

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

EEO Public File Report
COX MEDIA GROUP - ORLANDO TELEVISION
WFTV/WRDQ
October 1, 2014 through September 30, 2015

Full-time Positions Filled

Position Requisition #	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
145562	Photojournalist	7/9/2014	10/10/2014	1-22, 23, 24, 31	10	2	23
147093	Ignite Newscast Director	8/7/2014	10/13/2014	1-22, 23, 24, 31, 32, 35	8	1	31
144241	News Producer	5/29/2014	11/6/2014	1-22, 23, 24, 31, 32, 35	16	1	31
145940	Executive Producer	7/10/2014	11/11/2014	1-22, 23, 24, 31, 32, 36	26	1	31
149001	Photojournalist	9/15/2014	11/24/2014	1-22, 24, 28, 31	7	1	31
147064	Director, 927 Creative	8/28/2014	12/9/2014	1-22, 23, 24, 35	3	1	35
1413114	Photojournalist	12/10/2014	1/13/2015	1-22, 24	2	1	24
1411582	Reporter	11/4/2014	4/8/2015	1-22, 24, 34	3	1	34
1411579	Reporter	11/4/2014	4/20/2015	1-22, 24	1	1	24
146609	Senior Writer Producer	7/30/2014	5/7/2015	1-22, 24, 31, 33, 34, 35	10	1	34
155747	Reporter	4/16/2015	6/2/2015	1-22, 23	1	1	23
153526	Producer	3/4/2015	6/8/2015	1-22, 24	1	1	24
153923	Photojournalist	3/16/2015	6/23/2015	1-22, 24, 31, 35	3	1	35
157241	Photojournalist	5/13/2015	6/29/2015	1-22, 23, 24, 31	5	1	24
156324	Reporter	4/23/2015	8/6/2015	1-22, 23	1	1	23
154073	Account Executive	3/16/2015	8/17/2015	1-22, 23, 24, 35, 36, 37	9	1	23
159779	Associate Producer	6/25/2015	8/17/2015	1-22, 23, 31	2	1	31
157374	Research Analyst	5/19/2015	8/24/2015	1-22, 24, 31	2	1	24
1510988	Ignite Newscast Director	7/17/2015	9/8/2015	1-22, 23, 31, 32	6	1	31

TOTALS:

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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 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

Other Sources			Total Interviewed	Total Hired
23	Employee/Client/Agency Referrals		20	5
24	Cox Career Website		35	5
25	All Access			
26	Job Board - Beyond.com			
27	Job Board - DE - diversityworking.com			
28	Job Board - DE - Florida		1	
29	Job Board - DE - Simply Hired			
30	Job Board - DE - Texas			
31	Job Board - Indeed.com		38	6
32	Job Board - Other Job Board		4	
33	Job Board - Simply Hired		1	
34	Directly Sourced by Cox Recruiter		3	2
35	Social Network - Linked In		10	2
36	Social Network - Other Networking Site		3	
37	Job Board - Career Builder (Cox Media Group)		1	

TOTALS:

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Longer-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 9, 2014	Diversity & Inclusion Training	This 4-hour training course was	Cox Media Group has committed to	Orlando TV: 215
	May 2, 2015	"Driving Business Results	developed to increase	providing this training to at least 50%	
	May 16, 2015	through Diversity & Inclusion" required for all CMG employees.	awareness & generate ideas regarding ways to drive business results through D&I	of CMG's workforce in 2014 and the remainder in 2015.	
2	February 27, 2015	IRTS: International Radio & Television Society	Gives students an opportunity to learn about CMG, the	Cox Media Group hosts this Career Day at the corp. offices for selected	Stacey Williams
		Career Day, sponsored by Cox Media Group	positions available & interview for internships and/or jobs.	students from IRTS and managers from CMG are selected to present and host this event.	
3	February 27, 2015	Bethune-Cookman University CMG Career Day	This special Career Day was put together just for CMG.	Cox Media Group worked on developing a relationship with Bethun Cookman and developing this Career Day where we	John Keyes Brian Cole Jason Balthazar
			We had exclusive interview time with over 50 students	invited representatives for several CMG	
			from the Communication Dept.	locations to attend and interview.	
4	August 19, 2015	Cox Mentoring Program	Pairs emerging leaders with	New managers & hi-potential employees	Ashley Williams
	December 10, 2015		experienced leaders to	are nominated as Mentees. Experienced	
	March 16, 2016		reinforce Cox culture, business	leaders volunteer as Mentors.	
	July 13, 2016		principles & provide employee development opportunity.		
5	Augus 5-6, 2015	Leadership Fundamentals	Designed to equip managers	Cox Enterprises provides this training	Dave Ater Jesse Rogers Mark Farrell Katy Camp Antholy Colarossi Nathan Strack
	Sept. 29-30, 2015		and supervisors or potential	on an on-going basis for managers	
			leaders with critical thinking	and leaders in the company	
			skills to maximize performance		
			and lead employees		
6	July 28, 2015	Development training for CMG Managers & High Potentials	Two 4-hour training sessions were provided in Orlando as part of the CMG Frontline Leadership Program.	*Developing Emotional Intelligence *Coaching for Performance These courses are designed to better equip managers in leadership.	Autumn Jones Jennifer Vendena
7	July 29, 2015	Civil Treatment For Managers	This training provided our	Amy Barlow was the facilitator	Jeff Juniet Jennifer Vendena
		8-hour training	managers with the tools they need to manage fairly & legally	who came to CMG Orlando and facilitated this training class.	

			in today's changing workplace.		
8	April 7-8, 2015	CMG Leadership Program	Leadership development program designed for managers	Increase capabilities, close skill gaps	Craig Campise
	July 14-15, 2015	"CMGLP"	of managers	accelerate leaders readiness to be effective and strengthen talent pipeline	Matt Parcell
	October 13-14, 2015				
9	Ongoing	Orlando Science Center Partnership	Interactive Weather Exhibit that gives community the opportunity to interact with certified Meteorologist.	Allows students/adults to gain weather forecasting knowledge and spark interest in a television career.	Tom Terry - Chief Meteorologist Bryan Shields - Meteorologist
10	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
11	Ongoing	Paid Internship Program	CMG Orlando provides a paid Internship Program to give students first-hand experience in the career area they wish to pursue.	Cox Media Group has an ongoing relationship with local colleges and speciality schools to provide paid internships for student.	Available in all departments within CMG - Orlando TV