

EEO Public File Report

WCFB, WCFB-HD2, WDBO-AM, WDBO-FM, WMMO, WPYO, WWKA
COX MEDIA GROUP - ORLANDO RADIO

October 1, 2015 through September 30, 2016

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
1519145	Director of Sales	12/14/2015	3/21/2016	1-23, 27	1	0	Cox Career Site
				1-23, 26	4	1	Emp/Client/Agency Referral
166828	Senior Eng	5/5/2016	7/5/2016	1-23, 34	1	0	Job Board - Indeed
				1-23, 27	2	1	Cox Career Site
164212	Account Executive	4/6/2016	8/1/2016	1-23, 34	2	0	Job Board - Indeed
				1-23, 27	3	0	Cox Career Site
				1-23, 46	1	1	Job Board - Glassdoor
TOTALS:					14	3	

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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	Rick Roberts	Online posting at:			

	1 UNF Drive Jacksonville, FL 32224	(904)620-2964 Director of Career Services	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.symlicity.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	Advertisement - Radio				
26	Emp/Client/Agency Referrals		4	1	
27	Cox Career Site		6	1	
28	Directly Sourced by Cox Recruiter				
29	Job Board - Atlanta Journal - Constitution				
30	Job Board - Beyond.com				
31	Job Board - CareerBuilder (Cox Media Group)				
32	Job Board - DE - Florida				
33	Job Board - DE - US Jobs				
34	Job Board - Indeed		3	0	
35	Job Board - Other Job Board				
36	Job Board - The Muse				
37	NABJ				
38	Other - TV Industry Insider				
39	Other - Inquired own my own				
40	Social Network - Linked In				
41	Social Network - Other Networking Site				
42	Spots N Dots				
43	Talent Dynamics				
44	TV Jobs.com/Job.TVJobs.com				
45	Unsolicited-Walk Ins/Call Ins				
46	Job Board - Glassdoor		1	1	
47	Event - A Day in the Life of CMG				
48	Career Fair - Miami Dade College Job Fair				
49	Job Board - OWL Link - FAU Career Site				
50	Job Board - Craigslist				
51	Former Employee				
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Long-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 14, 2015	CMG Orlando Radio: "A Day in the Life"	This one day event, hosted by Orlando Radio, gave college students & current part-time employees the opportunity to spend the day at Orlando Radio and learn about all of the different jobs at Radio, as well as the Radio business in general.	Department Managers & alumni employees had several workshops throughout the day where students could learn about Radio Sales, Marketing, Programming & Digital. In addition, Innovation Training was provided for the attendees as well.	3 Students from the University of Central Florida 6 Part-time Employees from CMG - Orlando Radio
2	November 6, 2015	Diversity & Inclusion Training "Driving Business Results through Diversity & Inclusion" required for all CMG employees/	This 4-hour training course was developed to increase awareness & generate ideas regarding ways to drive business results through D&I	Cox Media Group has committed to providing this training every year to all of our full-time & part-time employees.	22 CMG Orlando Radio Employees
3	March 16, 2016	University of Central Florida Intern Pursuit	Designed to give UCF students a chance to speak to businesses for potential internships & career possibilities	CMG Orlando representatives attended to speak & interview students interested in our Internship Program.	Marsha Taylor Shannon Lane Travis Morrison Jon Acevedo
4	August 19, 2015 December 10, 2015 March 16, 2016 July 13, 2016	Cox Mentoring Program	Pairs emerging leaders with experienced leaders to reinforce Cox culture, business principles & provide employee development opportunity.	New managers & hi-potential employees are nominated as Mentees. Experienced leaders volunteer as Mentors.	Mike McConnell Jimmy Farrell Susan Larkin Michael Saunders
5	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.	Jimmy Farrell Michael Saunders Dawn Campbell
6	April 12-13, 2016 August 9-11, 2016	CMG Leadership Program "CMGLP"	Leadership development program designed for managers of managers	Increase capabilities, close skill gaps accelerte leaders readiness to be effective and strengthen talent pipeline	JC Campese

7	March, 2016	Frontline Leaders Program	Designed to provide frontline	Cox Enterprises provides this training	Drew Bland
	June, 2016		leaders with the tools	on an on-going basis for managers	Drew Anderssen
	September, 2016		necessary to manage them-	and leaders in the company	Nick Figueredo
			selves and others in a dynamic,		
			changing, diverse workplace		
			environment.		
8	August 24-25, 2016	Leadership Fundamentals	Designed to equip managers	Cox Enterprises provides this training	Evelyn Pacheco
			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		
9	Ongoing	CMG University	Thousands of available	Varies from 15 min coursework	All Cox Media Group Employees
			courses covering virtually	to several hours. Development	
			every aspect of business	Plans available for Managers and	
			operations or personal	their staff	
			development		
10	Ongoing	Paid Internship Program	CMG Orlando provides a paid	Cox Media Group has an ongoing	Available in all department
			Internship Program to give	relationship with local colleges and	within CMG - Orlando
			students first-hand experience	speciality schools to provide	
			in the career area they wish	paid internships for student.	
			to pursue.		