

EEO Public File Report
Cox Media Group - Jacksonville
WAPE, WJGL, WXXJ, WOKV(AM), WOKV-FM, WEZI, WFOX-TV and WJAX-TV
Reporting Cycle: October 1, 2018 to September 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1813321, Account Executive	8/24/2018	10/8/2018	Advertisement - Radio	1	1
			Job Board - Nexxt	1	0
			Cox Career Site	1	0
1815419, Account Executive	10/3/2018	10/15/2018	Job Board - Indeed	1	1
1813309, Traffic Assistant	8/24/2018	10/22/2018	Job Board - Indeed	4	1
			Internal	2	0
			Cox Career Site	2	0
1813028, Traffic Announcer	8/22/2018	12/10/2018	Referral - Employee Referral	1	1
			Cox Career Site	1	0
1812272, Reporter	8/10/2018	12/03/2019	Cox Career Site	3	2
		1/21/2019	Agency - OTA Talent	1	0
1814451, Writer Producer News	9/17/2018	12/5/2018	Referral - Employee Referral	1	1
			Job Board - Indeed	2	0
			Internal	1	0
			Social Network - LinkedIn	1	0
1814602, Account Executive	9/18/2018	12/3/2018	Referral - Employee Referral	1	1
			Cox Career Site	2	0
			Job Board - Indeed	2	0
1817352, Account Executive	11/7/2018	12/31/2018	Cox Career Site	2	1
			Job Board - Indeed	2	0
			Directly Sourced by Cox Recruiter	1	0
1818031, Master Control Switcher	11/26/2018	1/9/2019	Job Board - Indeed	5	1

			Internal	1	0
			America's Job Exchange	1	0
1817264, Radio Board Operator	11/13/2018	1/14/2019	Job Board - Indeed	2	1
			Social Network - LinkedIn	1	0
1817193, Digital Campaign Specialist	11/7/2018	1/14/2019	Cox Career Site	1	1
			Internal	1	0
			Directly Sourced by Cox Recruiter	1	0
1816316, Senior Digital Strategist	10/19/2018	2/21/2019	Cox Career Site	4	1
			Internal	3	0
			Social Network - LinkedIn	3	0
			Job Board - Indeed	2	0
1816875, Design Director	11/2/2018	2/25/2019	Directly Sourced by Cox Recruiter	1	1
			Cox Career Site	3	0
			Job Board - Glassdoor	1	0
1810073, General Sales Manager	6/20/2018	3/18/2019	Cox Career Site	5	1
			Directly Sourced by Cox Recruiter	3	0
			Job Board - Indeed	3	0
			Referral - Employee Referral	2	0
			Job Board - Nexxt	1	0
			Social Network - LinkedIn	1	0
1816489, Writer Producer News	10/22/2018	3/18/2019	Cox Career Site	2	1
			America's Job Exchange	1	0
191853, Digital Marketing Specialist	2/1/2019	4/1/2019	Cox Career Site	6	1
			Internal	4	0
			Referral - Employee Referral	1	0
191854, Promotion Producer	2/12/2019	3/10/2019	Internal	4	1
		4/2/2019	Cox Career Site	4	1
			Job Board - Indeed	3	0
			Directly Sourced by Cox Recruiter	1	0
193873, Account Executive	3/13/2019	5/13/2019	Referral - Employee Referral	3	1
		6/24/2019	Social Network - LinkedIn	6	2
			Job Board - Indeed	4	0

			Cox Career Site	2	0
191775, Research Director	2/1/2019	5/6/2019	Social Network - LinkedIn	1	1
			Cox Career Site	3	0
			Directly Sourced by Cox Recruiter	2	0
194584, Digital Campaign Specialist	4/1/2019	4/22/2019	Cox Career Site	1	1
			Job Board - Glassdoor	1	0
194697, Traffic Assistant	4/2/2019	5/13/2019	Cox Career Site	1	1
			Internal	2	0
			Job Board - Indeed	1	0
195167, Reporter	4/9/2019	5/6/2019	Job Board - Indeed	1	1
		6/17/2019	Cox Career Site	3	1
		8/5/2019	Agency - OTA Talent	1	1
		8/12/2019	Agency - Eatman Media Services	1	1
			Social Network - Facebook	1	0
192510, On Air Talent	2/13/2019	7/8/2019	Referral - Employee Referral	2	1
			Cox Career Site	2	0
197125, Digital Assistant	5/21/2019	6/17/2019	Cox Career Site	3	1
			Internal	2	0
			Job Board - Indeed	1	0
			Social Network - LinkedIn	1	0
195036, News Photographer	4/5/2019	6/17/2019	Cox Career Site	3	1
			Job Board - Indeed	3	0
			Social Network - LinkedIn	1	0
197565, Digital Strategist	5/24/2019	8/5/2019	Social Network - LinkedIn	3	1
			Cox Career Site	2	0
			Job Board - Indeed	1	0
198078, Digital Campaign Analytics and Performance	6/6/2019	7/29/2019	Job Board - Indeed	1	1
			America's Job Exchange	1	0
			Social Network - LinkedIn	1	0
193469, Writer Producer News	3/6/2019	8/12/2019	Cox Career Site	5	1
			Directly Sourced by Cox Recruiter	3	0

