

EEO Public File Report
Cox Media Group Orlando - WFTV, WRDQ, WCFB(FM), WPYO(FM), WDBO(AM), WWKA(FM), WDBO00FM, WMMO(FM)
Reporting Cycle: 10/01/2017 to 09/30/2018

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1713354, Associate Producer	8/15/2017	10/2/2017	Social Network - LinkedIn	1	1
			Job Board - Americas Job Exchange	1	0
1718833, Account Executive	11/20/2017	12/4/2017	Cox Career Site	1	1
1715908, Digital Executive Producer	10/4/2017	12/18/2017	Cox Career Site	2	1
			Job Board - Indeed	1	0
			Internal	1	0
1716093, Television News Photographer	10/11/2017	12/12/2017	Job Board - Indeed	1	1
			Job Board - Craigslist	2	0
			Cox Career Site	1	0
1718252, Traffic Assistant	11/15/2017	2/12/2018	Referral - Employee Referral	2	1
			Cox Career Site	2	0
			Internal	1	0
			Job Board - Indeed	1	0
1720490, Digital Campaign Specialist	12/28/2017	2/19/2018	Cox Career Site	2	1
			Job Board - Indeed	4	0
			Social Network - LinkedIn	3	0
			Internal	1	0
			Referral - Employee Referral	1	0
1720623, Reporter	12/28/2017	4/2/2018	Agency - Meisner Mort Associates	1	1
			Cox Career Site	1	0
			Referral - Employee Referral	1	0
180717, Sr. Financial Analyst	1/10/2018	4/9/2018	Job Board - Indeed	8	1
			Social Network - LinkedIn	4	0
			Cox Career Site	3	0

				Internal	2	0
				Job Board - Monster	2	0
				Job Board - Glassdoor	1	0
181224, Account Executive	1/26/2018	5/7/2018	Referral - Employee Referral	1	1	1
			Cox Career Site	1	0	0
			Social Network - LinkedIn	1	0	0
183027, Digital Content Producer	2/14/2018	5/9/2018	Cox Career Site	2	1	1
			Internal	1	0	0
184462, Technical Operator	3/13/2018	5/7/2018	Referral - Employee Referral	1	1	1
			Cox Career Site	4	0	0
			Job Board - Indeed	3	0	0
			Internal	2	0	0
			Social Network - LinkedIn	1	0	0
182923, News Producer	2/12/2018	5/30/2018	Referral - Employee Referral	1	1	1
			Cox Career Site	2	0	0
186265, Commercial Producer	4/17/2018	6/4/2018	Job Board - Indeed	2	1	1
			Internal	3	0	0
			Referral - Employee Referral	1	0	0
186927, Photographer	4/25/2018	6/11/2018	Job Board - Indeed	4	1	1
			Cox Career Site	5	0	0
			Referral - Employee Referral	1	0	0
188510, Sales Assistant	5/18/2018	6/11/2018	Referral - Employee Referral	2	1	1
			Internal	1	0	0
187439, Director Programming Operations	4/30/2018	6/25/2018	Referral - Employee Referral	2	1	1
			Cox Career Site	2	0	0
			Magazine and Trade Publication	1	0	0
			Advertisement - Radio	1	0	0
			Job Board - Indeed	1	0	0
187689, Account Executive	5/3/2018	7/9/2018	Job Board - Monster	1	1	1

Recruitment Sources					
Cox Media Group Orlando - WFTV, WRDQ, WCFB(FM), WPYO(FM), WDBO(AM), WWKA(FM), WDBO(FM), WMMO(FM)					
October 1, 2017 - September 30, 2018					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114	Contact: Davita Bonner Phone: (386) 481-2143	bonnerd@cookman.edu		N
2	Hillsborough Community College Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461	Contact: Lorraine Canalejo Phone: (813) 253-7310	lcanalejo@hccfl.edu		Y
3	Florida Memorial University 15800 NW 42nd Ave., Miami Gardens, FL, 33054	Contact: Bill Jong-Ebot Phone: (305) 626-3162 Contact: Athena Jackson Contact: Sheryl Bain Phone: (305) 626-3782	webot@fmuniv.edu athena.jackson@fmuniv.edu sbain@fmuniv.edu		Y
4	Rollins College 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789	Contact: Career Center Phone: (407) 646-2195	careercenter@rollins.edu		N
5	St. Petersburg College 2465 Drew St., AD 115, Clearwater, FL, 33765	Contact: Rosaria Pipitone Phone: (727) 341-4722	Pipitone.rosaria@SPCollege.edu		N
6	University of Tampa 401 W. Kennedy Blvd., Box K, Tampa FL, 33606	Contact: Mark Colvenbach Phone: (813) 253-7210	mcolvenbach@UT.edu		N
7	Valencia Community College 7108 N. Econlockhatchee Trail, Orlando, FL, 32825	Contact: Carmen Diaz Phone: (407) 582-1035	cdiaz@valenciacollege.edu		N
8	University of North Florida Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 www.unf.edu/careerservices	Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955	Brooke.hammon@unf.edu		Y
9	Flagler College PO Box 1027, St. Augustine, FL, 32084	Contact: Tara Stevenson, Cassie Everly Phone: (904) 819-6286	careerdevelopment@flagler.edu ceverly@flagler.edu		N
10	Florida Gulf Coast University Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-6565 https://www.collegecentral.com/fgcu	Contact: Natalie Artimez Phone: (239) 590-7365	Nartimez@fgcu.edu		N
11	Miami Media School 901 South Miami Avenue, Suite 303, Miami, FL, 33130	Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494	ALamazares@beonair.com RHiller@beonair.com		N
12	University of Miami 5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146 www.com.miami.edu	Contact: Kebrina Maharaj Phone: (305) 284-6632 Fax: (305) 284-8186	kmaharaj@miami.edu		Y
13	Women in Film and Television of Florida P.O. Box 533541 Orlando, FL, 32853-3541 www.womeninfilmi.org	Contact: Nancy McBride	nancy@womeninfilmi.org		Y
14	University of Central Florida PO Box 161344, Orlando, FL, 32816	Contact: Autumn Reisz Phone: (407) 823-2361	csrecruit@ucf.edu		N

