

# EEO PUBLIC FILE REPORT

COX MEDIA GROUP - ORLANDO  
 WCFB, WDBO, WHTQ, WMMO, WPYO, WWKA  
 ORLANDO, FL

October 1, 2011 - September 30, 2012

## Full Time Positions Filled

Full-Time Position(s)	Station(s)	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	WDBO	News Reporter (1) News Reporter (2)	8/10/2011 8/10/2011	10/26/2011 12/5/2011	Cox Career Network	2	1
					EEO Mailout		
					Employee Referral from Internal Posting		
					All Access		
					Media Bistro		
2	WPYO	Sr. Promotion Coordinator	8/30/2011	10/10/2011	Cox Career Network	1	1
					EEO Mailout		
					Employee Referral from Internal Posting		
					Indeed.com		
					Indeed.com		
3	WWKA	On Air Talent (1) On Air Talent (2)	12/1/2011 12/1/2011	1/23/2012 3/5/2012	Ramp (Radio & Music Pros)	3	
					Cox Career Network		
					EEO Mailout (University of Central FL.)		
					Employee Referral from Internal Posting		
					Rusty Walker		
4	WDBO	News Reporter	4/1/2012	7/2/2012	Cox Career Network	1	
					EEO Mailout		
					Employee Referral from Internal Posting		
					MediaOnLine.com		
					AllAccess.com		
5	WDBO	News Reporter	6/18/2012	9/17/2012	Cox Career Network	2	1
					EEO Mailout		
					Employee Referral from Internal Posting		
					AllAccess.com		
					NABJ Career Fair		
6	WMMO	Account Manager (1) Account Manager (2)	7/1/2012 7/1/2012	7/23/2012 9/10/2012	Simply Hired	6	2
					Cox Career Network		
					EEO Mailout		
					Employee Referral from Internal Posting		
					LinkedIn		
<b>TOTAL:</b>						51	9

**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:	0	Y
2	Company: Cox Career Network Address: Cox Enterprises Job Web Site	Name: Linda Qualls Phone: 321-281-2015	6	N
3	Company: Employee Referral from Internal Posting Address: Employee Lounges/Email To All Staff	Name: Linda Qualls Phone: 321-281-2015	23	N
4	Company: Rusty Walker Programming Consultants Address: P. O. Box 417, Iuka, MS 38852	Name: Rusty Walker Phone: 662-423-5003	1	N
5	Company: Media On Line Address: MediaOnline.com	Name: Al Peterson Phone: al@ritsmediaonline.com	2	N
6	Company: All Access Address: 28955 Pacific Coast Hwy, #210, Malibu, CA 90265	Name: www.allaccess.com Phone: 310-457-6616	7	N
7	Company: Media Bistro Address: www.mediabistro.com	Name: www.mediabistro.com Phone: 888-539-1963	2	N
8	Company: RAMP (Radio & Music Pros) Address: 25379 Wayne Mills Place, #382, Valencia, CA 91355	Name: Steve Resnik Phone: 818-951-6700	0	N
9	Company: Indeed Address: 177 Broad St., 6th Floor, Stamford, CT 06901	Name: www.indeed.com Phone:	1	N
10	Company: NABJ Career Fair (National Assoc. of Black Journalists) Address: June 20 - 24, 2012 - New Orleans	Name: Marsha Taylor Phone: 321-281-2031	1	N
11	Company: Simply Hired Address: 370 San Aleso Ave., #200, Sunnyvale, CA 94085	Name: Leonard Palomino Phone: www.simplyhired.com	1	N
12	Company: Linked In Address: 2029 Sterlin Ct., Mountain View, CA 94043	Name: www.linkedin.com Phone:	6	N
14	Company: Inside Radio Address: Inside Radio Classifications	Name: Customer Service Phone: 800-640-8852	1	N
			51	TOTAL

EEO MAILING LIST

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Company	Contact		Job Title/Department	Address	City	State	Zip	Phone
	Last	First						
Bethune Cookman College	McKee	Claudine	Career Services	640 Mary McLeod Bethune Blvd.	Daytona	FL	32114-3099	(386) 481-2000
Brevard Community College	Pack	Ashley	Career & Technical Programs	3865 N. Wickham Rd.	Melbourne	FL	32935	(321) 433-7742
Center for Independent Living	Cajas	Sandra	Business Development	720 N. Denning Drive	Winter Park	FL	32789	(407) 623-1070
Central Florida Employment Council	Weir	Paulett	Marketing Director	450 Seminola Blvd.	Casselberry	FL	32707	(407) 834-4223
City of Orlando	Morales	Peter	Career Services	P.O. Box 4990	Orlando	FL	32801	(407) 246-2059
Connecticut School of Broadcasting	Thomas	Ray	Director - Orlando Campus	5323 Millenia Lakes Blvd., #120	Orlando	FL	32839	(407) 704-8910
Connecticut School of Broadcasting	Marsicano	Robert	Career Services	3901 Coconut Palm Dr., Suite 105	Tampa	FL	33619	(813) 740-0990
Everest Univ. - North Orlando Campus	Washington	Ayana	Career Representative	5421 Diplomat Circle	Orlando	FL	32810	(407) 628-5870
Florida A&M University	Sweet	Joan	C.C. Cunningham Career Center	M.L. King Blvd., 100 Student Union Plaza	Tallahassee	FL	32307	(850) 599-3044
Florida Metropolitan University	Moran	Christine	North Orlando Campus	5421 Diplomat Circle	Orlando	FL	32810	(407) 628-5870
Florida Southern College	Leap	Marsha	Career Center	111 Lake Hollingsworth Drive	Lakeland	FL	32801	(863) 680-4390
Full Sail University	Tink	Abraham	Career Development Department	3300 University Blvd.	Winter Park	FL	32792	(866) 807-3140
Goodwill Industries	Gonzalez	Daisy	Self Sufficiency Center	515 West Central Blvd.	Orlando	FL	32801	(407) 872-0770
Hillsborough Community College	Ericsson	Ed	Radio-TV Program Manager	2112 North 15th St., PST 134	Tampa	FL	33605	(813) 253-7978
Metro Orlando Urban League	Jenkins	Tina	Metro	2804 Belco Drive	Orlando	FL	32808	(407) 841-7654
Orange County Public Schools	Drake	George	Vocational Rehabilitation	3191 Maguire Blvd., Suite 240	Orlando	FL	32803	(407) 897-2740
Rollins College	Wells	Myra	Career Services	1000 Holt Avenue, #2587	Winter Park	FL	32789	(407) 646-2195
Seminole Community College	Sautter	Nancy	Career Services	100 Weidon Blvd.	Sanford	FL	32773	(407) 328-2033
University of Central Florida	Meeske	Mike	School of Communications	P.O. Box 161344	Orlando	FL	32816	(407) 823-2000
University of Florida	Reshard	Lennette	Career Resource Center	POB 118507, CR-170, Wayne Reitz Union	Gainesville	FL	32611	(352) 392-1601
University of Florida	Harris	Charles	Knight Div., College of Jour. & Comm.	1080 Weimer Hall, P.O. Box 118400	Gainesville	FL	32611-8400	(352) 392-0289
Valencia Community College	Hunt	Vertilla	Career Placement	7108 N. Econolockhatchee Trail	Orlando	FL	32825	(407) 299-5000

