 0 |

| | | | | | |
|---|------------------|------------------|-----------------------------------|---|---|
| | | | Cox Career Site | 2 | 0 |
| 191775, Research Director | 2/1/2019 | 5/6/2019 | Social Network - LinkedIn | 1 | 1 |
| | | | Cox Career Site | 3 | 0 |
| | | | Directly Sourced by Cox Recruiter | 2 | 0 |
| 194584, Digital Campaign Specialist | 4/1/2019 | 4/22/2019 | Cox Career Site | 1 | 1 |
| | | | Job Board - Glassdoor | 1 | 0 |
| 194697, Traffic Assistant | 4/2/2019 | 5/13/2019 | Cox Career Site | 1 | 1 |
| | | | Internal | 2 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| 195167, Reporter | 4/9/2019 | 5/6/2019 | Job Board - Indeed | 1 | 1 |
| | | 6/17/2019 | Cox Career Site | 3 | 1 |
| | | 8/5/2019 | Agency - OTA Talent | 1 | 1 |
| | | 8/12/2019 | Agency - Eatman Media Services | 1 | 1 |
| | | | Social Network - Facebook | 1 | 0 |
| 192510, On Air Talent | 2/13/2019 | 7/8/2019 | Referral - Employee Referral | 2 | 1 |
| | | | Cox Career Site | 2 | 0 |
| 197125, Digital Assistant | 5/21/2019 | 6/17/2019 | Cox Career Site | 3 | 1 |
| | | | Internal | 2 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 195036, News Photographer | 4/5/2019 | 6/17/2019 | Cox Career Site | 3 | 1 |
| | | | Job Board - Indeed | 3 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 197565, Digital Strategist | 5/24/2019 | 8/5/2019 | Social Network - LinkedIn | 3 | 1 |
| | | | Cox Career Site | 2 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| 198078, Digital Campaign Analytics and Performance | 6/6/2019 | 7/29/2019 | Job Board - Indeed | 1 | 1 |
| | | | America's Job Exchange | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 193469, Writer Producer News | 3/6/2019 | 8/12/2019 | Cox Career Site | 5 | 1 |
| | | | Directly Sourced by Cox Recruiter | 3 | 0 |

| | | | | | |
|---------------------------------|-----------|------------------------------|-----------------------------------|---|---|
| | | | Internal | 2 | 0 |
| | | | Job Board - Indeed | 2 | 0 |
| | | | Referral - Employee Referral | 1 | 0 |
| | | | | | |
| 194053, Executive Producer | 3/19/2019 | 7/15/2019 | Cox Career Site | 4 | 1 |
| | | | Directly Sourced by Cox Recruiter | 4 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| | | | Internal | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| | | | | | |
| 198421, Account Executive - TV | 6/13/2019 | 8/12/2019 | Referral - Employee Referral | 1 | 1 |
| | | 9/2/2019 | Cox Career Site | 2 | 1 |
| | | | | | |
| 1911015, Digital Strategist | 8/8/2019 | 9/9/2019 | Referral - Employee Referral | 1 | 1 |
| | | | | | |
| 1910715, Account Executive - TV | 8/1/2019 | 9/2/2019 | Referral - Employee Referral | 1 | 1 |
| | | | | | |
| 198054, Account Executive | 8/15/2019 | 9/16/2019 | Directly Sourced by Cox Recruiter | | |
| | | 9/17/2019 | | 4 | 2 |
| | | | | 1 | 0 |
| | | | | 2 | 0 |
| | | | | 3 | 0 |
| | | | | 1 | 0 |
| | | Referral - Employee Referral | 1 | 0 | |
| | | | | | |
| 1911632, Associate Producer | 8/23/2019 | 9/17/2019 | Referral - Employee Referral | 1 | 1 |

