

EEO Public File Report

CMG - JACKSONVILLE TELEVISION - WFOX
October 1, 2015 through September 30, 2016
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	Hiring Source
1513236	Photojournalist	9/1/2015	10/26/2015	1-23, 26	1	1	Referral (Employee Referral)
			11/16/2015	1-23, 26	1	1	Referral (Employee Referral)
1510456	Account Executive	7/15/2015	12/14/2015	1-23, 27	2	0	Cox Career Site
		7/15/2015	12/14/2015	1-23, 40	1	1	Social Network - LinkedIn
153022	Reporter	2/27/2015	12/14/2015	1-23, 26	1	1	Referral (Employee Referral)
155435	Producer	4/29/2015		1-23, 27	6	0	Our Website-Career Section
			1/28/2016	1-23, 34	6	1	Job Board - Indeed
				1-23, 40	1	0	Social Network - LinkedIn
1517088	Reporter	11/3/2015	2/29/2016	1-23, 26	1	1	Referral (Employee Referral)
			3/14/2016	1-23, 26	1	1	Referral (Employee Referral)
160697	Producer	1/12/2016	2/15/2016	1-23, 27	1	1	Cox Career Site
			2/29/2016	1-23, 27	1	1	Cox Career Site
1519812	Newscast Director	1/7/2016	3/14/2016	1-23, 27	2	1	Cox Career Site
161067	Master Control Switcher	1/25/2016	4/4/2016	1-23, 34	1	1	Job Board - Indeed
162301	Traffic Assistant	2/11/2016	3/28/2016	1-23, 27	1	1	Cox Career Site
				1-23, 34	1	0	Job Board - Indeed
				1-23, 41	1	0	Social Network-Other Networking Site
165707	Creative Services Sr. Writer Producer	4/12/2016	5/2/2016	1-23, 26	1	1	Referral (Employee Referral)
162172	Account Executive	2/8/2016		1-23, 25	1	0	Advertising - Radio
			6/6/2016	1-23, 26	2	1	Referral (Employee Referral)
				1-23, 28	1	0	Directly Sourced by Cox Recruiter
				1-23, 29	1	0	Job Board - Atlanta Journal - Constitution
				1-23, 34	6	0	Job Board - Indeed
				1-23, 40	1	0	Social Network - LinkedIn
				1-23, 41	1	0	Social Network - Other Networking Site
163411	Producer	3/2/2016	6/6/2016	1-23, 27	1	1	Cox Career Site
165079	Master Control Switcher	4/1/2016	7/14/2016	1-23, 26	1	1	Referral (Employee Referral)
166842	Graphic Designer/Motion Graphics	5/4/2016	7/18/2016	1-23, 36	1	1	Job Board - The Muse
167175	National Sales Manager	5/11/2016		1-23, 26	2	0	Referral (Employee Referral)
			8/1/2016	1-23, 27	2	1	Cox Career Site
167320	Reporter	5/26/2016	8/15/2016	1-23, 43	1	1	Talent Dynamics
169017	Digital Sales Specialist	6/21/2016	9/12/2016	1-23, 34	2	1	Job Board - Indeed
				1-23, 27	3	0	Cox Career Site
				1-23, 26	1	0	Referral (Employee Referral)
1517231	Photographer	11/4/2015	3/3/2016	1-23, 27, 31, 34	8	1	Job Board - Indeed
	TOTAL:				65	21	

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Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

