

EEO Public File Report
COX MEDIA GROUP - ORLANDO RADIO
WCFB, WCFB-HD2, WDBO-AM, WDBO-FM, WMMO, WPYO, WWKA
October 1, 2014 through September 30, 2015

Full-Time Positions Filled

Position Requisition #	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired	Hiring Source
140792	On Air Talent	4/30/2014	12/4/2014	1-22, 23, 24, 27, 28, 29, 30, 31, 32, 33, 34, 35	23	1	23
150197	On Air Talent	1/7/2015	3/24/2015	1-22, 23	1	1	23
142693	Promotions Manager	5/8/2014	10/6/2014	1-22, 23, 24, 30, 31, 32, 34	31	1	23
144767	Search Product Specialist	6/23/2014	11/17/2014	1-22, 23, 30	4	1	23
1410087	Senior Mgr. Business Operations	10/8/2014	1/12/2015	1-22, 23, 26, 30, 34	10	1	30
153921	Account Executive	3/16/2015	8/18/2015	1-22, 23, 24, 34, 36	7	1	23
1512903	Reporter	8/17/2015	9/28/2015	1-22, 23, 25	5	1	25
TOTALS:					81	7	

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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	icanalejo@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	knelson@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	1	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.	dcafaust@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	Lilian Rosario (407) 582-4832	Online posting at: http://valencia-csm.simplicity.com/employers	0	0	No

	Career Placement	rosario19@valenciacollege.edu Online posting at: https://www.unf.edu/careerservices/employers	0	0	No
15	Orlando, FL 32825 University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904) 620-2964 Director of Career Services			No
16	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder 850-644-4023 Job Placement Department		0	No
17	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	fcrowder@fsu.edu jfurlong@flagler.edu	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 kroche@usf.edu careercenter@fgcu.edu	0	No
19	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946		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	No
21	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	Online posting at: https://fiu-csm.symphlicity.com/employers	0	No
22	University of Miami P.O Box 248127 Coral Gables, FL 33124	Marisely Rojas (305) 284-5451 School of Communications	m.rojas5@miami.edu	0	No
Other Sources			Total Interviewed	Total Hired	
23	Employee/Client/Agency Referrals		13	5	
24	Our Web Site - Cox Career Website		17	1	
25	All Access		4		
26	Job Board - Beyond.com		1		
27	Job Board - DE - diversityworking.com		1		
28	Job Board - DE - Florida		1		
29	Job Board - DE - Texas		1		
30	Job Board - Indeed.com		18	1	
31	Job Board - Other Job Board		3		
32	Job Board - Simply Hired		2		
33	Other - Country Aircheck website.		1		
34	Social Network - Linked In		15		
35	Social Network - Other Networking Site		2		
36	Spots N Dots		1		
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Longer-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 7 & 8, 2014 May 1, 2015	Diversity & Inclusion Training "Driving Business Results through Diversity & Inclusion" required for all CMG employees/ University of Central Florida Journalism Internship Fair	This 4-hour training 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 in 2014 and the remainder in 2015.	Orlando Radio: 150
2	November 5, 2014	University of Central Florida Journalism Internship Fair	UCF Nicholson School of Communication allows reps. from local media companies to meet & interview students for Spring & Summer Internships/	CMG Orlando representative attended to speak & interview students interested in our Internship Program.	Marsha Taylor
3	February 27, 2015	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.	Jimmy Farrell Dawn Campbell Mark Gottlieb CeCelia Taylor
4	March 30, 2015	University of Central Florida Intern Pursuit	Designed to give UCF students a chance to speak to businesses for potential internships & career possibilities	CMG Orlando representative attended to speak & interview students interested in our Internship Program.	Marsha Taylor
5	August 19, 2015 December 10, 2015 March 16, 2016 July 13, 2016	Cox Mentoring Program	Pairs emerging leaders with experienced leaders to reinforce Cox culture, business principles & provide employee development opportunity.	New managers & hi-potential employees are nominated as Mentees. Experienced leaders volunteer as Mentors.	Mike McConnell Jimmy Farrell Susan Larkin Michael Saunders
6	May 14-15, 2015 October 14-15, 2015 Nov. 11-12, 2015	Leadership Fundamentals	Designed to equip managers and supervisors or potential leaders with critical thinking skills to maximize performance and lead employees	Cox Enterprises provides this training on an on-going basis for managers and leaders in the company	Nick Goodman Joe Kelley Leena Bandhoo Drew Anderssen Nick Figueredo
7	July 28, 2015	Development training for CMG Managers & High Potentials	Two 4-hour training sessions were provided in Orlando as part of the CMG Frontline	*Developing Emotional Intelligence *Coaching for Performance These courses are designed to better	Dawn Campbell Kristi Leaphart Laura Peters

		Leadership Program.	equip managers in leadership.
8	July 29, 2015	Civil Treatment For Managers 8-hour training	Amy Barlow was the facilitator who came to CMG Orlando Radio and facilitated this training class.
			Drew Bland Natasha Christman Amanda Duitsman Marissa Friese Kristi Leaphart
9	April 14-15, 2015 July 21-23, 2015 October 20-21, 2015	CMG Leadership Program "CMGLP"	Increase capabilities, close skill gaps accelerate leaders readiness to be effective and strengthen talent pipeline
			Jeanne Griswold
10	Ongoing	University of Central Florida Professional Selling Program	Students are paired with an outside selling professional each semester as their individual Mentor. In addition, the selling professional guest lectures each semester.
			JC Campese
11	Ongoing	CMG University	Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff
			All Cox Media Group Employees
12	Ongoing	Paid Internship Program	Cox Media Group has an ongoing relationship with local colleges and speciality schools to provide paid internships for student.
			Available in all department within CMG - Orlando