

Exhibit 1(A)
2014-2015 EEO Public File Report

EEO Public File Report

WFOX-TV (Formerly WAWS-TV)
 October 1, 2014 through September 30, 2015
 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
149732	Account Executive	9/26/2014	10/13/2014	1-23, 25, 26, 31	3	1	Emp/Client/Agency Referrals
155327	Account Executive	4/9/2015	6/1/2015	1-23, 31, 35	4	1	Job Board - Indeed
156774	Account Executive	5/5/2015	6/26/2015	1-23, 25, 26, 31	3	1	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI
1510456	Account Executive	7/15/2015	8/14/2015	1-23, 25, 26	4	1	Emp/Client/Agency Referrals
1455414	Anchor	6/30/2014	10/30/2014	1-23, 25, 26, 30, 31, 32	10	2	Emp/Client/Agency Referrals and Co. Websites-Fox30.com/CBS47.com/
			2/9/2015				ActionNewsJax.com/CMG/CEI
157003	Assignment Editor	5/7/2015	8/31/2015	1-23, 26, 31, 35	9	1	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI
1411939	Assignment Editor	11/10/2014	2/16/2015	1-23, 25, 26, 27, 29, 31, 32, 35	17	1	Emp/Client/Agency Referrals
1410973	Associate Producer	10/27/2014	11/17/2014	1-23, 25, 26, 31, 35	10	2	Co.Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI,
			2/11/2015				Job Board - Indeed
150976	Digital Campaign Specialist	1/29/2015	3/17/2015	1-23, 25, 31	5	1	Emp/Client/Agency Referrals
1413057	Exec Producer Digital Media	11/25/2014	3/23/2015	1-23, 31	1	1	Job Board - Indeed
140765	Meteorologist	5/30/2014	12/1/2014	1-23, 26, 28, 31	5	1	Job Board - Indeed
147815	Photographer	8/21/2014	1/5/2015	1-23, 25, 26, 31, 35	17	2	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI,
			3/2/2015				Job Board - Indeed
150968	Photographer	2/2/2015	6/8/2015	1-23, 25, 26, 28, 31, 40	16	1	Emp/Client/Agency Referrals
156802	Photographer	5/5/2015	7/13/2015	1-23, 26	1	1	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI
150293	Photojournalist	1/26/2015	4/20/2015	1-23, 26, 28, 31	5	1	Job Board - CareerBuilder
147946	Producer	8/25/2014	1/5/2015	1-23, 25, 26, 31, 35	11	1	Emp/Client/Agency Referrals
1411568	Producer	11/3/2014	2/23/2015	1-23, 25, 26	4	1	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI
157155	Promotions Editor	5/11/2015	7/13/2015	1-23, 25, 31	5	1	Job Board - Indeed
147617	Promotions Producer	8/20/2014	2/2/2015	1-23, 26, 32	4	1	Co. Websites-Fox30.com/CBS47.com/ActionNewsJax.com/CMG/CEI
147918	Reporter	8/25/2014	10/6/2014	1-23, 25, 31	3	2	Emp/Client/Agency Referrals
			10/13/2014				Emp/Client/Agency Referrals
1410199	Reporter	10/7/2014	11/24/2014	1-23, 25, 40	2	2	Emp/Client/Agency Referrals
			11/10/2014				Emp/Client/Agency Referrals
1412591	Reporter	11/17/2014	1/21/2015	1-23, 26	2	2	Co. Websites-Fox30.com/CBS47.com/ActionNewJax.com/CMG/CEI
			3/5/2015				Co. Websites-Fox30.com/CBS47.com/ActionNewJax.com/CMG/CEI
153022	Reporter	2/27/2015	6/22/2015	1-23, 25, 26	2	2	Emp/Client/Agency Referrals and Co. Websites-Fox30.com/CBS47.com/
			7/6/2015				ActionNewsJax.com/CMG/CEI
158215	Sales Assistant/Fox	5/28/2015	8/3/2015	1-23, 25, 26, 31	3	1	Emp/Client/Agency Referrals
146537	Traffic Assistant	7/31/2014	10/10/2014	1-23, 25, 31, 32	5	1	Emp/Client/Agency Referrals
151548	Traffic Assistant	1/29/2015	3/2/2015	1-23, 25, 26, 31	4	1	Emp/Client/Agency Referrals
1411877	Video Editor/Moton Graphic Designer	11/7/2014	3/2/2015	1-23, 25, 26, 31	4	1	Emp/Client/Agency Referrals
Totals:					159	34	

WFOX-TV Formerly WAWS-TV
October 1, 2014 - September 30, 2015
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.	dcaust@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	602 Communications					
25	Emp/Client/Agency Referrals			31	16	
26	Company Websites: Fox30online.com/CBS47.com/ActionNewsJax.com/CMG/CEI			59	10	
27	Job Board - Beyond.com			1		
28	Job Board - CareerBuilder			3	1	
29	Job Board - DE - Florida			1		
30	Job Board - DE - US.JOBS			1		
31	Job Board - Indeed			49	6	
32	Job Board - Simply Hired			5		
33	NABJ					
34	Other - TV Industry Insider					
35	Social Network - Linked In			7		
36	Spots N Dots					
37	Talent Dynamics					
38	TV Jobs.com/Job.TVJobs.com					
39	Unsolicited-Walk Ins/Call Ins					
40	Career Fair - NABJ			2	1	

Totals:

159

34

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	CMG Jacksonville has an ongoing relationship with colleges to offer internship 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 understanding of day to day responsibilities.	Allows students to "shadow" to gain broad-casting knowledge	All Stations / All Departments
3	February 27, 2015	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 Bethun Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview.	Pascale Head Amy Barlow
4	January 28, 2015 March 18, 2015 April 13, 2015	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.	Marilyn Vaca Amy Barlow
5	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 General Manager HR Manager
6	March 11, 2015	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.	Amy Barlow was the facilitator presented to CMG Jacksonville Radio and presented this training to all of our new managers and high potential employees.	All New People Managers and high performing employees
7	2014-2015	Virtual Corporate Mentoring Program - Cox Enterprises	Virtual Corporate Mentoring Program including all divisions under Cox Enterprises in the	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.	Lorraine Simmons

8	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
9	July 15, 2015	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. can ensure their locations are all in compliance.	Robert Longo Rachael Hawk Romney Smith
10	February 27, 2015	IRTS Career Day Atlanta GA	Internal Radio and TV Society	Career Fair to recruit new talent	Rachael Hawk
11	August 25, 2015 August 26, 2015	Behavioral Interviewing	Training for all hiring managers on proper interviewing techniques	All hiring Managers and People Managers	16 TV Managers Participated
12	On-going	Frontline University	Year long training course on leadership and communication	Training for managers and hi-potential employees	Tito Burga Marilyn Vaca