

**EEO Public File Report  
Cox Media Group - Orlando, FL  
WFTV/WRDQ**

**Reporting Cycle: December 17, 2019 – September 30, 2020**

**Full Time Positions Filled**

Requisition	Date Opened	Start Date	Source of Hire	Interviewed	Hired
<b>000531 (Managing Editor)</b>	1/9/2020	6/17/2020	CMG Career Site	2	1
<b>000542 (News Producer)</b>	3/2/2020	6/15/2020	CMG Career Site	4	1
<b>000551 (Traffic Reporter )</b>	3/6/2020	6/1/2020	CMG Career Site	2	1
<b>000656 (Newscast Director)</b>	5/22/2020	8/24/2020	Indeed.com	4	1
<b>000712 Editor News</b>	6/24/2020	7/23/2020	CMG Career Site	1	1
<b>1914495 IT Broadcast Engineer</b>	12/15/2019	1/26/2020	CMG Career Site	4	1

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Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
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
4	Broadbean job distribution	CMG Recruiter	N
5	America's Job Exchange	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N
7	Directly sourced by Korn Ferry Recruiter	Korn Ferry Recruiter/Various	N
8	CMG.com careers	CMG career site (internal/external)	N

Longer - Term Recruiting Initiatives					
Cox Media Group - Orlando, FL					
Orlando TV - WFTV & WRDQ					
December 17, 2019 through September 30, 2020					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2019-2020	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	Ongoing Digital Sales and Content Training	Several curriculum training programs offered to the Sales Team to help develop skills to succeed.	Independent developmental training offered to all new Sales/Content employees. Weekly group Digital/Social Media Training led by CMG Corporate Digital Content Director offered to content employees to enhance their skillset and apprise them of the ever changing social/digital landscape.	CMG Digital Content and Sales Employees
3	April 2020 - July 2020	CENTRAL FLORIDA BUSINESS STRONG	Our sales, news and community affairs departments worked to identify key clients to allow them to utilized our Central Florida Business Strong initiative to share how their business was working to help their customers and stay afloat and pivot their businesses during Covid. These :30 and :60 commercials ran April-July to showcase diverse and essential businesses in Central Florida.	These :30 and :60 commercials ran on WFTV and WRDQ to showcase diverse and essential businesses in Central Florida.	Mario Mendonza, Tina Commodore and Michelle Stevens
4	May 5, 2020	CENTRAL FLORIDA STRONG	WFTV held a CENTRAL FLORIDA STRONG initiative on May 5th in partnership with the Heart of Florida United Way and we have helped them raise over \$75,000 for local families to help pay their rent, mortgage and utilities. We will continue to promote this because the need is still there.	The program was designed to help & support families stay in their homes during COVID-19. Commercial spots ran on-air across all of our brands, websites and TV stations.	Michelle Stevens

5	June 2020	FILL THE NEED SUMMER FOOD DRIVE	<p>This was our 8th year hosting the annual summer food drive during June between 9 Family Connection, Goodwill Industries of Central Florida and Second Harvest Food Bank. We would like to thank the community for assisting us during this year's "Fill the Need" campaign, which allowed folks to drop off non-perishable food items at any of Goodwill's 30 retail stores. These donations were brought to Second Harvest Food Bank to be distributed to our neighbors in need. Your generosity provided enough food for nearly 3,000 meals. Thank you Central Florida, for stepping up once again during our "Fill the Need" campaign.</p>	<p>Thanks to our viewers and the community, during the month of August the Hope Now Virtual Backpack-a-thon was able to raise enough money to provide 3,000 backpacks to local students through Orange County Public Schools, Osceola County Public Schools and Seminole County Public Schools. Thanks so much to our amazing partners for your support of this initiative and for helping deliver backpacks to local students.</p>	Michelle Stevens
6	August 27, 2020	Taste of Hope	<p>We held a day long "Taste of Hope" to encourage our viewers to support the Taste Central Florida event which normally takes place in August.</p>	<p>Thanks to live cut-ins during the day and news stories fronted by Vanessa Echols, our 9 Family Connection initiative was able to raise enough money to provide over 80,000 meals to local families through Second Harvest Food Bank and Coalition for the Homeless.</p>	Vanessa Echols and Michelle Stevens
7	September 30, 2020	Pet Alliance Giving Day	<p>WFTV news and community affairs worked together to encourage viewers to support Pet Alliance of Greater Orlando during a Giving Day. The need is great in our community to support local homeless pets and the pet food pantry at Pet Alliance.</p>	<p>Families have been reaching out about needing help with pet food. The goal is to help raise \$300,000 during the giving day.</p>	Tina Commodore and Michelle Stevens