CMG - FLORIDA EEO RECRUITMENT SOURCE MAILING LIST

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Total Hired	Entitled to Notification
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner (386) 481-2143 Career Resources	bonnerd@cookman.edu	0	0	No
2	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza Tallahassee, FL 32307	Melony Washington (850) 599-8808 C.C. Cunningham Career Center	Melony.Washington@FAMU.edu	0	0	No
3	Florida A&M University 314 Tucker Hall Tallahassee, FL 32307	Yanela Gordon (850) 412-5395 School of Journalism & Comm.	Yanela.Gordon@FAMU.edu	0	0	No
4	Hillsborough Community College Dale Mabry Student Services Bldg Room 202 4001 Tampa Bay Blvd Tampa FL, 33461	Lorraine Canalejo (813) 253-7310 Career Resources Center Manager	lcanelejo@hccfl.edu	0	0	No
5	Hillsborough Community College 2112 North 15th St., PST 134 Tampa, FL 33605	Alisa Keaton (813) 253-7978 Radio-TV Program Manager	akeaton@hccfl.edu	0	0	No
6	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 3278	Kyle Nelson (407) 646-2195 Career Services	knelson@rollins.edu	0	0	No
7	Seminole State College 100 Weldon Blvd. Sanford, FL 32773	Lisa (407) 708-2649 Career Services	Online posting at: www.myinterfase.com/seminolecc/employer	0	0	No
8	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Miglino (727) 341-4640 Clearwater Campus	miglino.rose@SPCollege.edu	0	0	No
9	St. Petersburg College 6605 5th Ave. N., Admin Bldg. AD 123 St. Petersburg FL, 33710	Rose Miglino (727) 341-4640 Gibbs Campus	miglino.rose@SPCollege.edu	0	0	No
10	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Valda Ramdial (407) 823-2000 School of Communications	Online posting at: www.career.ucf.edu csrecruit@ucf.edu	0	0	No
11	University of Florida POB 118507, CR-170, Wayne Reitz Union Gainesville, FL 32611	Phyllis Pena (352)273-2300 Career Resource Center	PhyllisPena@crc.ufl.edu	0	0	No
12	University of Florida 1080 Weimer Hall, P. O. Box 118400 Gainesville, FL 32611	Dori Faust (352) 294-0809 Knight Div., College of Jour. & Comm.	dcfaust@iou.ufl.edu	0	0	No
13	University of Tampa 401 W. Kennedy Blvd., Box K Tampa FL, 33606	Mark Colvenbach (813) 253-7210 Director of Career Services	mcolvenbach@UT.edu	0	0	No

14	Valencia Community College 7108 N. Econolockhatchee Trail Orlando, FL 32825	Lilian Rosario (407) 582-4832 Career Placement	Online posting at: http://valencia-csm.symplicity.com/employers/lrosario19@valenciacollege.edu	0	0	No
15	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904)620-2964 Director of Career Services	Online posting at: https://www.unf.edu/careerservices/employers	0	0	No
16	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder 850-644-4023 Job Placement Department	Dcrowder@fsu.edu	0	0	No
17	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	jfurlong@flagler.edu	0	0	No
18	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Kathi Roche (813)974-3202	Online posting at: http://www.usf.edu/career/kroche@usf.edu	0	0	No
19	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946	careercenter@fgcu.edu	0	0	No
20	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	(561) 297-3533 Career Services	Online posting at: http://fau.edu/cdc/employers/career@fau.edu	0	0	No
21	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	Online posting at: https://fiu-csm.symplicity.com/employers	0	0	No
22	University of Miami P.O Box 248127 Coral Gables, FL 33124	Marisely Rojas (305) 284-5451 School of Communications	m.rojas5@miami.edu	0	0	No
23	WAWS-TV and WTEV-TV 11700 Central Parkway Unit 2 Jacksonville, FL 32224	All Employees		0	0	No
Other Sources				Interviewed	Hired	
24	602 Communications			0	0	
25	Advertisement - Radio			1	0	
26	Emp/Client/Agency Referrals			12	8	
27	Cox Career Site: Fox30online.com/CBS47.com/ActionNewsJax.com/CMG/CEI			21	6	
28	Directly Sourced by Cox Recruiter			1	0	
29	Job Board - Atlanta Journal - Constitution			1	0	
30	Job Board - Beyond.com			0	0	
31	Job Board - CareerBuilder			1	0	
32	Job Board - DE - Florida			0	0	
33	Job Board - DE - US Jobs			0	0	
34	Job Board - Indeed			21	4	
35	Job Board - Other Job Board			0	0	
36	Job Board - The Muse			1	1	
37	NABJ			0	0	
38	Other - TV Industry Insider			0	0	
39	Other - Inquired own my own			0	0	
40	Social Network - Linked In			3	1	
41	Social Network - Other Networking Site			2	0	
42	Spots N Dots			0	0	
43	Talent Dynamics			1	1	
44	TV Jobs.com/Job.TVJobs.com			0	0	
45	Unsolicited-Walk Ins/Call Ins			0	0	
TOTALS:				65	21	

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	Bob Longo Pascale Head Amy Barlow
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
3	March 18, 2016	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.	Pascale Head Amy Barlow
4	April 13, 2016	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.	Karlyn McKell Pascale Head Paige Kelton Ryan Smithson Zach Freitas
5	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

6	June 15, 2016	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 and high performing employees Tito Burga
7	Ongoing	CMG University	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
8	August 3-7 2016	NABJ Career Fair Washington DC	This is the National Assoc. of Black Journalists Annual Career Fair which was held in a different location each year.	Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet & interview students. can ensure their locations are all in compliance.	Tennika Hughes
9	Jan 5-7 2016	IRTS Career Day Atlanta GA	Internal Radio and TV Society	Career Fair to recruit new talent	Rachael Hawk
10	March 1, 2016	Frontline University	9 month long training course on leadership and communication	Training for managers and hi-potential employees	Pascale Head