

EEO Public File Report					
Cox Media Group - Jacksonville TV					
WFOX-TV					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2022 - 09/30/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3220 (Reporter)	3/9/2022	10/3/2022	Cox Media Group	3	1
			Employee Referral	1	1
		11/28/2022	LinkedIn	2	0
92782 (Reporter)	7/29/2022	1/3/2023	LinkedIn	5	1
			Indeed	1	1
		4/10/2023	Cox Media Group	1	0
			Hiring Manager Sourced	3	0
20736 (Weekend Meteorologist)	8/1/2022	10/24/2022	Facebook	1	1
			Cox Media Group	2	0
			LinkedIn	1	0
			Indeed	1	0
			Employee Referral	1	0
			Hiring Manager Sourced	2	0
			Talent Dynamics	2	0
91229 (Account Executive)	8/15/2022	10/17/2022	Cox Media Group	2	1
			LinkedIn	1	0
			Indeed	1	0
			Employee Referral	3	0
			External Referral	1	0
51481 (Traffic Specialist)	8/17/2022	12/12/2022	ZipRecruiter	1	1
			Cox Media Group	1	0
			LinkedIn	3	0
			Hiring Manager Sourced	1	0
89275 (Creative Services Editor/Photographer)	8/25/2022	10/10/2022	Employee Referral	1	1
			Cox Media Group	1	0
			LinkedIn	4	0
15389 (Master Control Switcher)	9/1/2022	2/13/2023	LinkedIn	2	1
			Cox Media Group	3	0
			Indeed	1	0
23308 (Account Executive)	10/11/2022	12/12/2022	Cox Media Group	4	1
			LinkedIn	3	0
			Indeed	1	0
2851-2 (Producer)	10/11/2022	1/9/2023	Cox Media Group	1	1
			LinkedIn	4	0
			Indeed	2	0
41399 (Promotions Producer)	11/8/2022	2/6/2023	Cox Media Group	1	1
			LinkedIn	1	0
			Internal Employee	2	0
			Employee Referral	1	0

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4256 (Editor)	2/2/2023	5/1/2023	Employee Referral	1	1
92782-2 (Reporter)	2/8/2023	4/3/2023	Glassdoor	1	1
			LinkedIn	3	0
43612 (Photojournalist)	2/8/2023	4/24/2023	Indeed	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
84528 (Newscast Producer)	2/8/2023	5/29/2023	Employee Referral	1	1
			LinkedIn	4	0
59135 (Associate Producer)	4/8/2023	5/30/2023	Cox Media Group	1	1
			LinkedIn	3	0
			Indeed	3	0
			Internal Employee	3	0

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EEO Public File Report Part 2				
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Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	11
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	37
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	1
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	21
8	Employee Referral	CMG Employees	N	9
9	Internal Employee	CMG Employees	N	5
Recruitment Sources Used for Specific Vacancies				
10	Hiring Manager Sourced	CMG Hiring Manager	N	6
11	External Referral	Non-CMG Employees	N	1
12	Glassdoor	Internet Posting	N	1
13	Talent Dynamics talentdynamics.com	214-630-9590 info@talentdynamics.com	N	2
14	Facebook Group https://www.facebook.com/groups/1743750055647952/	TV News Facebook Group	N	1

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EEO Public File Report Part 3					
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Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training	Career Development	Open to all CMG employees
2	6/21/2023	CMG Day	Investigative reporters and producers from eight of our CMG stations across the country gathered at our Orlando station, WFTV, for professional training one day ahead of the IRE convention.	Professional Development	Anthony Colarossi, Maria Tomasch, Ben Becker, Emily Turner, and Rogert Grant
3	6/22/2023-6/25/2023	IRE Annual Conference	Four-day conference designed to teach and develop investigative reporting skills for journalists. The annual event also provides individual training for computer-assisted reporting. This year's convention was in Orlando.	Professional Development	Anthony Colarossi, Maria Tomasch, Ben Becker, Emily Turner, Eric Wiener, and Rogert Grant
4	8/2/2023-8/6/2023	NABJ Conference	The NABJ Convection is a multi-day event for jouranlism training and career development. There were more than 200 trainings, sessions, workshops and events.	Professional Development	Tenikka Hughes, Mitch Smith, and Danyelle Johnson
5	7-20-2023	Job News USA Job Fair	Staffed Action News Jax table with a informational materal on open positions within CMG TV and Radio.This Job Fair was at the Prime Osborne Convention Center with hundres of attendees.	Career Development	Brittany Austin