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year: October 1, 2011 - September 30, 2012

Cox Media Group - Orlando

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 31, 2011	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 representative on hand to give out information on our company and meet potential intern candidates.	Mike McConnell
2	November 9, 2011	University of Central Florida SMPS (Society For Marketing Professional Services) & Sales Club Internship & Career Expo.	Designed to give UCF advertising & communications students a chance to speak to businesses for Internships or employments.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential job candidates for sales.	Chris Ganoudis
3	March 20, 2012	University of Central Florida Nicholson School of Communication Internship Fair.	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 and meet potential intern candidates.	WDBO/WMMO Promotions WPYO Promotions WCFB Promotions WWKA Promotions WDBO News
4	March 22, 2012	Rollins College Career & Internship Expo	Designed to give Rollins students a chance to speak to businesses for Internships	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential intern candidates.	Kristi Nguyen
5	April 16, 2012	University of Central Florida Professional Sales Club Internship/Career Expo	Designed to give UCF students a chance to speak to businesses for Internships and employment.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential job candidates for sales.	Shellie Feneion Pam Rosenberg
6	May 22, 2012	FAMU - Florida A&M University Media Sales Institute Tallahassee, FL	This program gives employers an opportunity to gain a close-up view of the selling techniques of the students and potential sales candidates.	Cox Media Group has an on-going relationship with Florida A&M University and provided representatives from several CMG locations to interview sales candidates.	Renee Driscoll Paul Defazio Matt Urban Bob DeBlois
7	June 6, 2012	Hispanic Chamber of Commerce - Metro Orlando 1st Annual Job Fair	This event supports the economic development of the Hispanic business community of Metro Orlando.	Cox Media Group hosted a presentation table with a representative on hand to give out information on our company and meet potential job candidates. CMG ran PSA's to promote this event.	Renee Driscoll Linda Qualls

<b>8</b>	June 6-9, 2012	2012 BEEP Leadership Conference. Black Executive Exchange Program.	Designed to provide one-on-one, hands on support for students in preparation for employment with presentation and mock interviews.  This event provides students & media-related professionals developmental workshops & a career fair for finding a job in the industry.	Cox Media Group sponsored 2 students for this event. CMG also provided the Master of Ceremony for the Awards Banquet and representatives who participated in the mock interview process.	Bill Funke Debbie Morel Monica May
<b>9</b>	June 20-24, 2012	NABJ - National Association of Black Journalists Convention and Career Fair, New Orleans	This event helps to empower Hispanic Americans and builds strong Latino communities.	Cox Media Group sponsored a table and representative to give out information on our company and meet potential job candidates.	Marsha Taylor
<b>10</b>	June 27-29, 2012	LULAC National Convention and Career Fair. The League of United Latin American Citizens	This event helps to empower Hispanic Americans and builds strong Latino communities.	Cox Media Group & Cox Enterprises had a booth at this event and several company representatives who gave out company information and spoke to potential job candidates.	Dina Pancoast Melissa Cartwright Stefanie Santos Erik Smith Nilda Almidovar
<b>11</b>	January 12, 2012 April 12, 2012 July 19, 2012 November 8, 2012	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.	Debbie More Josh Mustacchi JC Campese
<b>12</b>	May 15-16, 2012 October 9-10, 2012	Leadership Fundamentals	Leadership Fundamentals is designed to equip managers and supervisors with critical skills to maximize performance and lead people.	Cox Media Group provides this training on an on-going basis for all managers within the company.	Dawn Campbell JC Campese Melissa Cartwright Lynda Parker Nina Ramos Steven Stinnett Laura Peters
<b>13</b>	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 specialty schools to provide internships for students.	All departments within Cox Radio - Orlando
<b>14</b>	On-going	Teaching College Students	A Cox Media Group Producer teaches broadcasting related classes at the University of Central Florida.	Gives Cox Media Group an advantage to recruiting Univ. of Central FL college students interested in the broadcasting field for both jobs and internships.	Kirk Healy