

EEO PUBLIC FILE REPORT

COX MEDIA GROUP - ORLANDO
 WCFB, WDBO, WHTQ, WMMO, WPYO, WWKA
 ORLANDO, FL

October 1, 2012 - September 30, 2013

Full Time Positions Filled

Full-Time Position(s)	Station(s)	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	WMMO	Account Manager	On-going	12/19/2012	Cox Career Network EEO Mailout Employee Referral from Internal Postings Linked In Website	4 2	1
2	WDBO	Reporter Reporter	2/26/2013 2/26/2013	4/22/2013 4/25/2013	Cox Career Network EEO Mailout Employee Referral from Internal Postings All Access Website	2 5	1 1
3	WCFB	Account Manager	On-going	6/10/2013	Cox Career Network EEO Mailout Employee Referral from Internal Postings UCF Career Fair, 3/19/13 Bethune-Cookman Career Fair, 3/6/13	4 1 1 1	1
TOTAL:						19	4

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year: October 1, 2012 - September 30, 2013
 Cox Media Group - Orlando

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	March 6, 2013	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 Bethune Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview.	Renee Driscoll Melissa Cartwright JC Campese Julie Morgan James Williams
2	March 19, 2013	University of Central Florida Professional Sales Club Internship/Career Expo	Designed to give UCF students a chance to speak to businesses for internships and employment.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential job candidates for sales.	JC Campese Kathleen Rosenzweig
3	March 28, 2013	University of Central Florida Intern Pursuit	Designed to give UCF students a chance to speak to businesses for internships	Cox Media Group hosted a presentation table with a group of representatives on hand from different departments to give out information on our company and meet potential intern candidates.	Amanda Booz Ashley Spyr
4	April 12-14, 2013	Hispanic Expo	Designed to help strengthen the development between businesses & the Hispanic Community.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and speak to potential candidates	Keith Memoly
5	August 1-3, 2013	NABU Career Fair Orlando, FL	This is the National Assoc. of Black Journalists Annual Career Fair which was held in Orlando, FL this year.	Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet & interview students.	Tim Clarke Matt Parcess Monica May Marc Dixon
6	March 1, 2013 June 6, 2013 September 17, 2013 December 6, 2013	Florida Statewide Mentoring Program - Cox Enterprises	Corporate Mentoring Program has been expanded to a FL Program including all divisions under Cox Enterprises in the State of Florida only.	This mentoring program allows high potential employees to partner with senior-level mentors who can help guide their career development and grow their professional skills.	Dawn Campbell Kristi Nguyen Ken Marks Keith Memoly
7	July 30-31, 2013	Leadership Fundamentals	Leadership Fundamentals is designed to equip managers and supervisors with critical skills to maximize performance and lead people.	Cox Media Group provides this training on an on-going basis for all managers within the company.	Nick Figueredo Kyle Cassandra JR Schumann
8	On-going	Internship Program	An Internship Program allows CMG to give students first-hand experience in the career area they wish to pursue.	Cox Media Group has an on-going relationship with local colleges and specialty schools to provide internships for students.	All departments within Cox Radio - Orlando
9	On-going	Teaching College Students	A Cox Media Group Producer teaches broadcasting related classes at the University of Central Florida.	Gives Cox Media Group an advantage to recruiting Univ. of Central FL college students interested in the broadcasting field for both jobs and internships.	Kirk Healy

RECRUITMENT SOURCES

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Company: EEO Mailing List (attached) Address:	Name: EEO Mailing List (attached) Phone:		Y
2	Company: Cox Career Network Address: Cox Enterprises Job Web Site	Name: Linda Qualls Phone: 321-281-2015		N
3	Company: Employee Referral from Internal Postings Address: Employee Lounges/Email To All Staff	Name: Linda Qualls Phone: 321-281-2015	10	N
4	Company: All Access Address: 28955 Pacific Coast Hwy, #210, Malibu, CA 90265	Name: WWW.allACCESS.COM Phone: 310-457-6616	5	N
5	Company: UCF Career Fair - March 19, 2013 Address: 4000 Central FL Blvd, Orlando, FL 32816	Name: UCF Sales Club Phone: 954-205-0011	1	N
6	Company: Bethune-Cookman University Address: 640 Dr. Mary McLeod Bethune Blvd, Daytona Beach, FL 32114	Name: Elsie Wanjohi Phone: 386-481-2708	1	N
7	Company: Linked In Address: 2029 Sterlin Ct, Mountain View, CA 94043	Name: www.linkedin.com Phone:	2	N
			19	TOTAL

