

EEO Public File Report

COX RADIO - JACKSONVILLE

WAPE 95.1 Big Ape, WJGL 96.9 EAGLE, WXXJ 102.9 X, WOKV 104.5 NEWS, WJGL-HD2 106.1 POWER, WOKV-HD2 99.5 HOT, WEZI 106.5 EASY
October 1, 2015 through September 30, 2016

Positions Filled

[illegible]

WAPE 95.1 Big Ape, WJGL 96.9 EAGLE, WXXJ 102.9 X, WOKV 104.5 NEWS, WJGL-HD2 106.1 POWER, WOKV-HD2 99.5 HOT, WEZI 106.5 EASY
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	kanelson@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@jou.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	Rick Roberts	Online posting at:			

	1 UNF Drive Jacksonville, FL 32224	(904)620-2964 Director of Career Services	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 vroche@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	Marisely Rojas (305) 284-5451	m.rojas5@miami.edu	0	0	No

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	CMGLP	CMG Leadership Program		9 month program that partners the participant with a learning coach and integrates self learning with group sessions	Richard Jones
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.	Eric Lauer Clarence Natto Amy Barlow Tasheka Young Kendra Gibbs
4	February 3, 2016 February 17, 2016 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.	Eric Lauer Clarence Natto Kendra Gibbs Robert Barr
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	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 This training to all of our new managers and high potential employees.	Codee Fuquay
7	May thru Aug 2016	LINKS Co-Mentoring Program - CMG Jacksonville	Local Co-Mentoring Program	This co-mentoring program allows any employee to partner with a co-mentor who can help guide their career development and grow their professional skills together.	Sequoyah Glenn/Amy Barlow Laura Hermanson/Ashley Testa Sara Gaslin/Aaron Schachter Suzann Bushatz/Zach Kinderman Matt Ray/Jeremy Gold/Gio Medina Todd Shannon/ Jay Grayuski/Justin Cousart Emily Long/Caitlin Johnson/Kendra Gibbs Brianna Perel/Phil Howart Melody Hutchinson/Codee Fuquay Cody Black/Jonathan Daniel
8	Ongoing	CMG University	Thousands of available courses covering virtually every aspect of business operations or personal	Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff	All Cox Media Group Employees

			development		
9	Jan 5-7 2016	IRTS Career Day Atlanta GA	Internal Radio and TV Society	Career Fair to recruit new talent	Nichole Hartman
10	2016	Sales Manager Academy	Training program for Sales Mgrs	The Sales Manager Academy is Cox Enterprises' offering to accelerate the development and coaching skills of Sales Managers across its businesses.	Ashley Testa
11	On-going	Frontline University	CMG Year long training course leadership and communication	Training for managers and hi-potential employees	Codee Fuquay
12	March 1, 2016	FSU Sales Competition	FSU students compete in a sales environment	Recruiting event for Sales employees	Eric Lauer AJ Vaughn and Melody Hutchison
13	November 1, 2015	International Collegiate Sales	Sales Competition and Job Fair	Recruiting event for Sales employees	Eric Lauer AJ Vaughn and Melody Hutchison