

<b>EEO Public File Report</b>					
<b>Cox Media Group - Orlando TV</b>					
<b>WFTV-TV, WRDQ-TV</b>					
<b>EEO Public File Report Part 1</b>					
<b>Reporting Cycle: 10/01/2022 - 09/30/2023</b>					
<b>Full-Time Positions Filled</b>					
<b>Requisition</b>	<b>Date Opened</b>	<b>Start Date</b>	<b>Recruitment Source</b>	<b>Interviewed</b>	<b>Hired</b>
<b>1852 (Reporter)</b>	<b>6/25/2021</b>	<b>7/10/2023</b>	LinkedIn	3	1
			Cox Media Group	3	0
			TVJobs.com	1	0
<b>2958 (Account Executive)</b>	<b>1/29/2022</b>	<b>2/13/2023</b>	LinkedIn	6	1
			Cox Media Group	2	0
			Indeed	1	0
<b>3776 (IT Engineer)</b>	<b>6/21/2022</b>	<b>12/12/2022</b>	LinkedIn	2	1
			Cox Media Group	3	0
			Internal Employee	1	0
<b>3879 (Assistant Chief Engineer)</b>	<b>7/26/2022</b>	<b>11/28/2022</b>	Indeed	2	1
			Cox Media Group	2	0
<b>3846-2 (Producer)</b>	<b>9/12/2022</b>	<b>3/20/2023</b>	Cox Media Group	1	1
<b>28156 (Reporter/Anchor)</b>	<b>9/12/2022</b>	<b>3/20/2023</b>	Cox Media Group	4	1
<b>20082 (Reporter)</b>	<b>10/31/2022</b>	<b>5/15/2023</b>	LinkedIn	4	1
			Agent Referral	1	0
			TVJobs.com	1	0
<b>4167 (Client Performance Manager)</b>	<b>12/5/2022</b>	<b>2/13/2023</b>	Employee Referral	2	1
			Cox Media Group	1	0
			LinkedIn	1	0
<b>6574 (Assignment Editor)</b>	<b>2/15/2023</b>	<b>4/10/2023</b>	Cox Media Group	2	1
			LinkedIn	2	0
			Indeed	1	0
			Employee Referral	1	0
<b>3477 (News Photographer)</b>	<b>4/19/2022</b>	<b>6/20/2023</b>	Cox Media Group	2	1
<b>70688 (Client Performance Specialist)</b>	<b>5/15/2023</b>	<b>7/10/2023</b>	Employee Referral	1	1
			Cox Media Group	5	0
			Indeed	2	0
<b>661 (Senior Broadcast Technology Engineer)</b>	<b>6/12/2023</b>	<b>7/10/2023</b>	Cox Media Group	2	1
		<b>9/11/2023</b>	Employee Referral	2	1

**EEO Public File Report****Cox Media Group - Orlando TV****WFTV-TV, WRDQ-TV****EEO Public File Report Part 2****Reporting Cycle: 10/01/2022 - 09/30/2023****Recruitment Sources Used for All Openings**

<b>No</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># Interviews</b>
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	6
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	18
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	27
8	Internal Employees	CMG Employees	N	1
9	Employee Referrals	CMG Employees	N	6
<b>Recruitment Sources Used for Specific Vacancies</b>				
10	Agent Referrals	Referred by Candidate's Agent	N	1
11	TVJobs.com <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a>	Internet Posting	N	2

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EEO Public File Report Part 3					
Reporting Cycle: 10/01/2022 - 09/30/2023					
Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line library providing resources for skills improvement, professional development and targeted training.	Career Development	Open to all CMG Employees
2	October 12, 2022	University of Central FL Intern Pursuit	One AE and Two LSMs went to the university internship event to speak to students about the opportunities available in media.	General Outreach	Sophia Weiser, Eve Ross and Jason Burris
3	October 19, 2022	University of Central FL Media Day at WFTV	Invited 20 UCF Juniors and Seniors to tour the station and meet with every department. We ensured the information we showed each student was also taught within their academics.	General Outreach	Sophia Weiser, Anthony Cervantes, Tina Commodore, Sarah McCranie, Daralene Jones, Brian Huges, Ryan Thayer, Keenan Pendergrass, Chelsy Barwick, Jason Burris, Zac Schwartz, Jason Balthazar, Ron DeJoseph, Paul Briggs
4	November 19-20, 2022	CMG Weather Summit	CMG Weather Summit: Two day summit where CMG Meteorologist hear from the industries top leaders, share best practices and coverage stories to build on and enhance their skills.	Training	Tom Terry
5	December 6-8, 2022	Magid 2022 Anchor Institute	The 2022 Magid Institute offers anchors the opportunity to focus on the skills, attributes and values needed to be the leading voices in the newsroom and market. Anchors will get the most recent up to date research, insight and guidance that's needed for success as a trusted local news source.	Career Development	Karla Ray
6	February 18, 2023	Bethune Cookman University Journalism Bootcamp	Local media managers worked with BCU and UCF students for a day of training and learning broadcast industry best practices.	Hosted by Central Florida Association of Black Journalist, BCU, and UCF	Tina Commodore
7	March 15, 2023	CMG Sales Simulation Program	We delivered information regarding the Internship Program and directions to apply. In addition, we delivered a summary of CMG's national footprint and an overview of advertising offerings in digital and Broadcast. Introduced our CMG sales simulation Project to the class and provided a deep dive into the expectations of the students and an example of Needs Analysis.	General Outreach	Jimmy Farrell, Angela Perry, Kim Gattis, Angela Bridgeman, and Norm Levy
8	March 17, 2023	Professional Seminar Seires at Bethune Cookman University "Let's Talk About Numbers in Today's Media Biz"	We went into a deep conversation on "numbers", the elements of content that drive audience, the impact of audience on revenue, company valuations and the company's market cap in order to provide the students with a better understanding of media.	General Outreach	John Keyes
9	March 22, 2023	Bethune Cookman University Media Day at WFTV	Invited 20 BCU Juniors and Seniors to tour the station and meet with every department. We ensure the information we showed each student was also taught within their academics: Media, sales, news, research, creative services, production, etc.	General Outreach	Sophia Weiser, Anthony Cervantes, Tina Commodore, Sarah McCranie, Daralene Jones, Brian Hughes, Keenan Pendergrass, Chelsy Barwick, Jason Burris, Zack Schwartz, Jason Balthazar, Ron DeJoseph, Tonya Jones, Paul Briggs
10	June 21, 2023	CMG Investigative, Reporters & Editors Day.	WFTV hosted journalists from other CMG stations across the country for a day before the start of IRE. The meeting featured panels and discussions, as well as opportunities to network with fellow journalists.	Career Development	Tina Commodore, Jodie Fleischer, Shannon Butler, Racel Fugate, Lesli Gaither, Chris Heath, Amy Hudak, Daralene Jones, Jesse Jones, Samantha Manning, Gerry Mendiburt, Karla Ray, Sheila Schutt, Octavio Torres, Ashlyn Webb
11	June 22-25, 2023	2023 IRE Investigative, Reporters & Editors Conference	IRE (Investigative Reporters and Editors) is an annual conference for journalists. The conference features panels and discussions surrounding best practices for investigative reporting.	Career Development	Tina Commodore, Daralene Jones, Karla Ray Nick Papantonis, Phyllicia Ashley, Demie Johnson