

EEO Public File Report

ORLANDO TELEVISION - WFVT-TV
October 1, 2015 through September 30, 2016

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
1513708	Ignite Director	9/3/2015	11/9/2015	1-23, 26	2	1	Employee/Client/Agency Referrals
				1-23, 27	3	0	Cox Career Site
				1-23, 34	2	0	Job Board - Indeed
1514066	Anchor/Reporter	9/11/2015	11/16/2015	1-23, 26	1	1	Employee/Client/Agency Referrals
1515445	Digital Content Producer	10/8/2015		1-23, 27	2	0	Cox Career Site
			11/9/2015	1-23, 34	1	1	Job Board - Indeed
157855	Television News Photographer	5/21/2015	11/16/2015	1-23, 26	1	1	Employee/Client/Agency Referrals
				1-23, 27	1	0	Cox Career Site
				1-23, 34	1	0	Job Board - Indeed
1517580	Photographer	11/11/2015		1-23, 27	1	0	Cox Career Site
			12/14/2015	1-23, 26	2	1	Employee/Client/Agency Referrals
1517614	Sales Assistant	11/12/2015	1/25/2016	1-23, 34	1	1	Job Board - Indeed
					4	0	Cox Career Site
					1	0	Employee/Client/Agency Referrals
1518311	Digital Meteorologist/Weather Producer	11/24/2015	1/11/2016	1-23, 27	1	1	Cox Career Site
1519300	Photojournalist	12/28/2015	3/7/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
				1-23, 27	2	0	Cox Career Site
				1-23, 40	1	0	Social Network - LinkedIn
160664	News Producer	1/12/2016	5/31/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
164130	927 Creative Producer	3/14/2016		1-23, 27	1	0	Cox Career Site
			5/2/2016	1-23, 34	1	1	Job Board - Indeed
				1-23, 40	1	0	Social Network - LinkedIn
1512949	Anchor/Reporter	8/21/2015	6/13/2016	1-23, 27	1	1	Cox Career Site
1518589	Anchor/Reporter - 1st opening	12/4/2015	6/13/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
	Anchor/Reporter - 2nd opening	12/4/2015	1/25/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
161901	Reporter - 1st opening	2/2/2016	6/13/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
	Reporter - 2nd opening	2/2/2016	8/15/2016	1-23, 27	1	1	Cox Career Site
165972	Account Executive	4/25/2016	6/6/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
				1-23, 27	1	0	Cox Career Site
				1-23, 28	1	0	Directly Sourced by Cox Recruiter
				1-23, 34	1	0	Job Board - Indeed
164722	Bureau Reporter	3/31/2016	7/18/2016	1-23, 27	1	1	Cox Career Site
168080	Morning Reporter	6/6/2016	8/22/2016	1-23, 26	1	1	Employee/Client/Agency Referrals
TOTALS:					43	18	

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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	Debra Crowder	Dcrowder@fsu.edu			

	100 South Woodward Avenue Tallahassee, FL 32306-4162	850-644-4023 Job Placement Department		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 vroche@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.symplcity.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	602 Communications			0	0	
25	Advertisement - Radio			0	0	
26	Emp/Client/Agency Referrals			14	11	
27	Cox Career Site:			19	4	
28	Directly Sourced by Cox Recruiter			1	0	
29	Job Board - Atlanta Journal - Constitution			0	0	
30	Job Board - Beyond.com			0	0	
31	Job Board - CareerBuilder (Cox Media Group)			0	0	
32	Job Board - DE - Florida			0	0	
33	Job Board - DE - US Jobs			0	0	
34	Job Board - Indeed			7	3	
35	Job Board - Other Job Board			0	0	
36	Job Board - The Muse			0	0	
37	NABJ			0	0	
38	Other - TV Industry Insider			0	0	
39	Other - Inquired own my own			0	0	
40	Social Network - Linked In			2	0	
41	Social Network - Other Networking Site			0	0	
42	Spots N Dots			0	0	
43	Talent Dynamics			0	0	
44	TV Jobs.com/Job.TVJobs.com			0	0	
45	Unsolicited-Walk Ins/Call Ins			0	0	
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Longer-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	November 7, 2015	Diversity & Inclusion Training	This 4-hour training 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 every year to all of our full-time & part-time employees.	25 Employees
		"Driving Business Results through Diversity & Inclusion" required for all CMG employees.			
2	February 19, 2016	IRTS: International Radio & Television Society	Gives students an opportunity to learn about CMG, the positions available & interview for internships and/or jobs.	Cox Media Group hosts this Career Day at the corp. offices for selected students from IRTS and managers from CMG are selected to present and host this event.	Stacey Williams
		Career Day, sponsored by Cox Media Group			
3	March 18, 2016	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.	John Keyes Brian Cole Jennifer Bromiley Susan Falcon Cheryl Smith
4	April 12-13, 2016	CMG Leadership Program	Leadership development program designed for managers of managers	Increase capabilities, close skill gaps accelerate leaders readiness to be effective and strengthen talent pipeline	Mace Maciejewski
	August 9-11, 2016 & April 19-20, 2016	"CMGLP"			John Keyes
	August 16-18, 2016				
5	May 11-12, 2016 & August 30-31, 2016	CMG Sales Leadership Program "Sales Manager Academy"	SMA is a 6-month sales leadership experience including 2-day live cohort sessions; an assigned master sales coach and collaborative group coaching calls.	This program improves the quality of coaching skills among sales leaders across the company.	Brian Cole
6	June 16, 2016	Cox Mentoring Program	Pairs emerging leaders with experienced leaders to reinforce Cox culture, business principles & provide employee development opportunity.	New managers & hi-potential employees are nominated as Mentees. Experienced leaders volunteer as Mentors.	Dave Sirak
	September 29, 2016				
	February 22, 2017				
	May 17, 2017				
7	August 24-25, 2016	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	April Starinsky Priya Aboul-hosn

8	March, 2016	Frontline Leaders Program	Designed to provide frontline	Cox Enterprises provides this training	Priya Aboul-hosn
	June, 2016		leaders with the tools	on an on-going basis for managers	Katy Camp
	September, 2016		necessary to manage them-	and leaders in the company	
			selves and others in a dynamic,		
			changing, diverse workplace		
			environment.		
9	Ongoing	Orlando Science Center	Interactive Weather Exhibit	Allows students/adults to gain	Tom Terry - Chief Meteorologist
		Partnership	that gives community the	weather forecasting knowledge and	Bryan Shields - Meteorologist
			opportunity to interact with	spark interest in a television career.	
			certified Meteorologist.		
10	Ongoing	CMG University	Thousands of available	Varies from 15 min coursework	All Cox Media Group Employees
			courses covering virtually	to several hours. Development	
			every aspect of business	Plans available for Managers and	
			operations or personal	their staff	
			development		
11	Ongoing	Paid Internship Program	CMG Orlando provides a paid	Cox Media Group has an ongoing	Available in all departments
			Internship Program to give	relationship with local colleges and	within CMG - Orlando TV
			students first-hand experience	specialty schools to provide	
			in the career area they wish	paid internships for student.	
			to pursue.		