

**Cox Media Group - Tampa Radio**  
**EEO Public File Report**  
**WDUV, WHPT, WPOI, WSUN, WWRM, WXGL**  
**October 1, 2013 - September 30, 2014**

**Full Time 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
1	Digital Sales Coordinator	9/6/2013	3/5/2014	Cox Career Network	4	
				EEO Mailout		
				Employee Referral	4	1
2	Receptionist	4/1/2014	4/21/2014	Cox Career Network		
				EEO Mailout		
				Employee Referral	1	
				Indeed.com	3	1
3	Director of Branding and Programming	2/3/2014	9/8/2014	Cox Career Network	1	
				EEO Mailout		
				Employee Referral	2	1
				Career Builder		
				Indeed.com		
				All Access		
				LinkedIn		
				<b>TOTAL:</b>	15	3

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2013-2014	Internship Program	Cox Tampa Radio has an on-going relationship with local colleges, universities and specialty schools to provide internships for students.	All departments for all radio stations are involved.	Brittney Evans
2	Continuously	Cox Radio Diversity Matters - Training Seminar	Designed to teach employees about the multiple kinds of diversities that exist in the work place, and how to effectively communicate with co-workers.	Each Employee is required to read pamphlets and participate in online training.	Every new hire
3	1/29/2014	Cox Radio Diversity Matters - Training Seminar	This training provided our managers with the tools they need to manage fairly and legally in today's changing workplace	Was the facilitator who came to CMG Tampa and presented this training to all of our managers	All Managers
4	7/24/2014	FCC Equal Employment Opportunity	Webinar hosted by one of our company's attorneys for all HR Managers	To provide all HR managers with an overview and update of all FCC EEO requirements, so that the HR Managers can ensure their locations are all in compliance	All HR Managers
5	7/29/2014	Development Training for CMG Managers and High Potentials	Two 4 hour training sessions provided in Orlando as part of CMG Front Line Leadership Program	Developing Emotional Intelligence, Coaching for Performance, both sessions were held at Orlando TV and included managers and high potentials from all CMG locations	Dan Connelly, Jenna Kesnick
6	July 30th, 2014 thru August 2, 2014	NABJ Career Fair, Boston, MA	This is the National Association of Black Journalists Annual career fair which was held in a different location each year	Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet and interview students	CMG Locations

7	August 5-6	Diversity and Inclusion Training 'Driving Business results through D & I' required for all CMG employees	This 4 hour course was developed to increase awareness and generate ideas regarding ways to drive business results through D &I	Cox Media Group has committed to providing this training to at least 50% of CMG's workforce this year and the remainder of 2015	50% Tampa Radio
8	April 4, 2014, June 19th, 2014, September 22, 2014, December 5th, 2014	Florida Statewide Mentoring Program-Cox Enterprises	Corporate mentoring program has been expanded to a FL Program including all divisions under Cox Enterprises in the State of Florida only	This mentoring program allows high potential employees to partner with senior level mentors who can help guide their career development and grow their professional skills	Aaron Miller, Roz Clarke, Jenny Sutton

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No.	Recruitment Source	Contact	Total Interviewed	Entitled To Notification
1	Company: Cox Career Network (All Positions) Address: Cox Enterprises Job Website	Name: Diana Valenzuela Phone: 305-567-5806	5	N
2	EEO Outreach Mailing List (All Positions)	See Attached		N
3	Company: Employee Referrals (All Positions) Address: Employee Break Areas	Name: Diana Valenzuela Phone: 305-567-5806	7	N
4	Indeed 7501 N Capital of TX, Austin, TX 78731	<a href="http://www.indeed.com">www.indeed.com</a>	3	N
5	Career Builder 200 N LaSalle, #1100, Chicago, IL 60601	Name: Customer Service Phone: 866-438-1485		N
6	All Access 28955 Pacific Coast Hwy., #210, Malibu, CA 90265	<a href="http://www.allaccess.com">www.allaccess.com</a>		N
7	LinkedIn 2029 Stierlin St., Mountain View, CA 94043	<a href="http://www.linkedin.com">www.linkedin.com</a>		N
		<b>TOTAL:</b>	15	

