

EEO Public File Report					
Cox Media Group - Jacksonville TV					
WFOX-TV, WJAX-TV					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2025 - 09/30/2026					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Account Executive (1774)	5/21/2025	11/17/2025	Sourced by Recruiter	1	1
			Cox Media Group	2	0
			Glassdoor	1	0
			Indeed	2	0
			LinkedIn	4	0
			ZipRecruiter	1	0
			External Referral	1	0
Broadcast Director/Technical Director (1878)	8/18/2025	11/10/2025	Indeed	3	1
Traffic Anchor/Reporter (1938)	10/22/2025	3/2/2026	Cox Media Group	2	1
			Indeed	1	0
			LinkedIn	2	0
Assignment Editor/Digital Producer (1993)	11/12/2025	1/5/2026	Employee Referral	1	1
			Sourced by Recruiter	1	0
			Cox Media Group	1	0
			LinkedIn	1	0
			Other	1	0
			Internal Employee	1	0
Reporter (1997)	11/14/2025	1/19/2026	LinkedIn	1	1
			Employee Referral	1	0
Reporter (2021)	12/17/2025	3/2/2026	LinkedIn	2	1
			Cox Media Group	1	0
			Employee Referral	3	0
Associate News Producer (2037)	1/11/2026	2/2/2026	Indeed	1	1
Anchor/Executive Producer (2053)	1/22/2026	3/9/2026	External Referral	1	1
			LinkedIn	2	0
Multimedia Journalist (2054, 2055)	1/22/2026	3/30/2026	External Refereral	2	2
		4/13/2026	Employee Referral	2	0
			Internal Employee	1	0
Account Executive (2057)	1/22/2026	3/2/2026	Cox Media Group	1	1
Telemundo News Producer (2063)	2/4/2026	4/27/2026	Cox Media Group	2	1
			Employee Referral	1	0
			Internal Employee	2	0
Reporter (2098)	2/23/2026	4/6/2026	Employee Referral	1	1
			Cox Media Group	2	0

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Multimedia Journalist (2110)	3/3/2026	9/8/2026	Talent Agent	2	1
			Cox Media Group	4	0
			Sourced by Recruiter	1	0
			Employee Referral	1	0
			Indeed	1	0
Reporter/Anchor (2117)	3/9/2026	5/26/2026	Cox Media Group	2	1
			Talent Agent	1	0
			Internal Employee	2	0
			Other	1	0
News Producer (2124)	3/23/2026	4/7/2026	Employee Referral	1	1
			Cox Media Group	1	0
			Other	2	0
Media Account Specialist (2128)	3/24/2026	6/22/2026	Employee Referral	2	1
			Sourced by Recruiter	1	0
			Glassdoor	1	0
			LinkedIn	1	0
			Internal Employee	1	0
Associate News Producer (2153)	4/7/2026	5/4/2026	Cox Media Group	1	1
			Sourced by Recruiter	1	0
			Employee Referral	1	0
			LinkedIn	1	0
News Producer (2158)	4/7/2026	5/4/2026	Cox Media Group	1	1
			Other	1	0
Local Sales Manager (2180)	4/13/2026	7/6/2026	Employee Referral	1	1
			Cox Media Group	1	0
			LinkedIn	2	0
			External Referral	1	0
			Internal Employee	1	0
Client Performance Manager (2193)	4/21/2026	7/20/2026	LinkedIn	2	1
Digital Media Strategist (2294)	7/2/2026	7/20/2026	Sourced by Recruiter	3	1
Master Control Switcher (2214)	5/8/2026	7/13/2026	Cox Media Group	2	1
			Employee Referral	1	0
Assignment Editor/Digital Content Producer (2216)	5/11/2026	7/6/2026	Employee Referral	2	1
			ZipRecruiter	1	0
			Internal Employee	1	0
News Associate Producer (2281)	6/29/2026	7/27/2026	Employee Referral	1	1
			Cox Media Group	1	0
			Internal Employee	3	0
Photographer (2295)	7/2/2026	8/24/2026	Employee Referral	1	1
			Indeed	1	0
			Internal Employee	1	0
Associate News Producer (2330)	8/6/2026	9/8/2026	Cox Media Group	3	1
			Indeed	1	0

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EEO Public File Report Part 2				
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Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	8
2	Indeed Internet - www.indeed.com	Internet Posting	N	10
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	18
4	Circa	State Job Boards/Diversity job boards Internet Posting	N	
5	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	2
6	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	27
7	Employee Referral	CMG Employees	N	20
8	Internal Employee	CMG Employees	N	13
Recruitment Sources Used for Specific Vacancies				
9	Agent Referrals	Agent Representing Candidate	N	3
10	Other (Candidate Identified Source as "Other" and did not provide additional details)	N/A	N	5
11	External Referral	Non-CMG Employee	N	5
12	Glassdoor Internet - www.glassdoor.com	Internet Posting	N	2

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EEO Public File Report Part 3					
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Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and targeted training.	Career Development	Open to all CMG employees
2	2/12/26	University of Florida Media Sales Day	CMG JAX-TV Sales Manager participated in virtual media sales day at the University of Florida. The day included skills-based workshops, inspiring guest speakers, and networking opportunities.	General Outreach	Justin Stephens
3	3/10/2026	University of Florida Career Fair	CMG JAX-TV News Director connected with students seeking job or internship opportunities. Staff members discussed available positions where students can explore different industries and career paths available to them.	Job Fair	Jason Balthazar
4	3/31/2026	CMG Day at The University of Florida	CMG JAX-TV staff held one on one coaching sessions students. Discussed current industry trends, participated in live broadcast news workshops, and discussed current job openings.	General Outreach	Omesh Somaru, Leslie Coursey, Shannon Ammons, Justin Stephens, Betsy Lopez, Amy Hanford, Kristina Hargraves
5	4/10/2026	University of North Florida Professional Advisory Board of Communication	CMG JAX-TV staff attended annual advisory board meeting, discussion topics included AI in the newsroom.	General Outreach	Omesh Somaru, Jason Balthazar
5	4/29/2026	University of North Florida Art and Design	CMG JAX- TV staff participated in a networking showcase for students to discuss careers in media.	General Outreach	Omesh Somaru, Craig Davenport, Danielle Alred
7	5/1/2026	University of North Florida Internship	Action News Jax hosted a UNF student James Hudgins for an internship program that provided them with an overview of working in media.	Internship	Shannon Ammons
8	6/18-21/26	IRE 2026	Sent several employees to the IRE (Investigative Reporters and Editors) Conference, which is designed to teach and develop investigative reporting skills for journalists.	Career Development	Deja Mayfield, Eric Weiner
9	08/12/26	NABJ Convention & Career Fair	Attended the National Association of Black Journalist Convention and Career Fair in Atlanta to recruit and network on behalf of CMG.	Job Fair	Jason Balthazar, Tenikka Hughes, Kaviana Spencer, Daysia Borden, Celine Elie, Zion Decoteau