

EEO PUBLIC FILE REPORT

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio

EEO Public File Report Part 1

June 1, 2015 - May 31, 2016

Full-Time Position	Job #	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	152683	Weekend Meteorologist, WHIO-TV	2/19/2015	6/15/2015	Talent Dynamics CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Referral SimplyHired TVJobs	1 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0
2	154777	All Media Journalist I+C56	3/3/2015	7/7/2015	CareerBuilder CMG Website Dayton Daily Newspaper FCC Recruitment Sources Glassdoor Indeed Job Board - DE - Maryland LinkedIn Professional Associations - Cox Recruiter Referral	0 1 0 0 0 2 1 0 2 0	0 1 0 0 0 0 0 0 0 0
3	157395	Sales Coordinator I	5/18/2015	7/7/2015	Referral CMG Website FCC Recruitment Sources Glassdoor Indeed	1 0 0 0 0	1 0 0 0 0
4	156294	All Media Journalist I	4/29/2015	7/13/2015	CMG Website Dayton Daily Newspaper FCC Recruitment Sources Glassdoor Indeed LinkedIn Professional Associations - Cox Recruiter Referral	2 0 1 0 1 0 0 2	0 0 0 0 0 0 0 1

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5	1413990	Higher Education All-Media Journalist	1/13/2015	7/21/2015	Indeed CareerBuilder CMG Website FCC Recruitment Sources Glassdoor LinkedIn Referral Professional Associations - Cox Recruiter	3 0 6 0 0 1 1 1	0 0 1 0 0 0 0 0
6	155940	Traffic Assistant	4/21/2015	8/4/2015	CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Professional Associations - Cox Recruiter Referral	0 0 0 2 0 0 2	0 0 0 0 0 0 1
7	152323	Chief Meteorologist, WHIO-TV	2/13/2015	8/14/2015	CMG Website FCC Recruitment Sources Indeed Professional Associations - Cox Recruiter Referral SimplyHired	1 0 0 1 0 0	0 0 0 1 0 0
8	159398	All Media Journalist I	6/24/2015	10/1/2015	CMG Website CareerBuilder FCC Recruitment Sources Indeed Referral	1 0 0 2 1	0 0 0 0 1
9	1511104	Associate Editor Branded Cont	7/21/2015	11/5/2015	CMG Website FCC Recruitment Sources Indeed LinkedIn Referral	2 0 6 3 2	0 0 0 0 1

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10	1514730	General Assignment Reporter	10/7/2015	11/12/2015	Directly Sourced by Cox Recruiter CareerBuilder FCC Recruitment Sources Indeed CMG Website LinkedIn SimplyHired	1 0 0 0 0 0 0	1 0 0 0 0 0 0
11	1514362	Social/Mobile Product Manager	9/21/2015	11/24/2015	Indeed CareerBuilder CMG Website FCC Recruitment Sources LinkedIn Referral	2 0 0 0 1 0	1 0 0 0 0 0
12	1514172	Marketing Project Manager	10/2/2015	11/24/2015	Beyond CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 1 0 0 0 0 2 1	0 0 0 0 0 0 1 0
13	1515494	Marketing Coordinator	10/20/2015	12/1/2015	Indeed Beyond CareerBuilder CMG Website FCC Recruitment Sources Glassdoor LinkedIn Referral	1 0 0 0 0 0 0 2	1 0 0 0 0 0 0 0

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14	1513159	Videographer/Editor	9/24/2015	12/18/2015	Beyond CMG Website FCC Recruitment Sources Glassdoor Indeed Referral	0 0 0 0 1 1	0 0 0 0 0 1
15	1516060	Promotion Producers	10/20/2015	12/31/2015	CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 0 0 0 0 0 1	0 0 0 0 0 0 1
16	1518625	Sales Coordinator I	12/4/2015	1/8/2016	Indeed CMG Website FCC Recruitment Sources Referral	1 0 0 1	0 0 0 1
17	1515238	Sales Coordinator I	10/27/2015	1/19/2016	Indeed Beyond CareerBuilder CMG Website FCC Recruitment Sources LinkedIn Referral Temporary Agency	1 0 0 0 0 0 0 1	0 0 0 0 0 0 0 1
18	1517605	Digital Vendor Fulfillment Specialist	12/7/2015	2/10/2016	Referral CMG Website FCC Recruitment Sources Indeed	1 0 0 0	1 0 0 0

