

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 experiance and/or credit hours	Charles 'Dave' Wax - TV Leslie Coursey - TV Pascale Head - TV Julie Bergman - Radio LeeAnn Brothers - Radio
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 14, 2018	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.	Matthew Urban - TV Clarence Natto - Radio
4	February 7, 2018	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.	Regina Rockey - Radio
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	October 11, 2017	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 Mark Motta - TV
7	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
8	August 1, 2018	NABJ Career Fair Washington DC	This is the National Assoc. of Black Journalists Annual Career Fair which was held in a different location each	Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet & interview	Tennika Hughes - TV Letisha Bereola - TV Nikeshia Williams - TV Brandon Williams - TV

			year.	students.	
				can ensure their locations are all	
				in compliance.	
9	March 1, 2018	Frontline University	9 month long training course on	Training for managers and	Charles "Dave" Wax - TV
	June 1, 2018		leadership and communication	hi-potential employees	Cindy Neal - TV
	June 1, 2018				Sarah Ann Rook - TV
	June 1, 2018				Regina Rockey - Radio
10	April 18, 2018	Station Tours - University	A chance to let university	Bethune Cookman Students	Pascale Head- TV
			students experience station life	invited to the station	Paige Kelton - TV
					Zach Freitas - TV
					Garrett Bedenbaugh - TV
					Clarence Natto - Radio
11	February 15, 2018	Job Fair	Jacksonville University	Job fair with Humanities, Social Sciences,	Clarence Natto - Radio
			Job Fair	and fine Arts networking event	
12	September 24, 2018	Radical Candor	Training for managers to care	Amy Barlow was the faciliator and presented	Sarah Ann Rook - TV
			personally and challenge directly	the training to new managers	Cindy Neal - TV
					Jason Balthazar - TV
					Ryan Smithson - TV