

EEO PUBLIC FILE REPORT

COX MEDIA GROUP - ORLANDO
 WCFB, WCFB-HD2, WDBO-AM, WDBO-FM, WMMO, WPYO, WWKA
 ORLANDO, FL

October 1, 2013 - September 30, 2014

Full Time Positions Filled

Full-Time Position(s)	Station(s)	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	WDBO-FM	Reporter	7/29/2013	10/18/2013	Cox Career Network EEO Mailout Employee Referral from Internal Postings All Access Website	6	1
2	CMG ORLANDO	Graphic Designer	10/16/2013	12/4/2013	Cox Career Network EEO Mailout Employee Referral from Internal Postings	5	1
3	CMG ORLANDO	Director of Marketing Services	2/11/2014	4/14/2014	Cox Career Network EEO Mailout Employee Referral from Internal Postings LinkedIn	2 10	1
4	WWKA	Program Director	4/1/2014	6/18/2014	Cox Career Network EEO Mailout Employee Referral from Internal Postings	5	1
5	CMG ORLANDO	Account Executive	2/5/2014	6/19/2014	Cox Career Network EEO Mailout Employee Referral from Internal Postings Bethune Cookman Career Fair, 2/28/14	1 3	1
6	CMG ORLANDO	Local Client Services Mgr. Local Client Services Mgr. Local Client Services Mgr.	4/17/2014 4/17/2014 4/17/2014	6/10/2014 6/16/2014 7/21/2014	Cox Career Network EEO Mailout Employee Referral from Internal Postings Career Builder Indeed.com Monster.com LinkedIn	2 6 2 5	1 2
TOTAL:						49	8

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:		N
2	Company: Cox Career Network Address: Cox Enterprises Job Web Site	Name: Linda Qualls Phone: 321-281-2015	7	N
3	Company: Employee Referral from Internal Postings Address: Employee Lounges/Email To All Staff	Name: Linda Qualls Phone: 321-281-2015	16	N
4	Company: All Access Address: 28955 Pacific Coast Hwy, #210, Malibu, CA 90265	Name: www.allaccess.com Phone: 310-457-6616	6	N
5	Company: Linked In Address: 2029 Stierlin Ct., Mountain View, CA 94043	Name: www.linkedin.com Phone: 954-205-0011	15	N
6	Company: Bethune-Cookman University Career Day, 2/28/14 Address: 640 Dr. Mary McLeod Bethune Blvd., Daytona Beach, FL 32114	Name: Elsie Wanjohi Phone: 386-481-2708	3	N
7	Company: Career Builder Address: 200 N. LaSalle, #1100, Chicago, IL 60601	Name: Customer Service Phone: 866-438-1485		N
8	Company: Indeed.com Address: 7501 N. Capital of TX Highway, Austin, TX 78731	Name: www.indeed.com Phone:	2	N
9	Company: Monster.com Address: 133 Boston Post Road, Weston, MA 02493	Name: Customer Service Phone: 978-461-8000		N
		TOTAL:	49	

