

COX MEDIA GROUP - ORLANDO RADIO
WCFB, WCFB-HD2, WDBO-AM, WDBO-FM, WMMO, WPYO, WWKA
October 1, 2016 through 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	lcanejo@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	knelson@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. Econlockhatchee 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 Orlando Radio 4192 John Young Parkway Orlando, FL 32804	All Employees		0	0	No

Other Sources			Interviewed	Hired
24	602 Communications		0	0
25	Advertisement - Radio		0	0
26	Emp/Client/Agency Referrals		1	1
27	Cox Career Site:		0	0
28	Directly Sourced by Cox Recruiter		0	0
29	Job Board - Atlanta Journal - Constitution		0	0
30	Job Board - Beyond.com		0	0
31	Job Board - CareerBuilder (Cox Media Group)		0	0
32	Job Board - DE - Florida		0	0
33	Job Board - DE - US Jobs		0	0
34	Job Board - Indeed		0	0
35	Job Board - Other Job Board		0	0
36	Job Board - The Muse		0	0
37	Job Board - Glassdoor		0	0
38	NABJ		0	0
39	Other - TV Industry Insider		0	0
40	Other - Inquired own my own		0	0
41	Social Network - Linked In		0	0
42	Social Network - Other Networking Site		0	0
43	Spots N Dots		0	0
44	Talent Dynamics		0	0

45	TV Jobs.com/Job.TVJobs.com			0	0
46	Insolicited-Walk Ins/Call Ins			0	0
TOTALS:				1	1

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Long-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 24, 2016	University of Central Florida	Designed to give UCF	CMG Orlando representatives attended	Marsha Taylor
		Intern Pursuit	students a chance to	to speak & interview students interested	Mike McConnell
			speak to businesses	in our Internship Program.	Valencia Bromell
			for potential internships &		
			career possibilities		
2	November 10, 2016	Bethune Cookman University	BCU Students come to Orlando	CMG Orlando representatives gave tours	DJ Nailz & Monica May
		Student Station Visit	Radio to take a tour lead by our	of our radio station and discussed the	Drew Bland & Dawn Campbell
			managers & employees to find	details of their jobs and answered	Keith Memoly, Mike McConnell
			out exactly what is required	questions.	Jimmy Farrell & James Williams
			for different jobs within Radio.		
3	March 20, 2017	University of Central Florida	Designed to give UCF	CMG Orlando representatives attended	Marsha Taylor
		Spring Intern Pursuit	students a chance to	to speak & interview students interested	Felicia Wong
			speak to businesses	in our Internship Program.	Natasha Christman
			for potential internships &		
			career possibilities		
4	April 12, 2017	Bethune-Cookman University	This special Career Day was	Cox Media Group worked on developing	Jimmy Farrell
		CMG Career Day	put together just for CMG.	a relationship with Bethune Cookman and	James Williams
			We had exclusive interview	developing this Career Day where we	Nigel Sealy
			time with over 50 students	invited representatives for several CMG	
			from the Communication Dept.	locations to attend and interview.	
5	April - August, 2017	CMG Leadership Program	Leadership development pro-	Increase capabilities, close skill gaps	Evelyn Pacheco
		"CMGLP"	gram designed for managers	accelerate leaders readiness to be	Dawn Campbell
			of managers	effective and strengthen talent	
				pipeline	
6	March, 2017	Frontline Leaders Program	Designed to provide frontline	Cox Enterprises provides this training	Estee Santoni
	June, 2017		leaders with the tools	on an on-going basis for managers	Hildi Schenck
	September, 2017		necessary to manage them-	and leaders in the company	
			selves and others in a dynamic,		
			changing, diverse workplace		
			environment.		
7	June 27 & 28, 2017	Leadership Fundamentals	Designed to equip managers	Cox Enterprises provides this training	Wes Halliwell
			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		
8	Ongoing	<u>Learn@Cox</u>	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
9	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 department within CMG - Orlando