			Internal	2	0
			Job Board - Indeed	2	0
			Referral - Employee Referral	1	0
194053, Executive Producer	3/19/2019	7/15/2019	Cox Career Site	4	1
			Directly Sourced by Cox Recruiter	4	0
			Job Board - Indeed	1	0
			Internal	1	0
			Social Network - LinkedIn	1	0
198421, Account Executive - TV	6/13/2019	8/12/2019	Referral - Employee Referral	1	1
		9/2/2019	Cox Career Site	2	1
1911015, Digital Strategist	8/8/2019	9/9/2019	Referral - Employee Referral	1	1
1910715, Account Executive - TV	8/1/2019	9/2/2019	Referral - Employee Referral	1	1
198054, Account Executive	8/15/2019	9/16/2019 9/17/2019	Directly Sourced by Cox Recruiter	4	2
			Social Network - LinkedIn	1	0
			Job Board - Indeed	2	0
			Cox Career Site	3	0
			Job Board - Glassdoor	1	0
			Referral - Employee Referral	1	0
1911632, Associate Producer	8/23/2019	9/17/2019	Referral - Employee Referral	1	1

Recruitment Sources					
Cox Media Group - Jacksonville					
WAPE, WJGL, WXXJ, WOKV(AM), WOKV-FM, WEZI, WFOX-TV and WJAX-TV					
October 1, 2018 - September 30, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114	Contact: Davita Bonner Phone: (386) 481-2143	bonnerd@cookman.edu		N
2	Hillsborough Community College Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461	Contact: Lorraine Canalejo Phone: (813) 253-7310	lcanelejo@hccfl.edu		Y
3	Florida Memorial University 15800 NW 42nd Ave., Miami Gardens, FL, 33054	Contact: Bill Jong-Ebot Phone: (305) 626-3162 Contact: Athena Jackson Contact: Sheryl Bain Phone: (305) 626-3782	webot@fmuniv.edu athena.jackson@fmuniv.edu sbain@fmuniv.edu		Y
4	Rollins College 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789	Contact: Career Center Phone: (407) 646-2195 Tami Diebel (407) 646-2089	careercenter@rollins.edu		N
5	St. Petersburg College 2465 Drew St., AD 115, Clearwater, FL, 33765	Contact: Rosaria Pipitone Phone: (727) 341-4722	Pipitone.rosaria@SPCollege.edu		N
6	University of Tampa 401 W. Kennedy Blvd., Box K, Tampa FL, 33606	Contact: Mark Colvenbach Phone: (813) 253-7210	mcolvenbach@UT.edu		N
7	Valencia Community College 7108 N. Econolockhatchee Trail, Orlando, FL, 32825	Contact: Carmen Diaz Phone: (407) 582-1035	cdiaz@valenciacollege.edu		N
8	University of North Florida Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 www.unf.edu/careerservices	Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955	Brooke.hammon@unf.edu		Y
9	Flagler College PO Box 1027, St. Augustine, FL, 32084	Contact: Tara Stevenson, Cassie Everly Phone: (904) 819-6286	careerdevelopment@flagler.edu ceverly@flagler.edu		N
10	Florida Gulf Coast University Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-6565 https://www.collegecentral.com/fgcu	Contact: Natalie Artimez Phone: (239) 590-7365	Nartimez@fgcu.edu		N
11	Miami Media School 7955 NW 12th Street, Suite 119, Doral, FL, 33126	Contact: Angel Llamazares, Director Career Services Phone: (305) 678-6494	allamazares@beonair.com Rhiller@beonair.com		N
12	University of Miami 5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146 www.com.miami.edu	Contact: Kebrina Maharaj Phone: (305) 284-6632 Fax: (305) 284-8186	kmaharaj@miami.edu		Y
13	Women in Film and Television of Florida P.O. Box 533541 Orlando, FL, 32853-3541 www.womeninfilml.org	Contact: Nancy McBride	nancy@womeninfilml.org		Y
14	University of Central Florida PO Box 161344, Orlando, FL, 32816 www.career.ucf.edu	Contact: Autumn Reisz Phone: (407) 823-2361	csrecruit@ucf.edu		N
15	Florida A&M University	Contact: Melony Washington	Melody.washington@famou.edu		N