# CMG - FLORIDA EEO RECRUITMENT SOURCE POSTING LIST

Reporting Year: October 1, 2013 - September 30, 2014

#	Recruiting Source	Contact Information	Notification
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner (386) 481-2143 Career Resources	<a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>
2	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Pl Tallahassee, FL 32307	Melony Washington (850) 599-8808 C.C. Cunningham Career Center	<b>Online posting at:</b> <a href="https://www.myntlrfase.com/famu/employer">https://www.myntlrfase.com/famu/employer</a>
3	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	<a href="mailto:lcanelej@hccfl.edu">lcanelej@hccfl.edu</a>
4	Hillsborough Community College 2112 North 15th St, PST 134 Tampa, FL 33605	Ailsa Keaton (813) 253-7978 Radio-TV Program Manager	<a href="mailto:akeaton@hccfl.edu">akeaton@hccfl.edu</a>
5	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 32789	Kyle Nelson (407) 546-2195 Career Services	<a href="mailto:knelson@rollins.edu">knelson@rollins.edu</a>
6	Seminole State College 100 Weidon Blvd. Sanford, FL 32773	Lisa (407) 708-2649 Career Services	<b>Online posting at:</b> <a href="http://www.myntlrfase.com/semindc/cc/employer">www.myntlrfase.com/semindc/cc/employer</a>
7	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Maglino (727) 341-4640 Clearwater Campus	<a href="mailto:rmaglino@spccollege.edu">rmaglino@spccollege.edu</a>
8	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Valda Randal (407) 823-2000 School of Communications	<b>Online posting at:</b> <a href="http://www.career.ucf.edu">www.career.ucf.edu</a> <a href="mailto:cserecni@ucf.edu">cserecni@ucf.edu</a>
9	University of Florida POB 118507, CR-170, Wayne Rietz Union Gainesville, FL 32611	Phyllis Pena (352) 373-2300 Career Resource Center	<b>Online posting at:</b> <a href="http://www.crc.ufl.edu/employers/Employers.html">http://www.crc.ufl.edu/employers/Employers.html</a>
10	University of Tampa 401 W. Kennedy Blvd., Box K Tampa FL 33606	Mark Colvenbach (813) 253-7210 Director of Career Services	<a href="mailto:mcolvenbach@ut.edu">mcolvenbach@ut.edu</a>
11	Valencia Community College 7108 N. Econlockhatchee Trail Orlando, FL 32825	Lilian Rosario (407) 582-4832 Career Placement	<b>Online posting at:</b> <a href="http://valencia-csm.simplify.com/employers">http://valencia-csm.simplify.com/employers</a> <a href="mailto:lrosario19@valenciacollege.edu">lrosario19@valenciacollege.edu</a>
12	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts (904) 620-2964 Director of Career Services	<b>Online posting at:</b> <a href="https://www.unf.edu/careerservices/employers">https://www.unf.edu/careerservices/employers</a>
13	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder (850) 644-4023 Job Placement Department	<b>Online posting at:</b> <a href="https://fsu-csm.simplify.com/employers/">https://fsu-csm.simplify.com/employers/</a>
14	Flagler College P.O. Box 1027 St. Augustine, FL 32084	Jessica Furlong (904) 819-6341 Career Services	<a href="mailto:jfurlong@flagler.edu">jfurlong@flagler.edu</a>
15	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Kathi Roche (813) 974-3202 Career Services	<b>Online posting at:</b> <a href="http://www.usf.edu/career">http://www.usf.edu/career</a> <a href="mailto:kroche@usf.edu">kroche@usf.edu</a>
16	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	(239) 590-7946 Career Services	<b>Online posting at:</b> <a href="https://www.collegecentral.com/fgcu">https://www.collegecentral.com/fgcu</a>
17	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	(561) 297-3533 Career Services	<b>Online posting at:</b> <a href="http://fau.edu/cc/employers">http://fau.edu/cc/employers</a> <a href="mailto:careers@fau.edu">careers@fau.edu</a>
18	Florida International University 11200 SW 8th Street Miami, FL 33199	(305) 348-2283 Career Management Services	<b>Online posting at:</b> <a href="https://fiu-csm.simplify.com/employers">https://fiu-csm.simplify.com/employers</a>
19	Miami Media School 901 South Miami Avenue, Suite 303 Miami, FL 33199	Ashley Serrate Career Services Director 305-728-1120	<a href="mailto:aserrate@beonair.com">aserrate@beonair.com</a>
20	University of Miami P.O. Box 248127 Coral Gables, FL 33124	Manisely Rojas (305) 284-5451 School of Communications	<a href="mailto:m.rojas@umiami.edu">m.rojas@umiami.edu</a>