| Recruitment Sources | | | | | |
|--|--|--|--|-------------------|--------------------------|
| Cox Media Group - Jacksonville | | | | | |
| WAPE, WJGL, WXXJ, WOKV(AM), WOKV-FM, WEZI, WFOX-TV and WJAX-TV | | | | | |
| October 1, 2018 - September 30, 2019 | | | | | |
| No. | Recruitment Source | Contact | Email | Total Interviewed | Entitled to Notification |
| Recruitment Sources Used for All Openings | | | | | |
| 1 | Bethune Cookman College 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114 | Contact: Davita Bonner Phone: (386) 481-2143 | bonnerd@cookman.edu | | N |
| 2 | Hillsborough Community College Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461 | Contact: Lorraine Canalejo Phone: (813) 253-7310 | lcanelejo@hccfl.edu | | Y |
| 3 | Florida Memorial University 15800 NW 42nd Ave., Miami Gardens, FL, 33054 | Contact: Bill Jong-Ebot Phone: (305) 626-3162 Contact: Athena Jackson Contact: Sheryl Bain Phone: (305) 626-3782 | webot@fmuniv.edu athena.jackson@fmuniv.edu sbain@fmuniv.edu | | Y |
| 4 | Rollins College 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789 | Contact: Career Center Phone: (407) 646-2195 Tami Diebel (407) 646-2089 | careercenter@rollins.edu | | N |
| 5 | St. Petersburg College 2465 Drew St., AD 115, Clearwater, FL, 33765 | Contact: Rosaria Pipitone Phone: (727) 341-4722 | Pipitone.rosaria@SPCollege.edu | | N |
| 6 | University of Tampa 401 W. Kennedy Blvd., Box K, Tampa FL, 33606 | Contact: Mark Colvenbach Phone: (813) 253-7210 | mcolvenbach@UT.edu | | N |
| 7 | Valencia Community College 7108 N. Econolockhatchee Trail, Orlando, FL, 32825 | Contact: Carmen Diaz Phone: (407) 582-1035 | cdiaz@valenciacollege.edu | | N |
| 8 | University of North Florida Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 www.unf.edu/careerservices | Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955 | Brooke.hammon@unf.edu | | Y |
| 9 | Flagler College PO Box 1027, St. Augustine, FL, 32084 | Contact: Tara Stevenson, Cassie Everly Phone: (904) 819-6286 | careerdevelopment@flagler.edu ceverly@flagler.edu | | N |
| 10 | Florida Gulf Coast University Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-6565 https://www.collegecentral.com/fgcu | Contact: Natalie Artimez Phone: (239) 590-7365 | Nartimez@fgcu.edu | | N |
| 11 | Miami Media School 7955 NW 12th Street, Suite 119, Doral, FL, 33126 | Contact: Angel Llamazares, Director Career Services Phone: (305) 678-6494 | allamazares@beonair.com Rhiller@beonair.com | | N |
| 12 | University of Miami 5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146 www.com.miami.edu | Contact: Kebrina Maharaj Phone: (305) 284-6632 Fax: (305) 284-8186 | kmaharaj@miami.edu | | Y |
| 13 | Women in Film and Television of Florida P.O. Box 533541 Orlando, FL, 32853-3541 www.womeninfilml.org | Contact: Nancy McBride | nancy@womeninfilml.org | | Y |
| 14 | University of Central Florida PO Box 161344, Orlando, FL, 32816 www.career.ucf.edu | Contact: Autumn Reisz Phone: (407) 823-2361 | csrecruit@ucf.edu | | N |
| 15 | Florida A&M University | Contact: Melony Washington | Melody.washington@famc.edu | | N |

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| | 1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer | Phone: (850) 599-8808 | | | |
| 16 | Seminole State College 100 Weldon Blvd., Sanford, FL, 32773 www.myinterfase.com/seminolecc/employer | Contact: Michelle Borders Phone: (407) 708-2649 | careerdev@seminolestate.edu | | N |
| 17 | University of Florida POB 118507, CR-170, Wayne Reitz Union, Gainesville, FL, 32611 http://www.crc.ufl.edu/employers/Employers.html | Contact: Phyllis Pena Phone: (352) 273-2300 | PhyllisPena@crc.ufl.edu | | N |
| 18 | University of Florida Communication & Journalism | Contact: Dori Faust Phone: (352) 294-0809 | Dcfaust@jou.ufl.edu | | N |
| 19 | Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/ | Contact: Heather Scarboro Phone: (850) 644-6493 | hscarboro@fsu.edu | | N |
| 20 | University of South Florida 4202 East Bowler Ave., PSB101, Tampa, FL, 33620 http://www.usf.edu/career | Contact: Kathi Roche Phone: (813) 974-3202 | kroche@usf.edu | | N |
| 21 | Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com actionnewsjax.com | Company Internet Posting | | 70 | N |
| 22 | 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 | | 3 | N |
| 23 | Employee Referrals | Referrals from current Employees | | 17 | N |
| 24 | Internal Applicant | Internal Employee | | 23 | N |
| Recruitment Sources Used for Specific Vacancies | | | | | |
| 1 | Directly Sourced by Recruiter | Cox Recruiter | | 20 | N |
| 2 | AppCast.io Internet/Intranet - www.appcast.io | Internet Posting | | | |
| 3 | Careerbuilder Internet/Intranet - www.careerbuilder.com | Internet Posting | | | N |
| 4 | Craigslist Internet/Intranet - www.craigslist.com | Internet Posting | | | N |
| 5 | DiversityInc Internet/Intranet - www.diversityinc.com | Internet Posting | | | N |
| 6 | Facebook | Social Network | | 1 | N |
| 7 | Glassdoor Internet/Intranet - www.glassdoor.com | Internet Posting | | 3 | N |
| 8 | Indeed Internet/Intranet - www.indeed.com | Internet Posting | | 43 | N |
| 9 | Jacksonville Radio | Advertisement - Radio | | 1 | N |

