

## EEO Public File Report

**ORLANDO TELEVISION: WFTV-TV/WRDQ-TV**  
**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                     |
|--------------------|----------------------------------------|------------|-------------|--------------------------------------------------------------------------------------------------------|--------------------|--------------|-----------------------------------|
| 1513708            | Ignite Director                        | 9/3/2015   | 11/9/2015   | 1-23, 26                                                                                               | 2                  | 1            | Employee/Client/Agency Referrals  |
|                    |                                        |            |             | 1-23, 27                                                                                               | 3                  | 0            | Cox Career Site                   |
|                    |                                        |            |             | 1-23, 34                                                                                               | 2                  | 0            | Job Board - Indeed                |
| 1514066            | Anchor/Reporter                        | 9/11/2015  | 11/16/2015  | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
| 1515445            | Digital Content Producer               | 10/8/2015  |             | 1-23, 27                                                                                               | 2                  | 0            | Cox Career Site                   |
|                    |                                        |            | 11/9/2015   | 1-23, 34                                                                                               | 1                  | 1            | Job Board - Indeed                |
| 157855             | Television News Photographer           | 5/21/2015  | 11/16/2015  | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
|                    |                                        |            |             | 1-23, 27                                                                                               | 1                  | 0            | Cox Career Site                   |
|                    |                                        |            |             | 1-23, 34                                                                                               | 1                  | 0            | Job Board - Indeed                |
| 1517580            | Photographer                           | 11/11/2015 |             | 1-23, 27                                                                                               | 1                  | 0            | Cox Career Site                   |
|                    |                                        |            | 12/14/2015  | 1-23, 26                                                                                               | 2                  | 1            | Employee/Client/Agency Referrals  |
| 1517614            | Sales Assistant                        | 11/12/2015 | 1/25/2016   | 1-23, 34                                                                                               | 1                  | 1            | Job Board - Indeed                |
|                    |                                        |            |             |                                                                                                        | 4                  | 0            | Cox Career Site                   |
|                    |                                        |            |             |                                                                                                        | 1                  | 0            | Employee/Client/Agency Referrals  |
| 1518311            | Digital Meteorologist/Weather Producer | 11/24/2015 | 1/11/2016   | 1-23, 27                                                                                               | 1                  | 1            | Cox Career Site                   |
| 1519300            | Photojournalist                        | 12/28/2015 | 3/7/2016    | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
|                    |                                        |            |             | 1-23, 27                                                                                               | 2                  | 0            | Cox Career Site                   |
|                    |                                        |            |             | 1-23, 40                                                                                               | 1                  | 0            | Social Network - LinkedIn         |
| 160664             | News Producer                          | 1/12/2016  | 5/31/2016   | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
| 164130             | 927 Creative Producer                  | 3/14/2016  |             | 1-23, 27                                                                                               | 1                  | 0            | Cox Career Site                   |
|                    |                                        |            | 5/2/2016    | 1-23, 34                                                                                               | 1                  | 1            | Job Board - Indeed                |
|                    |                                        |            |             | 1-23, 40                                                                                               | 1                  | 0            | Social Network - LinkedIn         |
| 1512949            | Anchor/Reporter                        | 8/21/2015  | 6/13/2016   | 1-23, 27                                                                                               | 1                  | 1            | Cox Career Site                   |
| 1518589            | Anchor/Reporter - 1st opening          | 12/4/2015  | 6/13/2016   | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
|                    | Anchor/Reporter - 2nd opening          | 12/4/2015  | 1/25/2016   | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
| 161901             | Reporter - 1st opening                 | 2/2/2016   | 6/13/2016   | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
|                    | Reporter - 2nd opening                 | 2/2/2016   | 8/15/2016   | 1-23, 27                                                                                               | 1                  | 1            | Cox Career Site                   |
| 165972             | Account Executive                      | 4/25/2016  | 6/6/2016    | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
|                    |                                        |            |             | 1-23, 27                                                                                               | 1                  | 0            | Cox Career Site                   |
|                    |                                        |            |             | 1-23, 28                                                                                               | 1                  | 0            | Directly Sourced by Cox Recruiter |
|                    |                                        |            |             | 1-23, 34                                                                                               | 1                  | 0            | Job Board - Indeed                |
| 164722             | Bureau Reporter                        | 3/31/2016  | 7/18/2016   | 1-23, 27                                                                                               | 1                  | 1            | Cox Career Site                   |
| 168080             | Morning Reporter                       | 6/6/2016   | 8/22/2016   | 1-23, 26                                                                                               | 1                  | 1            | Employee/Client/Agency Referrals  |
| <b>TOTALS:</b>     |                                        |            |             |                                                                                                        | <b>43</b>          | <b>18</b>    |                                   |

