

EEO Public File Report
Cox Media Group - Orlando
WFTV, WRDQ, WCFB(FM), WPYO(FM), WDBO(AM), WWKA(FM), WDBO(FM), WMMO(FM)
Reporting Cycle: October 1, 2018 to September 30, 2019

Full-Time Positions Filled

| Requisition | Date Opened | Start Date | Recruitment Source | Interviewed | Hired |
|--|-------------------|-------------------|------------------------------|-------------|-------|
| 1811231, Digital Content Producer | 7/16/2018 | 10/15/2018 | Referral - Employee Referral | 2 | 1 |
| | | 1/2/2019 | Cox Career Site | 2 | 1 |
| | | | Job Board - Indeed | 2 | 0 |
| | | | Social Network - LinkedIn | 2 | 0 |
| | | | Internal | 1 | 0 |
| 1815759, National Client Svcs Manager | 10/17/2018 | 11/26/2018 | Referral - Employee Referral | 1 | 1 |
| | | | Internal | 2 | 0 |
| | | | Cox Career Site | 1 | 0 |
| 1816476, Client Services Coordinator | 10/22/2018 | 12/3/2018 | Referral - Employee Referral | 3 | 1 |
| | | | Job Board - Indeed | 3 | 0 |
| | | | Internal | 1 | 0 |
| | | | Cox Career Site | 1 | 0 |
| 1814374, Reporter | 9/14/2018 | 12/10/2018 | Job Board - Indeed | 1 | 1 |
| | | | Cox Career Site | 1 | 0 |
| 187354, Associate Producer | 9/17/2018 | 11/19/2018 | Cox Career Site | 2 | 1 |
| | | | Internal | 1 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 1818532, Sales Associate | 12/3/2018 | 1/7/2019 | Job Board - Indeed | 1 | 1 |
| 1815151, Meteorologist | 10/2/2018 | 1/14/2019 | Cox Career Site | 1 | 1 |
| | | | Job Board - Indeed | 1 | 0 |
| 190859, Sales Associate | 1/14/2019 | 2/4/2019 | Cox Career Site | 1 | 1 |
| 191108, Digital Sales Specialist | 1/18/2019 | 2/11/2019 | Referral - Employee Referral | 1 | 1 |

| | | | | | |
|---|------------------|------------------|-----------------------------------|---|---|
| 190877, Digital Campaign Specialist | 1/15/2019 | 3/4/2019 | Cox Career Site | 6 | 1 |
| | | | Job Board - Indeed | 3 | 0 |
| | | | Internal | 2 | 0 |
| | | | Referral - Employee Referral | 1 | 0 |
| | | | Directly Sourced by Cox Recruiter | 1 | 0 |
| | | | Job Board - Monster | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 195137, News Photographer/Videographer | 4/11/2019 | 7/1/2019 | Referral - Employee Referral | 4 | 1 |
| | | | Cox Career Site | 6 | 0 |
| | | | Job Board - Indeed | 4 | 0 |
| | | | Social Network - LinkedIn | 2 | 0 |
| | | | Internal | 2 | 0 |
| 198032, Sales Assistant | 6/5/2019 | 7/1/2019 | Cox Career Site | 1 | 1 |
| 197006, Digital Assignment Editor | 5/20/2019 | 7/15/2019 | Cox Career Site | 6 | 1 |
| | | | Job Board - Indeed | 3 | 0 |
| 198002, Senior Promotion Producer | 6/4/2019 | 8/19/2019 | Cox Career Site | 1 | 1 |
| 199518, Broadcast Director | 7/12/2019 | 8/26/2019 | Job Board - Indeed | 1 | 1 |
| | | | Cox Career Site | 1 | 0 |

| Recruitment Sources | | | | | |
|--|--|--|--|-------------------|--------------------------|
| Cox Media Group - Orlando | | | | | |
| WFTV, WRDQ, WCFB(FM), WPYO(FM), WDBO(AM), WWKA(FM), WDBO(FM), WMMO(FM) | | | | | |
| October 1, 2018 - September 30, 2019 | | | | | |
| 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 | lcanelejo@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. Econolockhatchee 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 |