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19	1519539	Digital Audience Specialist	12/29/2015	2/15/2016	CMG Website Beyond CareerBuilder FCC Recruitment Sources Indeed LinkedIn Referral	2 0 0 0 0 0 1	1 0 0 0 0 0 0
20	1517072	Account Executive	12/10/2015	3/3/2016	CareerBuilder CMG Website FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral SimplyHired	0 0 0 0 0 0 1 0	0 0 0 0 0 0 1 0
21	1512835	Sales Coordinator	9/14/2015	3/15/2016	Referral Beyond CareerBuilder CMG Website Dayton Daily Newspaper FCC Recruitment Sources Indeed LinkedIn	1 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0
22	1517075	Account Executive	11/9/2015	3/18/2016	CMG Website Beyond CareerBuilder FCC Recruitment Sources Glassdoor Indeed LinkedIn Referral	1 0 0 0 0 0 0 1	1 0 0 0 0 0 0 0

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23	1518012	Security Officer	12/3/2015	3/18/2016	Beyond CMG Website FCC Recruitment Sources Indeed LinkedIn Monster Referral SimplyHired	2 5 0 6 2 1 2 2	0 0 0 0 0 0 1 0
24	160370	Reporter	1/19/2016	4/13/2016	CMG Website FCC Recruitment Sources	1 0	1 0
25	1516057	Producer/Editor/Videographer	10/25/2015	4/15/2016	CareerBuilder CMG Website FCC Recruitment Sources Indeed LinkedIn Referral	3 2 0 5 1 2	0 0 0 0 0 1
26	160373	All Media Journalist I	1/20/2016	4/15/2016	CMG Website FCC Recruitment Sources LinkedIn	3 0 2	1 0 0
27	1516367	Research Analyst II	10/27/2015	4/20/2016	Indeed CMG Website FCC Recruitment Sources LinkedIn	3 2 0 2	1 0 0 0
28	164681	All Media Journalist II	3/28/2016	5/31/2016	LinkedIn FCC Recruitment Sources CMG Website	1 0 0	1 0 0
						124	28

OTHER RECRUITMENT SOURCES

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Company: Beyond Address:	Website: www.beyond.com Phone:	3	No
2	Company: Capital University Address: 333 W. First Street, Suite 130, Dayton, OH 45402	Website: www.myconsortium.com Phone:	0	No
3	Company: Career Bliss Address:	Website: www.careerbliss.com/jobs Phone:	0	No
4	Company: CareerBuilder Address:	Website: www.careerbuilder.com Phone:	5	No
5	Company: CareerLink Address:	Website: www.careerlink.com Phone:	0	No
6	Company: CMG Website Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Website: jobs.coxmediagroup.com Phone:	29	No
7	Company: Dayton Daily Newspaper Address: 1611 South Main Street, Dayton, OH 45409	Website: Phone: (937) 225-2050	0	No
8	Company: Dice Address:	Website: www.dice.com Phone:	0	No
9	Company: Directly Sourced by Cox Recruiter Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Phone: Website:	1	No
10	Company: DiversityInc Address:	Website: www.diversityinc.com Phone:	0	No
11	Company: DiversityWorkers Address:	Website: www.DiversityWorkers.com Phone:	0	No
12	Company: Employee Referrals Address:	Website: Phone:	24	No
13	Company: Frank Magid - TV Only Address:	Website: Phone:	0	No
14	Company: Glassdoor Address:	Website: www.glassdoor.com Phone:	0	No
15	Company: Indeed Address:	Website: www.indeed.com Phone:	36	No
16	Company: Job Board - DE - Maryland Address:	Website: Phone:	1	No
17	Company: Journal-News Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Website: Phone: (513) 829-7900	0	No
18	Company: LinkedIn Address:	Website: www.linkedin.com Phone:	15	No

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
19	Company: Monster Address:	Website: www.monster.com Phone:	1	No
20	Company: Ohio Dominican University Address: 1216 Sunbury Rd., Columbus, OH 43219	Website: www.myconsortium.com Phone:	0	No
21	Company: Ohio Wesleyan University Address: 61 S. Sandusky Street, Delaware, OH 43015	Website: www.myconsortium.com Phone:	0	No
22	Company: Otterbein College Address: One Otterbein College, Westerville, OH 43081	Website: www.myconsortium.com Phone:	0	No
23	Company: Oxford Press Address: 6752 Cincinnati-Dayton Rd, Suite 205, Liberty Township, OH 45044	Website: Phone: (513) 829-7900	0	No
24	Company: Professional Associations - Cox Recruiter Address: 6205 Peachtree Dunwoody Rd, Atlanta, GA 30328	Website: Phone:	4	No
25	Company: Talent Dynamics Address: 600 Las Colinas Blvd., Irving, TX 75039	Website: Phone:	1	No
26	Company: Temporary Agency Address:	Website: Manpower - Kathy Trautman Phone:	1	No
27	Company: TV Jobs - TV Only Address:	Website: www.tvjobs.com Phone:	0	No
28	Company: SimplyHired Address:	Website: www.simplyhired.com Phone:	2	No
29	Company: Springfield News Sun Address: 1 S. Limestone St., Suite 1010, Springfield, OH 45409	Website: Phone: (937) 328-0300	0	No
30	Company: Urbana University Address: 579 College Way, Urbana, OH 43028	Website: www.myconsortium.com Phone:	0	No
31	Company: WHIO - Website Address: 1611 South Main Street, Dayton, OH 45409	Website: www.whio.com Phone:	0	No
32	Company: Wittenburg University Address: PO Box 720, Springfield, OH 45501	Website: www.myconsortium.com Phone:	0	No
33	Company: ZeroChaos/WorkForce Logic - Staffing Agency Address:	Website: Phone:	0	No
		TOTAL:	123	

