

**EEO Public File Report  
COX RADIO - JACKSONVILLE**

**WAPE 95.1 Big Ape, WJGL 96.9 EAGLE, WXXJ 102.9 X, WOKV 104.5 NEWS, WJGL-HD2 106.1 POWER, WOKV-HD2 99.5 HOT, WEZI 106.5 EASY  
October 1, 2015 through September 30, 2016**

**Positions Filled**

<b>Full Time Position</b>	<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>	<b>Hiring Source</b>
167512	Account Executive	5/17/2016	7/18/2016	1-23, 31	1	1	Job Board-Indeed
161110	Account Executive	1/27/2016	5/23/2016	1-23, 25	1	1	Referral (Employee Referral)
				1-23, 26	5	0	Cox Career Site
				1-23, 31	4	0	Job Board-Indeed
				1-23, 35	2	0	Social Network-LinkedIn
162805	Digital Sales Specialist	2/18/2016	5/31/2016	1-23, 25	4	1	Referral (Employee Referral)
				1-23, 26	5	0	Cox Career Site
				1-23, 31	2	0	Job Board-Indeed
				1-23, 35	1	0	Social Network-LinkedIn
163823	Digital Campaign Specialist	3/7/2016	3/14/2016	1-23, 25	1	1	Referral (Employee Referral)
1514420	Account Executive	9/28/2015	1/15/2016	1-23, 26	1	1	Cox Career Site
				1-23, 25	1	0	Referral (Employee Referral)
				1-23, 31	4	0	Job Board-Indeed
				1-23, 35	1	0	Social Network-LinkedIn
				1-23, 40	2	0	Advertisement - Radio
1516011	Local Client Services Coordinator	10/16/2015	11/30/2015	1-23, 25	1	1	Referral (Employee Referral)
157697	On-Air Talent	5/22/2015	10/5/2015	1-23, 31	1	1	Job Board-Indeed
169519	Account Executive	7/1/2016	8/1/2016	1-23, 26	1	1	Referral (Employee Referral)
161484	Reporter Mmkt	2/11/2016	3/14/2016	1-23, 26, 31, 41	4	1	All Access
	<b>Totals</b>				<b>42</b>	<b>9</b>	

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**October 1, 2015 - September 30, 2016**  
**WAPE 95.1 Big Ape, WJGL 96.9 EAGLE, WXXJ 102.9 X, WOKV 104.5 NEWS, WJGL-HD2 106.1 POWER, WOKV-HD2 99.5 HOT, WEZI 106.5 EASY**  
**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	<a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>	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	<a href="mailto:Melony.Washington@FAMU.edu">Melony.Washington@FAMU.edu</a>	0	0	No
3	Florida A&M University 314 Tucker Hall Tallahassee, FL 32307	Yanela Gordon (850) 412-5395 School of Journalism & Comm.	<a href="mailto:Yanela.Gordon@FAMU.edu">Yanela.Gordon@FAMU.edu</a>	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	<a href="mailto:lcanelejo@hccfl.edu">lcanelejo@hccfl.edu</a>	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	<a href="mailto:akeaton@hccfl.edu">akeaton@hccfl.edu</a>	0	0	No
6	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 3278	Kyle Nelson (407) 646-2195 Career Services	<a href="mailto:kanelson@rollins.edu">kanelson@rollins.edu</a>	0	0	No
7	Seminole State College 100 Weldon Blvd. Sanford, FL 32773	Lisa (407) 708-2649 Career Services	Online posting at: <a href="http://www.myinterfase.com/seminolecc/employer">www.myinterfase.com/seminolecc/employer</a>	0	0	No
8	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Miglino (727) 341-4640 Clearwater Campus	<a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>	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	<a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>	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: <a href="http://www.career.ucf.edu">www.career.ucf.edu</a> <a href="mailto:csrecruit@ucf.edu">csrecruit@ucf.edu</a>	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	<a href="mailto:PhyllisPena@crc.UFL.edu">PhyllisPena@crc.UFL.edu</a>	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.	<a href="mailto:dcfaust@jou.ufl.edu">dcfaust@jou.ufl.edu</a>	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	<a href="mailto:mcolvenbach@UT.edu">mcolvenbach@UT.edu</a>	0	0	No
14	Valencia Community College	Lilian Rosario	Online posting at:			

