

CMG Ohio (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR WHIO-TV), Dayton, Ohio
EEO Public File Report Part 1
June 1, 2012 - May 31, 2013

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
#1	Videographer - Television	1/30/2012	11/16/2012	Internal Postings	2	0
				Employee Referral	1	0
				Monster	0	1
				Web Advertisement	1	1
				TV Jobs	0	0
				EEO Recruitment Source List	0	0
#2	Executive Producer	1/31/2012	6/25/2012	Cox Career Network	2	0
				TV Jobs	6	0
				WHIO-TV	3	0
				Internal Postings	2	0
				Doran media management	2	1
				Monster	0	0
				Wright State University	0	0
				EEO Recruitment Source List	0	0
#3	News & Technology Operations	5/3/2012	7/16/2012	WHIO-TV	1	1
				Monster	0	0
				Wright State University	0	0
				TV Jobs	0	0
				Internal Postings	6	0
				EEO Recruitment Source List	0	0
#4	Meteorologist / Reporter	5/3/2012	9/10/2012	TV Jobs	1	1
				Medialine	2	0
				Internal Postings	2	0
				EEO Recruitment Source List	0	0
#5	Producer	6/7/2012	9/1/2012	TV Jobs	2	1
		10/10/2012	3/17/2013	Wright State Career Fair for Persons with Disabilities	0	0
				Wright State Career Fair	0	0
				WHIO-TV	7	1
				EEO Recruitment Source List	0	0

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#6	Design Director	10/12/2012	2/12/2013	Colleague Referral	1	1
				Internal Postings	1	0
				University of Dayton	0	0
				TV Jobs	0	0
				Monster	0	0
#7	Inside Sales Media Consultant	11/30/2012	4/8/2013	Internal Postings	1	0
				Yellow Pages	1	0
				Former Employee	1	1
				Employee Referral	4	0
				Career Builder	1	0
				Cox Career Network	1	0
				Monster	1	0
				Wright State Career Fair for Persons with Disabilities	0	0
				Wright State Career Fair	0	0
				Sinclair Career Fair	0	0

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All Access - Radio Only	www.allaccess.com Sarah Reinman - Employer Self Post	0	No
Capital University 333 W. First Street Suite 130 Dayton, Ohio 45402 www.capital.edu	Human Resources - Employer Self Posting through Central Ohio Consortium www.cocjobline.org	0	No
Cederville University PO Box 601 Ceaderville, Ohio 45314 www.cedarville.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Central Michigan University 2155 Fifth Street WPAFB, Ohio 45433 www.cmich.edu	Career Development & Placement	0	No
Central State University 1400 Brush Row Road Wilberforce, Ohio 45385 www.centralstate.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Central State Univ. - Cosby 1400 Brush Row Road Wilberforce, Ohio 45385 www.centralstate.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
City of Dayton 101 W. Third Street Dayton, Ohio 45407 www.cityofdayton.org	Human Resources	0	No
Clark State Comm. Col. 100 S. Limestone Street Springfield, Ohio 45502 www.clark.cc.oh.us	Dana Kapp, Placement Director	0	No
CMG Ohio In-house ads 1611 S. Main Street Dayton, Ohio 45409 www.cmgohio.com	CMG Ohio Human Resources (Dayton Daily News, Springfield News-Sun, Middletown Journal, Hamilton JournalNews, Today's Pulse, Oxford Press)	0	No

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Collegiate Broadcasters, Inc. UPS – Hershey Square Center 1152 Mae Street Hummelstown, PA 17036	Career Office	0	No
Cox Career Network www.coxenterprises.com	Human Resources	3	No
Cox Media Group Ohio - In House 1611 South Main Street Dayton, Ohio 4509	Client Referral (Doran Media Management, Colleague Referral)	3	No
Frank Magid - TV Only	Employer self search	0	No
Talent Dynamics 600 Las Colinas Blvd. Irving, TX 75039	Employer self search	0	No
Cox Media Group Ohio - In House 1611 South Main Street Dayton, Ohio 4509	Human Resources - Internal Postings	14	No
Cox Media Group Ohio 1611 S. Main Street Dayton, Ohio 45409 www.cmgohio.com	Employee Referral	5	No
Dayton Chapter, NAACP 1528 W. Third Street Dayton, Ohio 45407 www.naacpdayton.org	Dr. Robert Baines, Jr. Placement Director	0	No
DAY-VEST 1133 S. Edwin C Moses Blvd Suite 390 Dayton, Ohio 45408 www.day-vest.org	Mr. Davis, Placement Director	0	No
Edison State Comm. Col. 1973 Edison Drive Piqua, Ohio 45356 www.edison.cc.oh.us	Julie Slattery, Career Services Department	0	No
Fortis & Rets Tech Center 555 E. Alex-Bell Road Centerville, OH 45459	Career Services	0	No