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|----|---|---|--|----|---|
| 11 | Miami Media School 7955 NW 12th Street, Doral FL, 33126 | Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494 | ALlamazares@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.womeninfilmmfl.org | Contact: Nancy McBride | nancy@womeninfilmmfl.org | | Y |
| 14 | University of Central Florida PO Box 161344, Orlando, FL, 32816 www.career.ucf.edu | Contact: Autumn Reisz Phone: (407) 823-2361 | csrecruit@ucf.edu | | N |
| 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 | Melody.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 <u>Communication & Journalism</u> | Contact: Dori 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: Heather Scarboro Phone: (850) 644-6493 | hscarboro@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 | | 30 | N |

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|--|---|--|----------------------------|----|---|
| 22 | America's Job Exchange | Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites | | | N |
| | Internet/Intranet - www.americasjobexchange.com | | | | |
| 23 | Employee Referrals | Referrals from current Employees | | 12 | N |
| 24 | Internal Applicant | Internal Employee | | 9 | N |
| Recruitment Sources Used for Specific Vacancies | | | | | |
| 1 | Directly Sourced by Recruiter | Cox Recruiter | | 1 | N |
| 2 | AppCast.io | Internet Posting | | | |
| | Internet/Intranet - www.appcast.io | | | | |
| 3 | Careerbuilder | Internet Posting | | | N |
| | Internet/Intranet - www.careerbuilder.com | | | | |
| 4 | Craigslist | Internet Posting | | | N |
| | Internet/Intranet - www.craigslist.com | | | | |
| 5 | DiversityInc | Internet Posting | | | N |
| | Internet/Intranet - www.diversityinc.com | | | | |
| 6 | Glassdoor | Internet Posting | | | N |
| | Internet/Intranet - www.glassdoor.com | | | | |
| 7 | Indeed | Internet Posting | | 20 | N |
| | Internet/Intranet - www.indeed.com | | | | |
| 8 | LinkedIn | Internet Posting | | 6 | N |
| | Internet/Intranet - www.linkedin.com | | | | |
| 9 | MediaBistro | Internet Posting | liana.choi@mediabistro.com | | N |
| | Internet/Intranet - www.mediabistro.com | | | | |
| 10 | Military.com | Internet Posting | | | N |
| | Internet/Intranet - www.military.com | | | | |
| 11 | Monster | Internet Posting | | 1 | N |
| | Internet/Intranet - www.monster.com | | | | |
| 12 | Nexxt.com | Internet Posting | | | N |
| | Internet/Intranet - www.nexxt.com | | | | |