	7108 N. Econolockhatchee Trail Orlando, FL 32825	(407) 582-4832 Career Placement	<a href="http://valencia-csm.symplicity.com/employers/rosario19@valenciacollege.edu">http://valencia-csm.symplicity.com/employers/rosario19@valenciacollege.edu</a>	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: <a href="https://www.unf.edu/careerservices/employers">https://www.unf.edu/careerservices/employers</a>	0	0	No
16	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder 850-644-4023 Job Placement Department	<a href="mailto:dcrowder@fsu.edu">Dcrowder@fsu.edu</a>	0	0	No
17	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	<a href="mailto:jfurlong@flagler.edu">jfurlong@flagler.edu</a>	0	0	No
18	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Kathi Roche (813)974-3202	Online posting at: <a href="http://www.usf.edu/career/kroche@usf.edu">http://www.usf.edu/career/kroche@usf.edu</a>	0	0	No
19	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946	<a href="mailto:careercenter@fgcu.edu">careercenter@fgcu.edu</a>	0	0	No
20	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	(561) 297-3533 Career Services	Online posting at: <a href="http://fau.edu/cdc/employers/career@fau.edu">http://fau.edu/cdc/employers/career@fau.edu</a>	0	0	No
21	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	Online posting at: <a href="https://fiu-csm.symplicity.com/employers">https://fiu-csm.symplicity.com/employers</a>	0	0	No
22	University of Miami P.O Box 248127 Coral Gables, FL 33124	Marisely Rojas (305) 284-5451 School of Communications	<a href="mailto:m.rojas5@miami.edu">m.rojas5@miami.edu</a>	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	Emp/Client/Agency Referrals		8	4	
26	Company Websites:		14	2	
27	Job Board - Beyond.com		0	0	
28	Job Board - CareerBuilder (Cox Media Group)		0	0	
29	Job Board - DE - Florida		0	0	
30	Job Board - DE - US.JOBS		0	0	
31	Job Board - Indeed		13	2	
32	Job Board - Other Job Board		0	0	
33	NABJ		0	0	
34	Other - TV Industry Insider		0	0	
35	Social Network - Linked In		4	0	
36	Spots N Dots		0	0	
37	Talent Dynamics		0	0	
38	TV Jobs.com/Job.TVJobs.com		0	0	
39	Unsolicited-Walk Ins/Call Ins		0	0	
40	Advertisement - Radio		2	0	
41	Job Board - All Access		1	1	
<b>Totals</b>			<b>42</b>	<b>9</b>	

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	CMGLP	CMG Leadership Program		9 month program that partners the participant with a learning coach and integrates self learning with group sessions	Richard Jones
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	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 Bethun Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview.	Eric Lauer Clarence Natto Amy Barlow Tasheka Young Kendra Gibbs
4	February 3, 2016 February 17, 2016 April 13, 2016	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.	Eric Lauer Clarence Natto Kendra Gibbs Robert Barr
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	2016	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 This training to all of our new managers and high potential employees.	Codee Fuquay
7	May thru Aug 2016	LINKS Co-Mentoring Program - CMG Jacksonville	Local Co-Mentoring Program	This co-mentoring program allows any employee to partner with a co-mentor who can help guide their career development and grow their professional skills together.	Sequoyah Glenn/Amy Barlow Laura Hermanson/Ashley Testa Sara Gaslin/Aaron Schachter Suzann Bushatz/Zach Kinderman Matt Ray/Jeremy Gold/Gio Medina Todd Shannon/ Jay Grayuski/Justin Cousart Emily Long/Caitlin Johnson/Kendra Gibbs Brianna Perel/Phil Howart Melody Hutchinson/Codee Fuquay Cody Black/Jonathan Daniel
8	Ongoing	CMG University	Thousands of available	Varies from 15 min coursework	All Cox Media Group Employees

			courses covering virtually every aspect of business operations or personal development	to several hours. Development Plans available for Managers and their staff	
9	Jan 5-7 2016	IRTS Career Day Atlanta GA	Internal Radio and TV Society	Career Fair to recruit new talent	Nichole Hartman
10	2016	Sales Manager Academy	Training program for Sales Mgrs	The Sales Manager Academy is Cox Enterprises' offering to accelerate the development and coaching skills of Sales Managers across its businesses.	Ashley Testa
11	On-going	Frontline University	CMG Year long training course leadership and communication	Training for managers and hi-potential employees	Codee Fuquay
12	March 1, 2016	FSU Sales Competition	FSU students compete in a sales environment	Recruiting event for Sales employees	Eric Lauer AJ Vaughn and Melody Hutchison
13	November 1, 2015	International Collegiate Sales	Sales Competition and Job Fair	Recruiting event for Sales employees	Eric Lauer AJ Vaughn and Melody Hutchison