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Howard University 525 Bryant Street Washington, D.C. 20059 www.howard.edu	Career Planning Department	0	No
Indeed www.indeed.com	Human Resources	0	No
Indiana Wesleyan 2912 Springboro Road W Dayton, Ohio 45439	Dayton Education & Conference Center	0	No
International College of Broadcasting 6 South Smithville Road Dayton, Ohio 45431 www.icbcollege.com	Gary Doster, Placement Director	0	No
ITT 3325 Stop Eight Road Dayton, Ohio 45414	Melinda Jeffery	0	No
Job Center 1111 S. Edwin C. Moses Dayton, Ohio 45422	Jamica Garrison	0	No
Kent State University 261 MCS, PO Box 5190 Kent, Ohio 44242 www.kent.edu	Robin Piatt	0	No
Leadership Institute 1101 N. Highland Street Steven P.J. Wood Bldg Arlington, Virginia 22201 www.leadershipinstitute.org	Andrea McCarthy, Employment Placement Center	0	No
Medialine - TV Only	www.medialine.com Sarah Reinman - Employer Self Post	2	No
Miami Jacobs - Columbus 150 Gay Street Columbus, Ohio 43215	Jennifer Ellis	0	No

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Miami Jacobs College 110 N. Patterson Blvd Dayton, Ohio 45402 www.miamijacobs.edu	Career Development & Placement	0	No
Miami University - Middletown 4200 E University Blvd Middletown, OH 45042	Career Office	0	No
Miami University 241 Hoyt Hall Oxford, Ohio 45056 www.muohio.edu	Margie Perkins, Career Services Director	0	No
Miami Valley CTC 6800 Hoke Road Clayton, Ohio 45315		0	No
Monster 1611 S. Main Street Dayton, Ohio 45409 www.monster.com	CMG Ohio Human Resources	1	No
National Association of Broadcasters 1771 North Street NW Washington, D.C. 20036	Employment Clearinghouse	0	No
National College of Business & Tech 1837 Woodman Ctr Drive Kettering, Ohio 45420	Laura M. Hinkebein	0	No
Ohio Ctr for Broadcasting 9000 Sweet Valley Vally View, Ohio 44125	Gary James, Placement Director	0	No
Ohio University 1 Park Place Athens, Ohio 45701 www.ohio.edu	Holly Jacobs, Career Services Department	0	No
Other Sources	Web advertisement, Former employee, Career Builder, yellow pages	4	No

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Otterbein College One Otterbein College Westerville, Ohio 43081 www.otterbein.edu	Human Resources - Employer Self Posting through Central Ohio Consortium www.cocjobline.org	0	No
Sinclair Comm. College 444 W. Third Street Rm 10315 Dayton, Ohio 45402 www.sinclair.edu	Mike Imwalle, Career Service Department Katria Jordan, Career Services Department Terry Maiwurm, Engineering Department www.tvjobs.com	0	No
TV Jobs -TV Only	Sarah Reinman - Employer Self Post	9	No
University of Cincinnati 2600 Clifton Avenue Cincinnati, Ohio 45221 www.uc.edu	Arthur Walton, Career Development & Placement	0	No
University of Dayton 300 College Park Drive Dayton, Ohio 45469 www.udayton.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Urbana University 579 College Way Urbana, Ohio 43028 www.urbana.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Warren County Career Center (JVS) 3525 North State Rt 48 Lebanon, Ohio 45036		0	No
WHIO - Website 1611 South Main Street Dayton, Ohio 4509	Digital Department	11	No
Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 www.wilberforce.edu	Linda Alwood, Career Services Director	0	No
Wittenburg University PO Box 720 Springfield, Ohio 45501 www.wittenburg.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No