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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<br>640 Mary McLeod Bethune Blvd.<br>Daytona Beach, FL 32114                                | Davita Bonner<br>(386) 481-2143<br>Career Resources                    | <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>                                                                                                                                                        | 0                 | 0           | No                       |
| 2  | Florida A&M University<br>1676 M.L. King Blvd., 100 Student Union Plaza<br>Tallahassee, FL 32307                   | Melony Washington<br>(850) 599-8808<br>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<br>314 Tucker Hall<br>Tallahassee, FL 32307                                                 | Yanela Gordon<br>(850) 412-5395<br>School of Journalism & Comm.        | <a href="mailto:Yanela.Gordon@FAMU.edu">Yanela.Gordon@FAMU.edu</a>                                                                                                                                                  | 0                 | 0           | No                       |
| 4  | Hillsborough Community College<br>Dale Mabry Student Services Bldg Room 202 4001 Tampa Bay Blvd<br>Tampa FL, 33461 | Lorraine Canalejo<br>(813) 253-7310<br>Career Resources Center Manager | <a href="mailto:lcanelejo@hccfl.edu">lcanelejo@hccfl.edu</a>                                                                                                                                                        | 0                 | 0           | No                       |
| 5  | Hillsborough Community College<br>2112 North 15th St., PST 134<br>Tampa, FL 33605                                  | Alisa Keaton<br>(813) 253-7978<br>Radio-TV Program Manager             | <a href="mailto:akeaton@hccfl.edu">akeaton@hccfl.edu</a>                                                                                                                                                            | 0                 | 0           | No                       |
| 6  | Rollins College<br>1000 Holt Ave., #2587<br>Winter Park, FL 3278                                                   | Kyle Nelson<br>(407) 646-2195<br>Career Services                       | <a href="mailto:kanelson@rollins.edu">kanelson@rollins.edu</a>                                                                                                                                                      | 0                 | 0           | No                       |
| 7  | Seminole State College<br>100 Weldon Blvd.<br>Sanford, FL 32773                                                    | Lisa<br>(407) 708-2649<br>Career Services                              | Online posting at:<br><a href="http://www.mvinterfase.com/seminolecc/employer">www.mvinterfase.com/seminolecc/employer</a>                                                                                          | 0                 | 0           | No                       |
| 8  | St. Petersburg College<br>2465 Drew St., AD 115<br>Clearwater, FL 33765                                            | Rose Miglino<br>(727) 341-4640<br>Clearwater Campus                    | <a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>                                                                                                                                          | 0                 | 0           | No                       |
| 9  | St. Petersburg College<br>6605 5th Ave. N., Admin Bldg. AD 123<br>St. Petersburg FL, 33710                         | Rose Miglino<br>(727) 341-4640<br>Gibbs Campus                         | <a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>                                                                                                                                          | 0                 | 0           | No                       |
| 10 | University of Central Florida<br>P.O. Box 161344<br>Orlando, FL 32816                                              | Valda Ramdial<br>(407) 823-2000<br>School of Communications            | Online posting at:<br><a href="http://www.career.ucf.edu">www.career.ucf.edu</a><br><a href="mailto:csrecruit@ucf.edu">csrecruit@ucf.edu</a>                                                                        | 0                 | 0           | No                       |
| 11 | University of Florida<br>POB 118507, CR-170, Wayne Reitz Union<br>Gainesville, FL 32611                            | Phyllis Pena<br>(352)273-2300<br>Career Resource Center                | <a href="mailto:PhyllisPena@crc.UFL.edu">PhyllisPena@crc.UFL.edu</a>                                                                                                                                                | 0                 | 0           | No                       |
| 12 | University of Florida<br>1080 Weimer Hall, P. O. Box 118400<br>Gainesville, FL 32611                               | Dori Faust<br>(352) 294-0809<br>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<br>401 W. Kennedy Blvd., Box K<br>Tampa FL, 33606                                              | Mark Colvenbach<br>(813) 253-7210<br>Director of Career Services       | <a href="mailto:mcolvenbach@UT.edu">mcolvenbach@UT.edu</a>                                                                                                                                                          | 0                 | 0           | No                       |
| 14 | Valencia Community College<br>7108 N. Econolockhatchee Trail<br>Orlando, FL 32825                                  | Lilian Rosario<br>(407) 582-4832<br>Career Placement                   | Online posting at:<br><a href="http://valencia-csm.symplicity.com/employers">http://valencia-csm.symplicity.com/employers</a><br><a href="mailto:lrosario19@valenciacollege.edu">lrosario19@valenciacollege.edu</a> | 0                 | 0           | No                       |
| 15 | University of North Florida<br>1 UNF Drive                                                                         | Rick Roberts<br>(904)620-2964                                          | Online posting at:<br><a href="https://www.unf.edu/careerservices/employers">https://www.unf.edu/careerservices/employers</a>                                                                                       | 0                 | 0           | No                       |