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|----|--|---------------------------------------|----------------------------|----|---|
| 10 | LinkedIn | Internet Posting | | 21 | N |
| | Internet/Intranet - www.linkedin.com | | | | |
| 11 | MediaBistro | Internet Posting | liana.choi@mediabistro.com | | N |
| | Internet/Intranet - www.mediabistro.com | | | | |
| 12 | Military.com | Internet Posting | | | N |
| | Internet/Intranet - www.military.com | | | | |
| 13 | Monster | Internet Posting | | | N |
| | Internet/Intranet - www.monster.com | | | | |
| 14 | Nexxt.com | Internet Posting | | 2 | N |
| | Internet/Intranet - www.nexxt.com | | | | |
| 15 | Recruit Military | Internet Posting | | | N |
| | Internet/Intranet - www.recruitmilitary.com | | | | |
| 16 | TAOnline | Internet Posting | | | N |
| | Internet/Intranet - www.taonline.com | | | | |
| 17 | TVJobs | Internet Posting | | | N |
| | internet/Intranet - www.tvjobs.com | | | | |
| | Broadcast Employment Services, P.O. Box 4116, Oceanside, CA, 92052 | Phone: (800) 374-0119 | | | |
| 18 | TVNewsCheck | Internet Posting | | | N |
| | Internet/Intranet - www.tvnewscheck.com | | | | |
| 19 | Upward | Internet Posting | | | N |
| | Internet/Internat - www.upward.net | | | | |
| 20 | ZipRecruiter | Internet Posting | | | N |
| | Internet/Intranet - www.ziprecruiter.com | | | | |
| 21 | Agency - OTA Talent | Placement Agency - Kimberly Price | | 2 | N |
| | Internet/Intranet - www.otatalent.com | Phone: (248) 545-2222; (719) 963-9850 | | | |
| 22 | Agency - Eatman Media Service | Placement Agency | | 1 | N |
| | Internet/Intranet - www.eatmanmediaservices.com | Phone: (248) 545-2222 | | | |
| | | | | | |

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|-------------------|---|---|--|---|
| 1 | Ongoing | College Intern Program | CMG Jacksonville has an ongoing relationship with colleges to offer internship opportunities and possible employ to qualified students | Host interns from local colleges for broadcasting experience and/or credit hours | Pascale Head - TV Julie Bergman - Radio LeeAnn Brothers - Radio |
| 2 | Ongoing | Career Shadow Program | CMG Jacksonville hosts a career "shadow" program to offer college students an understanding of day to day responsibilities. | Allows students to "shadow" to gain broad-casting knowledge | All Stations / All Departments Phil Amato Tony Sotelo |
| 3 | April 9, 2019 | Bethune-Cookman University CMG Career Day | This special Career Day was put together just for CMG. We had exclusive interview time with over 50 students from the Communication Dept. | Cox Media Group worked on developing a relationship with Bethun Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview. | Clarence Natto |
| 4 | March 8, 2019 | Bethune Cookman University Professional Development Day | The Professional Development Day gives the students a chance to speak to current employees of Radio & TV about career possibilities. | CMG Florida provides managers & employees, especially alumni employees to go to BCU to meet with students, provide information and connect with future potential candidates. | Pascale Head Clarence Nato |
| 4 | Ongoing | Development Plans | Importance of reviews and personal development plans | Program designed and implemented to give ALL employees the opportunity to plan for the development and growth of their future with company | All Cox Media Group Employees General Manager HR Manager |
| 5 | November 14, 2018 | Civil Treatment For Managers 8-hour training | This training provided our managers with the tools they need to manage fairly & legally in today's changing workplace. | Amy Barlow was the facilitator presented to CMG Jacksonville Radio and presented this training to all of our new managers and high potential employees. | All New People Managers Regina Rockey |
| 6 | Ongoing | Learn at Cox | Thousands of available courses covering virtually every aspect of business operations or personal development | Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff | All Cox Media Group Employees |
| 7 | August 7, 2019 | NABJ Career Fair Washington DC | This is the National Assoc. of Black Journalists Annual Career Fair which was held | Cox Media Group had representatives from several locations participate throughout the course of 3 days, | Letisha Bereola Danyelle Johnson |

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|----|--------------------------------------|----------------------------|--|---|--|
| | | | in a different location each year. | allowing us to meet & interview students. | |
| | | | | can ensure their locations are all in compliance. | |
| 8 | November 1, 2019 | Frontline University | 9 month long training course on leadership and communication | Training for managers and hi-potential employees | Regina Rockey |
| | | | | | |
| | | | | | |
| 9 | EWC 04/15/2019 Flagler 04/02/2019 | Station Tours - University | A chance to let university students experience station life | Bethune Cookman Students invited to the station | Pascale Head |
| | | | | | |
| 10 | 6/10/2019 | IRE | Investigative Reporters and Editors | Sessions to learn more about investigative reporting. | Paige Kelton Mike Dorfman Jenna Bourne Ben Becker |
| | | | | | |
| 11 | 4/6/2019 | NAB Las Vegas | The National Association of Broadcasters, the world's largest annual convention encompassing the convergence of media, entertainment and technology. | A collection of high-level insights on topics, trends and technologies impacting the future of media and entertainment. | Omesh Somaru |
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