

EEO Public File Report
Cox Media Group - Orlando TV
WFTV-TV, WRDQ-TV
EEO Public File Report Part 1
Reporting Cycle: 10/01/2021 - 09/30/2022
Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1786 (Sr Research Analyst)	5/19/2021	12/6/2021	Cox Media Group	1	1
1979 (Associate Producer)	8/2/2021	12/6/2021	Cox Media Group	4	3
		2/7/2022	LinkedIn	1	0
		4/4/2022			
2047 (Digital Sales Specialist)	8/6/2021	10/4/2021	Cox Media Group	1	1
2309 (Anchor)	9/24/2021	11/29/2021	Cox Media Group	4	1
2351 (Producer)	10/4/2021	2/7/2022	Cox Media Group	2	1
2482 (Reporter - NE)	10/27/2021	3/21/2022	Cox Media Group	2	2
		7/5/2022	Sourced by Hiring Manager	6	1
		7/5/2022	Talent Dynamics	2	0
2790 (Traffic Assistant)	12/22/2021	1/24/2022	Cox Media Group	1	1
2827 (Producer Lmkt)	1/13/2022	3/7/2022	Employee Referral	1	1
			LinkedIn	9	0
2905 (Photographer/Videographer)	1/25/2022	4/4/2022	Cox Media Group	2	2
		6/28/2022	LinkedIn	2	0
2908 (Producer Lmkt)	1/26/2022	4/18/2022	LinkedIn	4	1
3023 (Producer)	2/7/2022	4/18/2022	LinkedIn	6	1
3187 (Producer)	3/1/2022	6/6/2022	LinkedIn	4	1
3835 (Assignment Editor)	7/5/2022	6/6/2022	LinkedIn	1	1

EEO Public File Report**Cox Media Group - Orlando TV****WFTV-TV, WRDQ-TV****EEO Public File Report Part 2****Reporting Cycle: 10/01/2021 - 09/30/2022****Recruitment Sources Used for All Openings**

No	Recruitment Source	Contact	Entitled to Notification	# Interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	27
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	17
8	Employee Referrals	CMG Employees	N	1
Recruitment Sources Used for Specific Vacancies				
9	Sourced by Hiring Manager	CMG Hiring Manager	N	6
10	Talent Dynamics 2390 East Camelback Rd, Suite 130, Phoenix, AZ 85016 talentdynamics.com	Talent Dynamics Placement Specialists	N	2

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**EEO Public File Report Part 3
Reporting Cycle: 10/01/2021 - 09/30/2022
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 develop professional skills and take targeted training.	Career Development	Open to all CMG Employees
2	5/29-9/4/2022	College Internship Program	Hosted a paid college intern from an area school over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Dave Sirak
3	March 22, 2022	Bethune-Cookman University Workshop	Attended and presented Bethune-Cookman University workshop on content deals.	General Outreach	John Keyes
4	March 23, 2022	National Association of Black Journalists Investigative Reporter Virtual Workshop	Participated as a Panelist at NABJ Tips for Becoming an Investigative Reporter virtual workshop.	General Outreach	Darlene Jones
5	March 26, 2022	Bethune-Cookman University Virtual Workshop	Attended/Presented at a workshop on broadcast writing. Along with Professor Valerie Whitney, selected students spent time with Vanessa Echols diving into the specific of how to write the lead in sentence to a broadcast television news story and how to make the story conversational. Also covered developing questions for news interviews as well as identifying errors in copy.	General Outreach	Vanessa Echols
6	March 28, 2022	2022 Veteran Jobs Mission Coalition Virtual Workshop	Attended the 2022 Veteran Jobs Mission Coalition Virtual Meeting to discuss job opportunities. The Veteran Jobs Mission Coalition is represented by over 300 companies with a mission to assist current and former servicemembers and their spouses with a path to fulfilling careers after military service.	General Outreach	Dave Sirak
7	April 11, 2022	Bethune-Cookman Sales Workshop	Provided an introduction of the CMG Internship Program and directions to apply. In addition delivered a summary of CMG's national footprint and an overview of advertising offerings in digital and Broadcast. Introduced our CMG sales simulation Project.	General Outreach	Angela Bridgeman
8	April 25, 2022	Bethune-Cookman University 2022 Spring Semester Sales Simulation	Delivered recap of internship opportunities. Provided a brief description of a company "We Keep It COOL". This included general information including inventory, target audience and coverage area. Class broken out into groups of four creating three teams. Each team had six minutes to execute their CNA questions and 12 minutes to create a three minute proposal. After each presentation was completed the panel delivered a score based on a rating system of 1-10 in three areas: CNA Questions, Presentation Style and Campaign Proposal. The winning team received \$20pp and a rubix cube.	Panel Member	Angela Perry Angela Bridgeman Jimmy Farrell John Keyes
9	August 2 -3, 2022	Magid Middle Managers Institute	Teaching brand reinforcement, collaboration and execution for managers. It also enhances people skills by role playing a variety of workplace scenarios.	Training	Christopher Stevens
10	June 8-9, 2022	Magid Producer Institute	It's an opportunity to get producers of all levels training and insight to make them more effective in their roles in your newsrooms.	Training	Laurel Biddy
11	June 23-26, 2022	Investigative Reporters & Editors (IRE) Conference	IRE's annual investigative journalism conference featured panels, workshops, roundtables covering the latest developments in investigative and data journalism. Sessions range from hands-on data training to panels on shoe-leather reporting techniques.	General Outreach	Chris Heath Karla Ray April Starinsky
12	August 3-7, 2022	National Association of Black Journalists/National Association of Hispanic Journalist Annual conference & job fair.	The #NABJNAHJ22 Convention & Career Fair is the premier conference for journalism education, career development, networking, and industry innovation, attracting leaders and influencers in journalism, media, technology, business, health, arts, and entertainment. The nation's top journalists, media executives, journalism educators, public relations professionals, and students will gather on Aug. 3-7, 2022. The #NABJNAHJ22 Career Fair draws hundreds of recruiters from top media companies and journalism schools from across the country and around the world.	Job Fair	Tina Commodore Darlene Jones