|    |                                                                                                                |                                                              |                                                                                                                                                     |   |   |    |
|----|----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|---|---|----|
|    | Jacksonville, FL 32224                                                                                         | Director of Career Services                                  |                                                                                                                                                     |   |   |    |
| 16 | Florida State University<br>100 South Woodward Avenue<br>Tallahassee, FL 32306-4162                            | Debra Crowder<br>850-644-4023<br>Job Placement Department    | <a href="mailto:dcrowder@fsu.edu">Dcrowder@fsu.edu</a>                                                                                              | 0 | 0 | No |
| 17 | Flagler College<br>P. O. Box 1027<br>St. Augustine, FL 32084                                                   | Jessica Furlong<br>(904) 819-6341<br>Career Services         | <a href="mailto:jfurlong@flagler.edu">jfurlong@flagler.edu</a>                                                                                      | 0 | 0 | No |
| 18 | University of South Florida<br>4202 East Bowler Ave PSB101<br>Tampa, FL 33620                                  | Kathi Roche<br>(813)974-3202                                 | Online posting at:<br><a href="http://www.usf.edu/career">http://www.usf.edu/career</a><br><a href="mailto:kroche@usf.edu">kroche@usf.edu</a>       | 0 | 0 | No |
| 19 | Florida Gulf Coast University<br>Cohen Center - First Floor<br>10501 FGCU Blvd S.<br>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<br>777 Glades Road SU 215<br>Boca Raton, FL 33431                                  | (561) 297-3533<br>Career Services                            | Online posting at:<br><a href="http://fau.edu/cdc/employers">http://fau.edu/cdc/employers</a><br><a href="mailto:career@fau.edu">career@fau.edu</a> | 0 | 0 | No |
| 21 | Florida International University<br>11200 SW 8th Street<br>Miami, FL 33199                                     | (305) 348-2283<br>Career Management Services                 | Online posting at:<br><a href="https://fiu-csm.symplicity.com/employers">https://fiu-csm.symplicity.com/employers</a>                               | 0 | 0 | No |
| 22 | University of Miami<br>P.O Box 248127<br>Coral Gables, FL 33124                                                | Marisely Rojas<br>(305) 284-5451<br>School of Communications | <a href="mailto:m.rojas5@miami.edu">m.rojas5@miami.edu</a>                                                                                          | 0 | 0 | No |
| 23 | WAWS-TV and WTEV-TV<br>11700 Central Parkway Unit 2<br>Jacksonville, FL 32224                                  | All Employees                                                |                                                                                                                                                     | 0 | 0 | No |