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| 13 | Recruit Military | Internet Posting | | | N |
| | Internet/Intranet - www.recruitmilitary.com | | | | |
| | | | | | |
| 14 | TAOnline | Internet Posting | | | N |
| | Internet/Intranet - www.taonline.com | | | | |
| | | | | | |
| 15 | TVJobs | Internet Posting | | | N |
| | internet/Intranet - www.tvjobs.com | | | | |
| | Broadcast Employment Services, P.O. Box 4116, Oceanside, CA, 92052 | Phone: (800) 374-0119 | | | |
| | | | | | |
| 16 | TVNewsCheck | Internet Posting | | | N |
| | Internet/Intranet - www.tvnewscheck.com | | | | |
| | | | | | |
| 17 | Upward | Internet Posting | | | N |
| | Internet/Internat - www.upward.net | | | | |
| | | | | | |
| 18 | ZipRecruiter | Internet Posting | | | N |
| | Internet/Intranet - www.ziprecruiter.com | | | | |
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| Longer - Term Recruiting Initiatives | | | | | |
|---|-------------------------|--|---|---|---|
| Cox Media Group - Orlando Radio, WFTV, WRDQ | | | | | |
| WFTV, WRDQ, WCFB(FM), WDBO(AM), WDBO(FM), WMMO(FM), WPYO(FM), WWKA(FM), October 1, 2018 - September 30, 2019 | | | | | |
| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
| 1 | 2018-2019 | 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 at both of our Radio and Televisions properties. CMG Orlando Radio also promoted internship opportunities for all seven radio stations through social media via Facebook and Instagram posts in December 2018 and August 2019. | Internship Program: During this reporting period, Orlando Radio Sponsored (28) students for a paid internship program and Orlando TV sponsored (6) for their paid internship program. | Internships are available in all departments within CMG - Orlando. Majority of the interns worked in the Promotions & Events Departments, The News 96.5 WDBO News Room and at WFTV. |
| 3 | Ongoing | Learn@Cox | Thousands of available courses covering every aspect of business operations and personal development. | Online Learning and Development Training Programs | Available for all CMG - Orlando employees through online courses. |
| 4 | 2018-2019 | 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, one employee participated in the Mentoring Program | Ashley Williams |
| 5 | Oct. 2018 and Mar. 2019 | University of Central Florida | Meet with UCF students to discuss potential internships and career opportunities within Cox Media Group | Intern Pursuit | Dave Sirak and Marsha Taylor |
| 6 | Oct. 2018 | Bethune Cookman University CMG Career Day | CMG Orlando managers and leaders meet with 50+ Bethune-Cookman University Broadcast Production Students to discuss career opportunities. Multiple workshops took place lead by CMG Orlando Managers. (How to Master the Control Room, A Competitive Sales Workshop and Resume Writing). | Career Fair | John Keyes, Jennifer Bromiley, Tonya Jones and Ray Caputo |
| 7 | Oct. 2018 and Apr. 2019 | College of Journalism & Communication Career Fair at the University of Florida | Participated in the University of Florida's College of Journalism & Communications career fairs. A contact at the University of Florida event was referred and hired as a reporter by Memphis station WHBQ. This person was promoted and transferred to WFTV on 9/23/2019. | Career Fair | Dave Sirak |
| 8 | Nov. 2018 | Frontline Leaders Program | Nine leaders participated in the Frontline Leaders Program which provided them with the tools necessary to manage them-selves and others in a dynamic, changing, diverse workplace environment. These classes took two days to complete. | During this reporting period, nine managers/employees participated in the Frontline Leaders Training. | Tim Aldinger, Will Calder, Wes Halliwell, Eric Hopes, Dan Leaphart, Mike McConnell, Martin Penning, Jesse Rodgers and Nathan Strack |
| 9 | Nov. 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. | Educate University students on Broadcast employment opportunities | John Keyes, Ray Caputo, Jimmy Farrell and James Williams |
| 10 | Nov. 2018 - Nov. 2019 | Women on the Rise | Female programming talent were selected to be a part of a year long training program to learn the position of Brand Manager in Cox Media Group. Selected candidates made multi market visits, had one on one time with other programmers and were given leadership training for the position. | During this reporting period, two employees participated in the Women on the Rise Training Program. | Estee Martin and Ashley Stegbauer |

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| 11 | Jan. 2019 - Jul. 2019 | 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, one manager participated in the Leadership Training Program | Steve Stewart |
| 12 | Apr. 2019 | Talent Focused Management | Talent Focused Management is our foundation management training. Built around the Nature-Nurture Growth Formula, the TFM concept helps managers focus on what they can control on the Nature side (talent and fit) and on the Nurture side (investing in their people). In Talent Focused Management, sales managers learn how to focus on discerning and developing an individual's innate sales talents. | During this reporting period, two managers participated in the Talent Focused Management Program | JC Campese and Ashley Williams |
| 13 | Jul. 2019 | National Association of Broadcasting Rising Stars | This is an opportunity for the very best of the best women in media to come together and learn from industry experts and be exposed to other's who talent has distinguished them apart from their peers. It is a highly selective group with only two spots going to female employees of CMG; Ashley being one of them. | During this reporting period, one manager participated in the NAB Rising Stars Program | Ashley Williams |