

EEO Public File Report					
Cox Media Group - Jacksonville TV					
WFOX-TV					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2021 - 09/30/2022					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1667 (Reporter)	5/4/2021	1/3/2022	Cox Media Group	7	4
		1/24/2022	LinkedIn	4	0
		5/2/2022			
		6/27/2022			
1734 (Producer)	5/14/2021	9/19/2022	Cox Media Group	4	1
2150 (Assignment Editor)	8/25/2021	2/21/2022	LinkedIn	2	1
2157 (Account Executive)	8/26/2021	12/13/2021	LinkedIn	1	1
2190 (Anchor/Reporter)	9/8/2021	12/20/2021	Cox Media Group	1	1
			Hiring Manager Sourced	1	0
			Internal Employee	6	0
2570 (Producer)	11/10/2021	2/21/2022	Cox Media Group	1	1
2710 (Traffic Anchor/Repoter)	12/9/2021	1/10/2022	LinkedIn	1	1
			Internal Employee	3	0
2771 (Master Control Operator)	12/21/2021	6/20/2022	Cox Media Group	1	1
			Indeed	1	0
2848 (Digital Content Producer)	1/14/2022	2/21/2022	LinkedIn	1	1
2851 (Producer)	1/14/2022	8/1/2022	Employee Referral	1	1
			LinkedIn	3	0

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3140 (Account Executive)	2/23/2022	6/20/2022	Cox Media Group	1	1
3219 (Account Executive)	3/9/3022	5/2/2022	LinkedIn	1	1
3524 (Executive Producer of Special Projects)	5/2/2022	7/11/2022	Cox Media Group	3	1
			Internal Employee	2	0
3556 (Associate Producer)	5/2/2022	5/15/2022	Internal Employee	1	1
			UNF Referral	3	0
			LinkedIn	2	0
3625 (Photographer/Videographer)	5/12/2022	8/22/2022	Indeed	1	1
			Cox Media Group	2	0
3741 (Account Executive)	6/9/2022	7/11/2022	Cox Media Group	6	1
			Employee Referral	1	0
3771 (Digital Content Producer)	6/20/2022	9/6/2022	LinkedIn	3	1
			Cox Media Group	1	0
3778 (Master Control Switcher)	6/21/2022	8/22/2022	Cox Media Group	1	1

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EEO Public File Report Part 2				
Reporting Cycle: 10/01/2021 - 09/30/2022				
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	2
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	18
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	
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	28
8	Employee Referral	CMG Employees	N	2
Recruitment Sources Used for Specific Vacancies				
9	Internal Employee	CMG Employees	N	12
10	Hiring Manager Sourced	CMG Hiring Manager	N	1
11	University of North Florida 1 UNF Dr, Jacksonville, FL 32224	Career Services	N	3

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EEO Public File Report Part 3					
Reporting Cycle: 10/01/2021 - 09/30/2022					
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	6/1 - 8/19	College Intern Program	Hosted a paid college Intern from an area school over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Shannon Feher
3	Ongoing	UNF Coggin College Sales Program	Participated in UNF Coggin Collge of Business Professional Selling Program. Volunteer lead to hiring one of the graduates- Stephanie Porter.	College Program	Tony Motta
4	3/1	University of North Florida Student Career Fair	Action News Jax hosted a CMG booth collecting student resumes and discussing a career in local TV news with over 100 students.	Job Fair	Brittany Austin, Dave Wax, Justin Stevens
5	3/3 - 3/6/2022	Investigative Reporters and Editors Inc. National Institute for Computer Assisted Reporting Annual Conference	Attended IRE's NICAR 22 investigative producing/digital and data reporting conference. Observed various producer's work for possible employment and discussed career opportunities.	General Outreach	Emily Turner
6	8/2 - 8/4	Magid Leadership Training "Leadership for Today - The Vision for Tomorrow"	Participation in Recruitment and Employee Retention meetings	Career Development	Anthony Colarossi
7	8/2 - 8/4	Magid producing/writing seminars	Several staff members participated in Writing, Producing every story, Tops of Newscasts and Big Story Showcasing seminars to enhance their skills and further their career opportunities.	Career Development	Various News Staff