	1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer	Phone: (850) 599-8808		
16	Seminole State College 100 Weldon Blvd., Sanford, FL, 32773 www.myinterfase.com/seminolecc/employer	Contact: Michelle Borders Phone: (407) 708-2649	careerdev@seminolestate.edu	N
17	University of Florida POB 118507, CR-170, Wayne Reitz Union, Gainesville, FL, 32611 http://www.crc.ufl.edu/employers/Employers.html	Contact: Phyllis Pena Phone: (352) 273-2300	PhyllisPena@crc.ufl.edu	N
18	University of Florida Communication & Journalism	Contact: Dori Faust Phone: (352) 294-0809	Dcfaust@jou.ufl.edu	N
19	Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/	Contact: Heather Scarboro Phone: (850) 644-6493	hscarboro@fsu.edu	N
20	University of South Florida 4202 East Bowler Ave., PSB101, Tampa, FL, 33620 http://www.usf.edu/career	Contact: Kathi Roche Phone: (813) 974-3202	kroche@usf.edu	N
21	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com actionnewsjax.com	Company Internet Posting		70 N
22	America's Job Exchange Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		3 N
23	Employee Referrals	Referrals from current Employees		17 N
24	Internal Applicant	Internal Employee		23 N
Recruitment Sources Used for Specific Vacancies				
1	Directly Sourced by Recruiter	Cox Recruiter		20 N
2	AppCast.io Internet/Intranet - www.appcast.io	Internet Posting		
3	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		N
4	Craigslist Internet/Intranet - www.craigslist.com	Internet Posting		N
5	DiversityInc Internet/Intranet - www.diversityinc.com	Internet Posting		N
6	Facebook	Social Network		1 N
7	Glassdoor Internet/Intranet - www.glassdoor.com	Internet Posting		3 N
8	Indeed Internet/Intranet - www.indeed.com	Internet Posting		43 N
9	Jacksonville Radio	Advertisement - Radio		1 N

10	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		21	N
11	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com		N
12	Military.com Internet/Intranet - www.military.com	Internet Posting			N
13	Monster Internet/Intranet - www.monster.com	Internet Posting			N
14	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting		2	N
15	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting			N
16	TAOnline Internet/Intranet - www.taonline.com	Internet Posting			N
17	TVJobs internet/Intranet - www.tvjobs.com Broadcast Employment Services, P.O. Box 4116, Oceanside, CA, 92052	Internet Posting Phone: (800) 374-0119			N
18	TVNewsCheck Internet/Intranet - www.tvnewscheck.com	Internet Posting			N
19	Upward Internet/Internat - www.upward.net	Internet Posting			N
20	ZipRecruiter Internet/Intranet - www.ziprecruiter.com	Internet Posting			N
21	Agency - OTA Talent Internet/Intranet - www.otatalent.com	Placement Agency - Kimberly Price Phone: (248) 545-2222; (719) 963-9850		2	N
22	Agency - Eatman Media Service Internet/Intranet - www.eatmanmediaservices.com	Placement Agency Phone: (248) 545-2222		1	N

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	CMG Jacksonville has an ongoing relationship with colleges to offer internshp opportunities and possible employ to qualified students	Host interns from local colleges for broadcasting experience and/or credit hours	Pascale Head - TV Julie Bergman - Radio LeeAnn Brothers - Radio
2	Ongoing May 23, 2019 June 10, 2019	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 Phil Amato Tony Sotelo
3	April 9, 2019	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
4	March 8, 2019	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.	Pascale Head Clarence Nato
4	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
5	November 14, 2018	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 Regina Rockey
6	Ongoing	Learn at Cox	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
7	August 7, 2019	NABJ Career Fair Washington DC	This is the National Assoc. of Black Journalists Annual Career Fair which was held	Cox Media Group had representatives from several locations participate throughout the course of 3 days,	Letisha Bereola Danyelle Johnson

			in a different location each year.	allowing us to meet & interview students.	
				can ensure their locations are all in compliance.	
8	November 1, 2019	Frontline University	9 month long training course on leadership and communication	Training for managers and hi-potential employees	Regina Rockey
9	EWC 04/15/2019 Flagler 04/02/2019	Station Tours - University	A chance to let university students experience station life	Bethune Cookman Students invited to the station	Pascale Head
10	6/10/2019	IRE	Investigative Reporters and Editors	Sessions to learn more about investigative reporting.	Paige Kelton Mike Dorfman Jenna Bourne Ben Becker
11	4/6/2019	NAB Las Vegas	The National Association of Broadcasters, the world's largest annual convention encompassing the convergence of media, entertainment and technology.	A collection of high-level insights on topics, trends and technologies impacting the future of media and entertainment.	Omesh Somaru