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Word of Mouth			No
Wright State University 3640 Colonel Glenn Highway Fairborn, Ohio 45435 www.wright.edu	Human Resources - Employer Self Posting through Miami Valley Post www.myconsortium.com	0	No
Xavier University 3800 Victory Parkway Cincinnati, Ohio 45207 www.xu.edu	Center for Career & Leadership Development	0	No

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Number	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	6/12/2012	4 adults / 4 children	A tour of the station was given to 4 adults and 4 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
2	6/15/2012	Beavercreek Rotary Club	Weather personality met with Beavercreek Rotary Club members to discuss meteorology	Meeting Discussed weather safety and meteorology	Jamie Simpson
3	6/18/2012	Leadership Troy	Station reporter led tour and explained role to a group of Leadership Troy members	Participated in media day by sharing job in media and led tour of Northern Bureau Office	Steve Baker and Jim Otte
4	6/20/2012	St. Paris Lion's Club	Station personality met with the St. Paris Lion's Club to discuss working in the media	Employee spoke about working in the television media	Steve Baker
5	7/17/2012	Unified Health Solutions	UHS takes a lead role in ensuring the community's needs are met. Whether its making sure seniors have the medication they need or ensuring students have the support, training and skills development	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
6	7/24/2012	Cedarville Camp	A tour of the station was given to a group from Cedarville Camp of 15 students and 5 adults	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
7	7/25/2012	2 adults / 5 children	A tour of the station was given to a group of 2 adults and 5 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
8	7/25/2012	Cub Scouts	A tour of the station was given to a group of 13 cub scouts	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
9	8/8/2012	Girl Scouts of America	A tour of the station was given to a group of 10 adults and 10 children from the Girl Scouts of America	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
10	8/14/2012	Jewish Community Center	A tour of the station was given to a group of 29 adults for the Jewish Community Center	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
11	8/16/2012	Greene County Farm Bureau	Station reporter met with a group from Greene Co Farm Bureau to discuss working in broadcast	Employee spoke about working in the television media	Gabrielle Enright
12	9/5/2012	10 adults / 10 children	A tour of the station was given to a group of 10 adults and 10 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.

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13	9/7/2012	Brethren Retirement Community 5 th Annual Charity Auction and Dinner in Greenville, OH	radio personality hosted event and spoke about and answered questions about the radio industry	Master of ceremonies, keeping the program moving in between speakers and segments, as well as assisting in the live auction. Also interacted with attendees, talking about current events on K99.1FM and answering questions about the radio industry.	Nancy Wilson
14	9/9/2012	Italian Fall Festal at Bella Villa Hall	Radio personality met with people attending the Fall Festal spoke with them about the media industry	Acted as "celebrity waiter" in several of the booths interacting with festival goers as a server and talking about the industry.	Nancy Wilson
15	9/13/2012	Agape for Youth Fundraiser Gala at Dayton Racquet Club	Radio personality spoke to Agape for Youth about media industry	Master of ceremonies, guiding the evening's program, also acting as the "auctioneer." Interacted with the crowd by discussing the group and also the radio industry	Nancy Wilson
16	9/19/2012	Autoworker's Union	Meteorologist spoke with members of the UAW about working in the television industry as a weather caster.	Spoke about working in the television industry as a meteorologist	Erica Collura
17	10/16/2012	Central State University	Research director met with students at Central State University about using research for media presentations	Presentation about using Research for media purposes	Fantine Kerckaert
18	10/31/2012	Dorwood Optimists	Radio personality spoke at the Dorwood Optimists organization about working in the media business	Employee discussed working in the radio field and the changes that have occurred since the convergence of print, radio & television	Larry Hansgen
19	11/6/2012	University of Dayton	Anchor discussed the media industry as a whole and focused on the changing fields as media groups converge with a group of people from University of Dayton	Employee discussed working in the radio field and the changes that have occurred since the convergence of print, radio & television	Larry Hansgen
20	11/14/2012	15 adults / 30 children	A tour of the station was given to a group of 15 adults and 30 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
21	11/21/2012	Boy Scouts	The Boy Scouts of America provides a program for young people that builds character, trains them in the responsibilities of participating citizenship, and develops personal fitness	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
22	11/28/2012	15 adults / 30 children	A tour of the station was given to a group of 15 adults and 30 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
23	11/28/2012	Sidney Kiwanis Club	TV reporter discussed his role in the business, explained the converged group of TV, radio & print. Also explained how the breaking news works with the Sidney Noon Kiwanis Club.	Meeting Discussed TV News, CMGO, the breaking news concept and the organization's dedication to the northern counties we cover	Steve Baker