EEO MAILING LIST

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Company	Contact		Job Title/Department	Address	City	State	Zip	Phone
	Last	First						
Bethune Cookman College	Mckee	Claudine		640 Mary McLeod Bethune Blvd.	Daytona	FL	32114-3099	(386) 481-2000
Brevard Community College	Pack	Ashley	Career & Technical Programs	3865 N. Wickham Rd.	Melbourne	FL	32935	321-433-7742
Center for Independent Living	Cajas	Sandra	Business Development	720 N. Denning Drive	Winter Park	FL	32789	(407) 623-1070 ext 3112
Central Florida Employment Council	Weir	Paulett	Marketing Director	450 Seminola Blvd.	Casselberry	FL	32707	(407) 834-4223
City of Orlando	Morales	Peter		P.O. Box 4990	Orlando	FL	32801	(407) 246-2059
Connecticut School of Broadcasting	Thomas	Ray	Director - Orlando Campus	5323 Millenia Lakes Blvd., #120	Orlando	FL	32839	(407) 704-8910
Connecticut School of Broadcasting	Marsicano	Robert		3901 Coconut Palm Dr., Suite 105	Tampa	FL	33619	(813) 740-0990
Everest Univ. - North Orlando Campus	Washington	Ayana	Career Representative	5421 Diplomat Circle	Orlando	FL	32810	(407) 628-5870, ext. 104
Florida A&M University	Sweet	Joan	C.C. Cunningham Career Center	M.L. King Blvd., 100 Student Union Plaza	Tallahassee	FL	32307	(850) 599-3044
Florida Metropolitan University	Moran	Christine	North Orlando Campus	5421 Diplomat Circle	Orlando	FL	32810	(407) 628-5870 ext 104
Florida Southern College	Leap	Marsha	Career Center	111 Lake Hollingsworth Drive	Lakeland	FL	32801	(863) 680-4390
Full Sail University	Trink	Abraham	Career Development Department	3300 University Blvd.	Winter Park	FL	32792	(866) 807-3140
Goodwill Industries	Gonzalez	Daisy	Self Sufficiency Center	515 West Central Blvd.	Orlando	FL	32801	(407) 872-0770
Hillsborough Community College	Ericsson	Ed	Radio-TV Program Manager	2112 North 15th St., PST 134	Tampa	FL	33605	(813) 253-7978
Orange County Public Schools	Drake	George	Vocational Rehabilitation	3191 Maguire Blvd., Suite 240	Orlando	FL	32803	(407) 897-2740
Orlando Urban League	Jenkins	Tina	Metro	2804 Belco Drive	Orlando	FL	32808	(407) 841-7654
Rollins College	Wells	Myra	Career Services	1000 Holt Avenue, #2587	Winter Park	FL	32789	(407) 646-2195
Seminole Community College	Sauter	Nancy		100 Weldon Blvd.	Sanford	FL	32773	(407) 328-2033
Southern Illinois University	Robbins	Beverly	Career Services	Woody B204 Maricode 4703	Carbondale	IL	62901	(618) 453-7112
University of Central Florida	Meeske	Mike	School of Communications	P.O. Box 161344	Orlando	FL	32816	(407) 823-2000
Nicholson School of Comm. UCF	Betz	Michelle		P.O. Box 161344	Orlando	FL	32816-1344	(407) 823-6355
University of Florida	Reshard	Lennette	Career Resource Center	POB 118507, CR-170, Wayne Reitz Union	Gainesville	FL	32611	(352) 392-1601 ext 270
University of Florida	Harris	Charles	Knight Div., College of Jour. & Comm.	1080 Weirner Hall, P.O. Box 118400	Gainesville	FL	32611-8400	(352) 392-0289
Valencia Community College	Hunt	Vertilla	Career Placement	7108 N. Econlockhatchee Trail	Orlando	FL	32825	(407) 299-5000