FCC RECRUITMENT SOURCES

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Revised 03-07-17 to add date source
requested notification of FT positions**

#	Recruiting Source	Contact Information	Notification	Total Interviewed	Entitled to Notification
1	American National University (ANU) - Dayton Campus 1837 Woodman Center Dr. Dayton, OH 45420	Contact: Lindsay Hart Phone: (937) 299-9450	lhart@an.edu	0	No
2	Cedarville University 251 N Main Street Cedarville, OH 45314	Lew Gibbs Career Services Director	career@cedarville.edu	0	Yes
3	Central Sate University 840 Germantown Street Dayton, OH 45402	Les Devond Placement Director	ldevond@centralstate.edu	0	No
4	Day-Vest 1133 S Edwin C Moses Blvd Dayton, OH 45417	David Harlow Executive Director	Day-VEST@lycos.com	0	No
5	DeVry Institute of Tech 1350 Alum Creek Drive Columbus, Oh 43209	Beth Robinson Career Services Department	mrobinson6@devry.edu	0	Yes
6	Howard University 2400 Sixth St NW Washington, D.C. 20059	Career Planning Department Dr. Joan Browne Director	huocreruit@gmail.com https://howard-csm.symplicity.com/employers/	0	No
7	International College of Broadcasting 6 S Smithville Rd Dayton, OH 45431	Kenny Pyles Career Services	swackkid@yahoo.com	0	No
8	Jewish Vocational Services 4021 Harrison Avenue Cincinnati, OH 45211	Kim Slaton Placement Director	kslaton@jvscinti.org	0	No
9	Kent State University 104 E Kent, OH 44242	Robin Platt Career Services	csciobs@kent.edu	0	No
10	Miami Jacobs Career College 401 East Third Street Dayton, OH 45402	Charles (Chuck) Wray Career Services (937) 668-0233	charles.wray@miamijacobs.edu	0	Yes
11	Ohio Center for Broadcasting 6703 Madison Rd. Cincinnati, OH 45227	Gary James Placement Director	dclark@beonair.com	0	No

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#	<u>Recruiting Source</u>	<u>Contact Information</u>	<u>Notification</u>	<u>Total Interviewed</u>	<u>Entitled to Notification</u>
12	OhioMeansJobs Montgomery County 1111 S Edwin C Moses Blvd Dayton, OH 45409	Mary Jane Applin Recruiter (937) 225-5208	Mary.Applin@ifs.ohio.gov ohiomeansjobs.com/montgomery	1	Yes
13	Sinclair Community College 444 West Third Street Dayton, OH 45402	Margaret Bailey Student & Community Engagement	studentandcommunity@sinclair.edu	0	Yes**
14	Wilberforce University 1055 N Bickett Rd. Xenia, OH 45384	Hila Williams Director of Professional Services	hwilliams@wilberforce.edu	0	No
15	Wittenburg University 200 W. Ward Street Springfield, OH 45505	Teresa Cantrell Career Services	careers@wittenberg.edu	0	Yes
16	Wright State University 3460 Colonel Glenn Highway Dayton, OH 45435	Cheryl Krueger Career Services Director	cheryl.krueger@wright.edu	0	No
17	University of Dayton 300 College Park Dayton, OH 45469	Theresa Withrow Irene Dickey	twithrow1@udayton.edu ldickey1@udayton.edu	0	No
Total				1	
** This source was added August 27, 2015					