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24	1/29/2013	Centerville Noon Optimists	radio employee discussed the impact of converged news coverage with the Centerville Noon Optimists	Employee discussed working in the radio field and the changes that have occurred since the convergence of print, radio & television	Larry Hansgen
25	2/1/2013	Greater Dayton Association of Black Journalists	Co - Sponsored free hands on boot camp session about careers in journalism	Forum with community organizations about PR and what it takes to pitch stories and get news coverage Host	Layron Livingston
26	2/9/2013	Ohio University Journalism School	Reporter discussed a career in journalism with a class of students in Athens, Ohio	Spoke about preparing for a career in journalism	Jim Otte
27	2/12/2013	Wilbur Wright Elementary	Television anchor spoke to an elementary class at Wilbur Wright Elementary about career in journalism	Read Across America Day; spoke to six classes about careers in the television media	Letitia Perry
28	2/22/2013	Ascension in Dayton	Meteorologist spoke with a classroom about being a weather caster	Spoke to 3rd grade students about meteorology and storm safety	Rich Wirdzek
29	3/5/2013	UD Flyers Club	Speaker discussed working in the media field and the changes that have occurred over time to the UD Flyers Club	Employee discussed working in the radio field and the changes that have occurred since the convergence of print, radio & television	Larry Hansgen
30	3/9/2013	National Weather Service	Meteorologist conducted weather warning training for a Dayton Public school class.	Skywarn Spotter Training for the general public at Miami Valley Hospital in Dayton to discuss how the public can help the station during severe weather. Speaker	Rich Wirdzek
31	3/11/2013	Germantown Lions Club	Reporter spoke about covering news in the Miami Valley to the Germantown Lion's Club	Discussed WHIO-TV and covering news in the Miami Valley. Speaker	Jim Otte
32	3/11/2013	Sinclair Community College	Reporter spoke to Sinclair Community College class about political advertising	Spoke to Political Science class of Charles Curran on political advertising Speaker	Jim Otte
33	3/12/2013	Job Shadow	Patrick Bleser, a senior at Alter High School in Kettering	Gave Patrick and his father a tour of CMGO as we discussed radio and his desire for a career in the industry.	Nancy Wilson
34	3/13/2013	Wright State Career Recruiting Day	One day event to inform students about our company and for them to gather information regarding job openings and internships	Representatives man a booth, answering questions, supplying information about job openings and internships, and gathering resumes from prospective candidates	Human Resources Marshall Gorby - Videographer/Photographer Mgr., WHIO-TV
35	3/15/2013	Wright State Career Recruiting Day - Individuals with Disabilities	One day event to inform students about our company and for them to gather information regarding job openings and internships	Representatives man a booth, answering questions, supplying information about job openings and internships, and gathering resumes from prospective candidates	Human Resources Marshall Gorby - Videographer/Photographer Mgr., WHIO-TV

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36	3/20/2013	Dayton Horizon Science Academy	Spoke with several elementary classes about weather and weather safety	Spoke to 5th, 6th, and 7th graders. She went over types of severe weather, severe weather safety, and showed videos and pictures from the studio. Speaker	Erica Collura
37	3/20/2013	Creative World Learning in Huber Heights	Meteorologist spoke with pre-k children about the weather and its affects as well as tips for safety at Creative World of Learning	Spoke to pre-K students. She taught the kids their seasons, where thunder comes from and why they shouldn't be afraid of it, and facts about tornados and what to do in case there is a tornado. Speaker	Erica Collura
38	3/23/2013	1 adult / 15 children	A tour of the station was given to a group of 1 adult and 15 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
39	3/23/2013	5 adults / 10 children	A tour of the station was given to a group of 5 adults and 10 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
40	3/23/2013	Dayton Access TV	DATV is a community forum that empowers all citizens to learn, create and express their ideas through electronic media.	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
41	3/23/2013	Ohio University Journalism School	Class of students at Journalism school in Athens, Ohio	Presented a discussion about "Covering Elections" and other media related topics	Jim Otte
42	3/23/2013	Outside Consumer	Gave building tour to an outside consumer	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
43	3/23/2013	Boy Scouts	The Boy Scouts of America provides a program for young people that builds character, trains them in the responsibilities of participating citizenship, and develops personal fitness	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	CMGO Ambassador
44	3/26/2013	Longfellow school in Sidney	Meteorologist spoke with pre-k children about the weather and its affects as well as tips for safety	Spoke to 4th and 5th grade students. She discussed severe weather, safety and shared pictures from the studio. Speaker	Erica Collura
45	3/27/2013	Fairmont High School in Kettering	Spoke with students at Fairmont High School about careers in the media industry	Spoke along with Ken Paxson on multimedia	Rich Wirdzek

