

EEO Public File Report

WFOX-TV (Formerly WAWS-TV) and WJAX-TV (Formerly WTEV-TV)
 October 1, 2013 through September 30, 2014
 Positions Filled

Full Time Position	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
F	Sr. Financial Analyst	3/1/2014	4/14/2014	1-23, 25, 31, 34	7	1	LinkedIn
F	Meteorologist	8/1/2013	11/4/2013	1-23, 24, 29, 30	7	1	Referral
F	Meteorologist	3/12/2014	5/21/2014	1-23, 24, 29, 34	5	1	Tvjobs.com
F	News Director	12/10/2013	1/27/2014	1-23, 24	6	1	Employee Referral
F	Producer	8/26/2013	11/4/2013	1-23, 24, 26, 34, 35	9	1	Action News Website
F	Producer	10/1/2013	11/25/2013	1-23, 24, 29, 30, 35	8	1	Talent Dynamics
F	Associate Morning Producer	1/6/2014	2/24/2014	1-23, 24, 26, 29, 32, 34	7	1	Action News Website
F	Reporter	11/1/2013	12/8/13				Tvjobs.com
		11/1/2013	2/28/14				Tvjobs.com
		11/1/2013	3/19/14				Tvjobs.com
		11/1/2013	3/24/14				Tvjobs.com
		11/1/2013	3/24/14	1-23, 24, 26, 29, 34	14	5	Action News Website
F	Photographer	8/10/2013	10/15/2013	1-23, 26, 29, 32, 34	6	1	Action News Website
F	MultiMedia/Event Coordinator	9/23/2013	10/28/2013	1-23, 25, 31, 32	8	1	Indeed.com
F	Writer/Producer	9/25/2013	10/21/2013	1-23, 26, 33, 34	5	1	Action News Website
F	Account Executive	10/29/2013	1/21/2014	1-23, 24, 25, 26, 34	5	1	LinkedIn
F	Account Executive	1/6/2014	3/10/2014				Referral
F	Account Executive	1/6/2014	9/22/2014	1-23, 24, 26, 27, 28, 34	15	2	Referral
F	Traffic Coordinator	12/5/2013	1/6/2014	1-23, 31	5	1	Indeed.com
F	Digital Content Producer	4/8/2014	5/12/14 5/12/14 6/09/14	1-23, 24, 26, 32, 34	11	3	Employee Referral Employee Referral Internal

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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	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 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904)620-2964 Director of Career Services	Online posting at: 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/kroche@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 Coral Gables, FL 33124	Marisely Rojas (305) 284-5451 School of Communications	m.rojas5@miami.edu	0	0	No
23	WAWS-TV and WTEV-TV 11700 Central Parkway Unit 2 Jacksonville, FL 32224	All Employees		0	0	No

Other Sources			Interviewed	Hired
24	Emp/Client/Agency Referrals		23	7
25	Linked In		5	2
26	Fox30online.com/CBS47.com/ActionNewsJax.com/CMG Postings		15	4
27	Spots N Dots		3	0
28	Unsolicited-Walk Ins/Call Ins		1	0
29	TV Jobs.com/Job.TVJobs.com		22	5
30	Talent Dynamics		5	1
31	Indeed		12	3
32	Internal Postings		16	0
33	602 Communications		3	0
34	jobs@Cox		8	0
35	NABJ		5	0

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	CMG Jacksonville has an ongoing relationship with colleges to offer internshp opportunities and possible employ to qualified students	Host interns from local colleges for broadcasting experience and/or credit hours	All Stations / All Departments
2	Ongoing	Career Shadow Program	CMG Jacksonville hosts a career "shadow" program to offer college students an un-derstanding of day to day responsibilities.	Allows students to "shadow" to gain broadcasting knowledge	All Stations / All Departments
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.	Robert Louis
4	March 21, 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.	Nikesha Johnson
5	Ongoing	Keiser University 3/11/2014	Participation in various job Fairs and Career days with several local universities	Various managers representing the different facets of the business attend several job fairs to recruit talent	All Stations / All Departments Amy Barlow
6	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 Jim Zerwekh Amy Barlow
7	January 16, 2014	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.	Jason Smith was the facilitator who came to CMG Orlando Radio and presented this training to all of our managers.	All managers that supervise employees were trained
8	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.	Shane Emery Christy Lendry
9	Ongoing	CMG Leadership Program	Leadership development pro-gram designed for managers of managers	Increase capabilities, close skill gaps accelerte leaders readiness to be effective and strengthen talent pipeline	TJ King
10	Ongoing	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	Tito Burga, Sean Garcia, Tony Sotelo, Chris Altendorf Karen Buckner, Cindy Neal Dave Wax, Dave Chisholm Jamie Valet, Gary Detman Kieth St Peter, Jared Plost

11	Ongoing	CMG University	Thousands of available courses covering virtually every aspect of business operations or personal development	Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff	All Cox Media Group Employees
12	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.	Amy Barlow
13	August 5 - 7, 2014	Diversity & Inclusion Training	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.	91% of all employees trained
14	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.	Robert Longo Rachel Hawk Romney Smith