LONG-TERM RECRUITMENT INITIATIVES

COX MEDIA GROUP OHIO (95.7FM/1290AM WHIO Radio, K99.1FM WHKO, 95.3FM WZLR, WHIO-TV) Dayton, Ohio
EEO Public File Report Part 2
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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	June 26, 2015	Mini University Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
2	June 30, 2015	Montgomery County Job Coaching	Ohio Means Jobs/Montgomery County Workforce Developmet Training Class on Job Coaching	Spoke to job seekers about resume building, interviewing skills, and on the job behavior.	Michael Webb
3	June 30, 2015	Creative World Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
4	July 24, 2015	Kettering Health Network Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
5	July 30, 2015	Kidz Watch Tour	Media Center Tour	Provided a tour of the station, newsroom, studios, and engineering facilities; promoting career opportunities available in these areas.	CMGO Ambassador
6	August 1, 2015	Mentoring Edge	Mentoring Edge is a virtual mentoring platform. The program is designed to grow and strengthen our internal pipeline.	Mentors and Mentees will partner and design their own mentoring engagement to include activities and the length of time together to address their needs.	CMGO Employees
7	August 19, 2015	Cox Media Group Program (Mentor)	The Mentoring Program is designed to help develop effective leaders quickly by pairing up-and-coming professionals with experienced leaders	12 months program where professionals spend a minimum of three hours per month with experienced leaders. Mentors share their experiences and strategies with mentees.	Julia Wallace

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
8	September 1, 2015	Ohio Northern University Career Fair	Career Fair	Met with alumni and current students of Ohio Northern University to discuss job opportunities	Michael Webb Sean Dunster
9	September 1, 2015	Front Line Leaders Program	Provide frontline leaders with the tools necessary to manage themselves and others in a dynamic, changing diverse workplace environment.	Frontline Leaders U is both online and instructor led courses.	Kim Swan Jeremy Ratliff
10	October 20, 2015	Wright State Univeristy Career Fair	Career Fair	Met with alumni and current students of Wright State University to discuss job opprotunities	Michael Webb Jason Smith, Otis Jones
11	November 6, 2015	Wilberforce Univeristy Career Fair	Career Fair	Met with alumni and current students of Wilberforce University to discuss job opprotunities	Michael Webb
12	November 16, 2015	Wright State University Senior Seminar	Senior Seminar	Coached senior level students, in the Human Resources department, by interviewing them for entry level HR positions and explaining expectations	Michael Webb
13	November 19, 2015	Wittenberg University Career Fair	Career Fair	Met with alumni and current students of Wittenburg University to discuss job opprotunities	Michael Webb
14	February 10, 2016	Miami Univeristy Spring Career Fair	Career Fair	Met with alumni and current students of Wittenburg University to discuss job opprotunities	Michael Webb
15	February 16, 2016	Helke Elementary School	1st Grade Class	Guest Speaker	John Bedell
16	February 16, 2016	Xavier University Diversity Reception	Diversity Reception	Reception held in a Job Fair format for diverse students	Michael Webb
17	February 24, 2016	Wright State Univeristy Digital Mixer	Digital Mixer	Casual Job Fair event for seekers in the digital fields, in particular computer science	Michael Webb
18	March 1, 2016	Carroll High School	Media Club	Guest Speaker	Cheryl McHenry
19	March 9, 2016	Wright State University Spring Career Fair	Career Fair	Met with alumni and current students of Wright State University to discuss job opprotunities	Michael Webb Tim Wolff

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20	March 10, 2016	Vandalia Butler	Media Communications Class	Guest Speaker	Kate Bartley
21	March 15, 2016	Central State Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
22	March 19, 2016	Ohio University	Conference for School of Journalism	Guest Speaker	Jim Otte
23	March 22, 2016	Wilberforce University Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
24	March 28, 2016	NAACP Job Fair	Job Fair	Met with job seekers to discuss job opportunities	Jason Banks Kymberly Bell
25	March 31, 2016	Wittenbert University Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
26	April 6, 2016	Sinclair Community College Career Fair	Career Fair	Met with alumni and current students of Central State University to discuss job opportunities	Michael Webb
27	April 12, 2016	Cox Media Group Leadership Program (CMGLP)	A leadership development program designed specifically for CMG middle managers (primarily focused on managers of managers).	Increase capabilities, close skill gaps, accelerate leaders readiness to lead effectively in the workplace of tomorrow, and strengthen talent pipeline.	Karen Klimozica-Spitler Tim Wolff
28	April 17, 2016	Miami University Coffee Chat	Coffee Chat	Met with students informally to discuss the company, culture, how to get positions within the company, and some resume coaching	Michael Webb
29	May 18, 2016	Career Development Program	Program that identifies emerging leaders to further guide success in their current role and prepare them for future opportunities.	Attend a series of classes that focuses on developing and enhancing the participants skills	Michael Webb John Condit Ben McLaughlin 15 CMGO Employees
30	May 19, 2016	East Elementary School (Eaton)	Career Day	Spoke with students about the media industry	Carriann Marit
31	May 30, 2016	Troy High School	Troy Teen Leadership Program	Student job shadowed Steve Baker	Steve Baker