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46	4/2/2013	Sinclair Community College Career day	One day event to inform students about our company and for them to gather information regarding job openings and internships	Representatives man a booth, answering questions, supplying information about job openings and internships, and gathering resumes from prospective candidates	Human Resources Connie Post - Mgr. Content Dev - CMG Ohio Sean Dunster - Director, News & Technology - WHIO-TV Lisa Scherbauer - Managers, Sales CMG Ohio
47	4/6/2013	Payne Theological Seminary	Television reporter spoke to students at the Payne Theological Seminary about working as a reporter	Spoke about working as a TV reporter	Layron Livingston
48	4/8/2013	Central State University	Communications majors attend luncheon to learn and expand their knowledge about professions in the communications field	Spoke about working as a TV reporter	Layron Livingston
49	7/11/2013	Jewish Foundation of Dayton	A tour of the station was given to ten 8-year-old children and three adults with Cub Scout Troop 870.	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
50	7/11/2013	2 adults / 5 children	A tour of the station was given to 2 adults & 5 children	Provided an overview of the station and career opportunities, as well as a tour of the newsroom, studios and engineering facilities.	Better Together Ambassador - Marketing Dept.
51	Ongoing	Internship Program	Internship program is designed to provide hands-on experience that will be mutually beneficial for both the intern and the organization	The internship position is designed to challenge students and provide them with practical experience in Sales/Advertising, Content News/Reporting and Marketing in the media industry.	Various managers
52	Ongoing	Employee Training	Opportunities are available for employees to improve their job knowledge and personal growth.	CM Ohio offers diversity, self-development and department/equipment specific training through classroom and virtual training through CMG University. Additionally, Cox Corporate provides diversity and leadership courses for all employees	Human Resources
53	Ongoing	Job Shadowing	Job Shadowing is offered to students who are working towards a profession in the Media Industry.	The job shadowing experience provides students with real live observation of daily work being performed.	Various managers
54	Ongoing	High School Internship Program with Kettering High School, Kettering, Ohio	Fairmont High School's Interactive Media Program included eight senior students who joined our newsroom weekly	Time in TV, radio, digital and on the Breaking News Team, rotating through each platform throughout the school year.	Various editors

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55	Ongoing	CMG LP	focuses on three strategic business priorities –cash flow, innovation and talent. Specifically, the program builds new skills such as finance for non-financial managers, how to develop a culture of innovation and becoming a more successful team leader.	Three group sessions throughout the year, with classes starting in April and ending in December. Seven full days plus an estimated 10 hours for coaching, peer calls and pre-work.	Fantine Kerckaert
56	August 2012 - June 2013	Leadership Dayton	Leadership Dayton is a premier leadership development program designed to identify, educate and motivate a network of community leaders and increase their capacity to serve the Dayton region. Participants live, work and serve in a number of counties including: Butler, Clark, Darke, Greene, Miami, Montgomery, Preble, Shelby and Warren.	Participants meet with others in the group monthly for 10 months	Damon Woods
57	Ongoing	Mentee Program	<ul style="list-style-type: none"> • Experienced and successful Cox leaders who can help maximize the growth of up and coming leaders • Are willing and able to commit time to the program Are part of a mix that reflects Cox' goal for diverse leadership in the future	Committed to spending 3 hours per month for a year. Group meetings are held three to four times a year.	Toni Mitchell