	www.career.ucf.edu								
15	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer	Contact: Melony Washington Phone: (850) 599-8808						Melony.washington@famu.edu	N
16	Seminole State College 100 Weldon Blvd., Sanford, FL, 32773 www.myinterfase.com/seminolecc/employer	Contact: Michelle Borders Phone: (407) 708-2649						careerdev@seminolestate.edu	N
17	University of Florida POB 118507, CR-170, Wayne Reitz Union, Gainesville, FL, 32611 http://www.crc.ufl.edu/employers/Employers.html	Contact: Phyllis Pena Phone: (352) 273-2300						PhyllisPena@crc.ufl.edu	N
18	University of Florida Communication & Journalism	Contact: Doni Faurst Phone: (352) 294-0809						Dcfaust@jou.ufl.edu	N
19	Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/	Contact: Debra Crowder Phone: (850) 644-4023						dcrowder@fsu.edu	N
20	University of South Florida 4202 East Bowler Ave., PSB101, Tampa, FL, 33620 http://www.usf.edu/career	Contact: Kathi Roche Phone: (813) 974-3202						kroche@usf.edu	N
21	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting							49
22	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website							N
23	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website							2
24	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website							30
25	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website							N
26	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website							N
27	America's Job Exchange Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites							1
28	Employee Referrals	Referrals from current Employees							16
29	Internal Applicant	Internal Employee							14
Recruitment Sources Used for Specific Vacancies									

1	Craiglist Internet/Intranet - www.craiglist.com	Internet Posting	2	N
2	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting	12	N
3	Monster Internet/Intranet - www.monster.com	Internet Posting	3	N
4	Directly Sourced by Recruiter	Cox Recruiter	2	N
5	Agency - Mort Meisner Associates Internet/Intranet - www.mortmeisner.com	Placement Agency Phone: (248) 545-2222	1	N
7	TVJobs Internet/Intranet - www.tvjobs.com	Internet Posting	2	N
8	Orlando Radio	Advertisement - Radio	1	N
9	Magazine and Trade Publication	Magazine and Trade Publication	2	N

Longer - Term Recruiting Initiatives					
Cox Media Group - Orlando Radio, WFTV, WRDQ					
October 1, 2017 - September 30, 2018					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2017-2018	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	Ongoing	Internship Program	Cox Media Group provides a paid Internship Program to give students first-hand experience in the career area they wish to pursue.	Internship Program	Available in all departments within CMG - Orlando
3	Ongoing	Learn@Cox	Thousand of available courses covering every aspect of business operations and personal development.	Training Program	Available for all CMG - Orlando employees
4	2017-2018	Mentor/Mentee Program	Cox Mentor/Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	During this reporting period, two (2) employees participated in the Mentoring Program	Katy Camp, James Farrell
5	Oct. 2017	D&I Training	4 Manager's participated in "Unconscious Bias Training". Training consisted of two, 25 minute modules, 24 minute module for managers, and a 90 minute discussion session.	Management EEO Training	Linda Qualls, John Keyes, Mario Mendoza, Jennifer Bromiley
6	April-Aug. 2018	CMG Leadership Program - Strategic Leadership and Execution Training	This program is designed to equip managers and supervisors effectively assess and solve complex business challenges, and execute on business strategies to achieve top and bottom-line results earlier in the career of our organization's future leaders.	During this reporting period, two managers participated in the Leadership Training Program	Drew Andersen, Dave Sirak
7	March 2018 June 2018 Sept. 2018	Frontline Leaders Program	Four leaders participated in the Frontline Leaders Program which provided them with the tools necessary to manage themselves and others in a dynamic, changing, diverse workplace environment. The duration of each class is six months.	During this reporting period, four managers participated in the Frontline Leaders Training	Grace Bridges, Amanda Duitzman, Tim Aldinger, Dan Leaphart
8	Oct. 25, 2017	College of Journalism & Communication Career Fair	Participated in the University of Florida's College of Journalism & Communications career fair.	Career Fair	Dave Sirak
9	Nov. 8, 2018	Bethune Cookman University Student Station Visit	BCU Students toured CMG Orlando and meet with station managers. Managers discussed the broadcasting business and answered students questions in reference to employment opportunities.	Education University students on Broadcast employment	John Keyes
10	March 22, 2018	University of Central Florida	Meet with UCF students to discuss potential internships and career opportunities	Internship Program	Marsha Taylor, Aurelia Matthews, Emily Anderson
11	April 4, 2018	Bethune Cookman University CMG Career Day	CMG Orlando managers and leaders meet with 50+ Bethune-Cookman University students to discuss career opportunities.	Career Fair	John Keyes, Jennifer Bromiley, Jimmy Farrell, James Williams