

EEO Public File Report
Cox Media Group - Jacksonville, FL
WFOX

Reporting Cycle: December 17, 2019 – September 30, 2020

Full Time Positions Filled

Requisition	Date Opened	Start Date	Source of Hire	Interviewed	Hired
000646 (Associate Producer)	5/18/2020	6/29/2020	CMG Career Site	3	1
000667 (Managing Editor)	6/4/2020	8/9/2020	CMG Career Site	3	1
000756 (Reporter Mmkt)	7/7/2020	8/9/2020	CMG Career Site	2	1
000755 (Digital Content Producer)	7/7/2020	8/17/2020	CMG Career Site	3	1
1916789 (Digital Campaign Specialist)	6/24/2020	7/23/2020	Korn Ferry	5	1
000745 (Traffic Optimization Team Lead)	6/30/2020	7/20/2020	CMG Career Site	5	1

EEO Public File Report
Cox Media Group - Jacksonville, FL
WFOX
Reporting Cycle: December 17, 2019 – September 30, 2020

Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed Internet - www.indeed.com	Internet Posting	N
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N
4	Broadbean job distribution	CMG Recruiter	N
5	America's Job Exchange	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N
7	Directly sourced by Korn Ferry Recruiter	Korn Ferry Recruiter/Various	N
8	CMG.com careers	CMG career site (internal/external)	N

Recruitment Sources
Cox Media Group - Jacksonville

WFOX

December 17, 2019 - September 30, 2020

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Internal CMG Jacksonville	CMG Jacksonville offers a career	Allows employees to "shadow" to gain an	All Stations/All Departments
		Television Career Shadow	"shadow" program that offers our	understanding of that Job Title and the job	
		Program	Employees the ability to cross	knowledge that is associated with it for a	
			departments to job shadow with a	possible change of career direction when there	
			fellow employee for an	are job openings.	
			understanding of their day to day		
			responsibilities. This allows		
			employees considering a possible		
			Career change an opportunity to		
			understand the scope of that job.		
2	Ongoing	On-Air Recruitment	Ongoing recruitment commercial	Cluster-wide sales recruitment to inform our	On-air campaign across all brands
			detailing open positions in the	local Community of open sales jobs currently	
			cluster and how to apply.	available to be Filled.	
3	March – June 2020	Open for Business	(COVID-19) Community Service	Program established in support of local	On-air campaign across all brands
			Local Business Campaign	Businesses where we used our brands to	
				Inform listeners of selected businesses open	
				during COVID-19.	
4	April 1–April 26 2020	Healthcare Hero's	(COVID-19) Community Service	Local Community requesting specific	On-air campaign across all brands
			Local Business Campaign	Healthcare Hero's to be Announced. Includes	
				Nurses, Doctors and other Healthcare	
				Professionals.	
5	April 19–July 3 2020	Build Jax	(COVID-19) Community	The program continues supporting &	On-air campaign across all brands
			Service Local Business	Highlighting Specific Local Businesses	
			Campaign – continue highlighted	who were open for business	
			Specific Local Businesses.		
6	Sept 2-Dec 19 2020	Shop 904	(COVID-19) Community Service	Program established in support of local	On-air campaign across all brands
			Local Business Campaign-	Businesses where we used our brands to	
			Highlighted Specific Businesses	inform the public of selected businesses open	

			that are open.	During COVID-19.	
7	Ongoing	Learn@ Cox	Thousands of available courses	Online Learning and Development Training	Available for all CMG-Jacksonville
			Covering every aspect of Business	Programs	through online courses.
			Operations and Personal		
			Development.		