

EEO Public File Report

CMG - JACKSONVILLE RADIO
October 1, 2016 through September 30, 2017
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
1613190	Digital Sales Specialist	9/8/2016	11/21/2016	1-23, 27, 34, 40	5	1	Cox Career Site
1614189	Account Executive	9/29/2016	12/2/2016	1-23, 27, 40	1	1	Social Network - LinkedIn
1614276	Digital Campaign Specialist	9/29/2016	10/24/2016	1-23, 27	1	1	Cox Career Site
172015	Local Sales Manager	1/27/2017	2/20/2017	1-23, 27	1	1	Cox Career Site
1617410	Promotions Director	12/9/2016	3/23/2017	1-23, 26, 27, 34, 40, 46	12	1	Social Network - LinkedIn
174596	Client Services Coordinator	3/8/2017	4/5/2017	1-23, 26, 27	3	1	Referral - Employee Referral
178123	WOKV News Anchor	5/1/2017	6/7/2017	1-23, 27	1	1	Cox Career Site
176749	Account Executive	4/12/2017	9/5/2017	1-23, 26, 27, 40	3	1	Referral - Employee Referral
1713519	Account Executive	8/21/2017	9/18/2017	1-23, 27, 28	1	1	Directly Sourced by Cox Recruiter
TOTALS:					28	9	

CMG - JACKSONVILLE RADIO
October 1, 2016 - September 30, 2017
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 11840C 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
23	CMG Jacksonville Radio 8000 Belfort Parkway Jacksonville, FL 32256	All Employees		0	0	No

Other Sources			Interviewed	Hired
24	602 Communications		0	0
25	Advertisement - Radio		0	0
26	Emp/Client/Agency Referrals		4	2
27	Cox Career Site: Fox30online.com/CBS47.com/ActionNewsJax.com/CMG/CEI		11	4
28	Directly Sourced by Cox Recruiter		1	1
29	Job Board - Atlanta Journal - Constitution		0	0
30	Job Board - Beyond.com		0	0
31	Job Board - CareerBuilder		0	0
32	Job Board - DE - Florida		0	0
33	Job Board - DE - US Jobs		0	0
34	Job Board - Indeed		6	0
35	Job Board - Other Job Board		0	0
36	Job Board - The Muse		0	0
37	NABJ		0	0
38	Other - TV Industry Insider		0	0
39	Other - Inquired own my own		0	0
40	Social Network - Linked In		5	2
41	Social Network - Other Networking Site		0	0
42	Spots N Dots		0	0
43	Talent Dynamics		0	0
44	TV Jobs.com/Job.TVJobs.com		0	0
45	Unsolicited-Walk Ins/Call Ins		0	0
46	Job Board - Allaccess		1	0

TOTALS:

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	CMG Jacksonville has an ongoing relationship with colleges to offer internship opportunities and possible employ to qualified students	Host interns from local colleges for broadcasting experience and/or credit hours	Julie Bergman Neal Surrena Amy Barlow
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	April 12, 2017	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.	Clarence Natto Amy Barlow Tasheska Young
4	March 1, 2017 and March 22, 2017	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.	Clarence Natto
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	June 15, 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 and presented this training to all of our new managers and high potential employees.	All New People Managers and Stephanie Brown
7	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
8	April 19, 2017	Station Tours	University students come and tour the station and learn more about day to day broadcasting	Bethune Cookman University students	Rob Barr Clarence Natto
10	March 1, 2017 June 1, 2017	Frontline University	9 month long training course on leadership and communication	Training for managers and hi-potential employees	Stephanie Brown Julie Bergman