| Other Sources  |                                             |  | Interviewed | Hired     |  |
|----------------|---------------------------------------------|--|-------------|-----------|--|
| 24             | 602 Communications                          |  | 0           | 0         |  |
| 25             | Advertisement - Radio                       |  | 0           | 0         |  |
| 26             | Emp/Client/Agency Referrals                 |  | 14          | 11        |  |
| 27             | Cox Career Site:                            |  | 19          | 4         |  |
| 28             | Directly Sourced by Cox Recruiter           |  | 1           | 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                          |  | 7           | 3         |  |
| 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                  |  | 2           | 0         |  |
| 41             | Social Network - Other Networking Site      |  | 0           | 0         |  |
| 42             | Spots N Dots                                |  | 0           | 0         |  |
| 43             | Talent Dynamics                             |  | 0           | 0         |  |
| 44             | TV Jobs.com/Job.TV.Jobs.com                 |  | 0           | 0         |  |
| 45             | Unsolicited-Walk Ins/Call Ins               |  | 0           | 0         |  |
| <b>TOTALS:</b> |                                             |  | <b>43</b>   | <b>18</b> |  |

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**Longer-Term Recruitment Initiatives Implemented**

| No. | Date                                                                                | Initiative                                                                              | Description                                                                                                                                               | Scope of Involvement                                                                                                                                                                        | Personnel Involved                                                            |
|-----|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| 1   | November 7, 2015                                                                    | Diversity & Inclusion Training                                                          | 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.                                                                          | 25 Employees                                                                  |
| 2   | February 19, 2016                                                                   | IRTS: International Radio & Television Society Career Day, sponsored by Cox Media Group | Gives students an opportunity to learn about CMG, the positions available & interview for internships and/or jobs.                                        | Cox Media Group hosts this Career Day at the corp. offices for selected students from IRTS and managers from CMG are selected to present and host this event.                               | Stacey Williams                                                               |
| 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 Bethune Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview. | John Keyes<br>Brian Cole<br>Jennifer Bromiley<br>Susan Falcon<br>Cheryl Smith |
| 4   | April 12-13, 2016<br>August 9-11, 2016 &<br>April 19-20, 2016<br>August 16-18, 2016 | CMG Leadership Program "CMGLP"                                                          | Leadership development program designed for managers of managers                                                                                          | Increase capabilities, close skill gaps accelerate leaders readiness to be effective and strengthen talent pipeline                                                                         | Mace Maciejewski<br>John Keyes                                                |
| 5   | May 11-12, 2016 &<br>August 30-31, 2016                                             | CMG Sales Leadership Program "Sales Manager Academy"                                    | SMA is a 6-month sales leadership experience including 2-day live cohort sessions; an assigned master sales coach and collaborative group coaching calls. | This program improves the quality of coaching skills among sales leaders across the company.                                                                                                | Brian Cole                                                                    |
| 6   | June 16, 2016<br>September 29, 2016<br>February 22, 2017<br>May 17, 2017            | 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.                                                                                   | Dave Sirak                                                                    |
| 7   | August 24-25, 2016                                                                  | Leadership Fundamentals                                                                 | Designed to equip managers and supervisors or potential leaders with critical thinking skills to maximize performance and lead employees                  | Cox Enterprises provides this training on an on-going basis for managers and leaders in the company                                                                                         | April Starinsky<br>Priya Aboul-hosn                                           |

|    |                                              |                                    |                                                                                                                                                       |                                                                                                                                |                                                                  |
|----|----------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 8  | March, 2016<br>June, 2016<br>September, 2016 | Frontline Leaders Program          | Designed to provide frontline leaders with the tools necessary to manage themselves and others in a dynamic, changing, diverse workplace environment. | Cox Enterprises provides this training on an on-going basis for managers and leaders in the company                            | Priya Aboul-hosn<br>Katy Camp                                    |
| 9  | Ongoing                                      | Orlando Science Center Partnership | Interactive Weather Exhibit that gives community the opportunity to interact with certified Meteorologist.                                            | Allows students/adults to gain weather forecasting knowledge and spark interest in a television career.                        | Tom Terry - Chief Meteorologist<br>Bryan Shields - Meteorologist |
| 10 | 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                                    |
| 11 | 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 specialty schools to provide paid internships for student. | Available in all departments within CMG - Orlando TV             |