EEO MAILING LIST

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#	Recruiting Source	Contact Information	Notification
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner (386) 481-2143 Career Resources	bonnerd@cookman.edu
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	https://www.myinterfase.com/fam/employer Online posting at:
3	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	lcanalejo@hccfl.edu
4	Hillsborough Community College 2112 North 15th St., PST 134 Tampa, FL 33605	Allisa Keaton (813) 253-7978 Radio-TV Program Manager	akeaton@hccfl.edu
5	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 32789	Kyle Nelson (407) 646-2195 Career Services	kanelson@rollins.edu
6	Seminole State College 100 Weldon Blvd. Sanford, FL 32773	Lisa (407) 708-2649 Career Services	www.myinterfase.com/sem/collec/employer Online posting at:
7	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Miglino (727) 341-4640 Clearwater Campus	miglino.rose@SPCollege.edu
8	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Valda Ramdal (407) 823-2000 School of Communications	www.career.ucf.edu crrcruit@ucf.edu Online posting at:
9	University of Florida POB 118507, CR-170, Wayne Reitz Union Gainesville, FL 32611	Phyllis Pena (352)273-2300 Career Resource Center	http://www.crc.ufl.edu/employers/Employers.html Online posting at:
10	University of Tampa 401 W. Kennedy Blvd., Box K Tampa FL, 33606	Mark Colvenbach (813) 253-7210 Director of Career Services	mcolvenbach@UT.edu
11	Valencia Community College 7108 N. Econolockhatchee Trail Orlando, FL 32825	Lillian Rosario (407) 582-4832 Career Placement	http://valencia-csm.symblicity.com/employers lrosario19@valenciacollege.edu Online posting at:
12	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904)620-2964 Director of Career Services	https://www.unf.edu/careerservices/employers Online posting at:
13	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder 850-644-4023 Job Placement Department	https://fsu-csm.symblicity.com/employers/ Online posting at:
14	Flagler College P.O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	furlong@flagler.edu
15	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Kathi Roche (813)974-3202 Career Services	http://www.usf.edu/career kroche@usf.edu Online posting at:
16	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946 Career Services	https://www.collegecentral.com/fgcu Online posting at:
17	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	(561) 297-3533 Career Services	http://fau.edu/cdc/employers career@fau.edu Online posting at:
18	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	https://fau-csm.symblicity.com/employers Online posting at:
19	Miami Media School 901 South Miami Avenue, Suite 303 Miami, FL 33199	Ashley Serrate 305-728-1120 Career Services Director	aserrate@beonair.com
20	University of Miami P.O. Box 248127 Coral Gables, FL 33124	Manseyly Rojas (305) 284-5451 School of Communications	m.rojas5@miami.edu

Longer-Term Recruitment Initiatives Implemented During Previous Year: October 1, 2013 - September 30, 2014

Cox Media Group - Orlando Radio

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	January 22, 2014	Civil Treatment For Managers 8-hour training	managers with the tools they need to manage fairly & legally in today's changing workplace.	Damon Woods was the facilitator who came to CMG Orlando Radio and presented this training to all of our managers.	Managers 25 CMG Orlando
2	February 14, 2014	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.	Mark Gottlieb Karl Cobham
3	February 28, 2014	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.	Michael Saunders Jimmy Farrell Mark Gottlieb John Keyes Stacey Williams
4	March 13, 2014	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	Nicole Hurtado Valencia Bromell Amanda Schwartz
5	March 25, 2014	Seminole State College Summer Job Fair	Designed to give Seminole State College students a chance to speak to our representatives regarding summer internships & jobs.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential intern & job candidates.	Christina Morales Valencia Bromell Ashley Hooper
6	March 27, 2014	Rollins College Career & Internship Expo	Designed to give Rollins College students a chance to speak to our representatives regarding internships & jobs.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential intern & job candidates.	Nicole Hurtado Valencia Bromell Courtney Kelly
7	July 24, 2014	FCC Equal Employment Opportunity Compliance Training	Webinar hosted by one of our company's attorneys for all HR Managers.	To provide all HR Managers with an overview & update of all FCC EEO requirements, so that the HR Managers can ensure their locations are all in compliance.	Linda Qualls Renee Driscoll
8	July 29, 2014	Development training for CMG Managers & High Potentials.	Two 4-hour training sessions were provide in Orlando as part of the CMG Frontline Leadership Program.	*Developing Emotional Intelligence *Coaching for Performance were held at Orlando TV and included managers & high potentials from all CMG locations.	Craig Campese Brian Cole Jaane Gtsword Lynda Parker
9	July 30, 2014 thru August 2, 2014	NABJ Career Fair Boston, MA	This is the National Assoc. of Black Journalists Annual Career Fair which was held in a different location each year.	Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet & interview students.	Lisa Blegen Mario Boone Darlene Jones Kristy Vinot
10	August 5 - 7, 2014	Diversity & Inclusion Training "Driving Business Results through Diversity & Inclusion" required for all CMG employees.	This 4-hour course was developed to increase awareness & generate ideas regarding ways to drive business results through D&I.	Cox Media Group has committed to providing this training to at least 50% of CMG's workforce this year and the remainder in 2015.	Orlando Radio: 54 Orlando TV: 77
11	April 4, 2014 June 19, 2014 September 22, 2014 December 5, 2014	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.	Drew Andersen Roz Clark Dawn Campbell Sara Linhartas
12	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 specially schools to provide internships for students.	All departments within Cox Radio - Orlando