

## EEO Public File Report

**Cox Media Group - Tampa Radio**

WDUV, WHPT, WPOI, WSUN, WWRM, WXGL  
Reporting Year: October 1, 2015 - September 30, 2016

### Full-Time Positions Filled

[illegible]

**Cox Media Group - Tampa Radio**  
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**CMG Long-Term Recruitment Initiatives Implemented**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	April 7-8, 2015 July 14-16, 2015 October 13-14, 2015	CMG Leadership Program "CMGLP"	This program designed to equip managers and supervisors with critical skills to maximize performance and lead people through change.	Participants explore their business strategy and management competencies.	Jason Meder
2	October 14, 2015	A Day in the Life	Give college students and recent graduates a first-hand experience of a day in the media profession; open to those who have demonstrated superior academic achievement and are committed to a career in media	Includes a station tour, sales workshop, promotions workshop, programming/engineering workshop, design challenge workshop and student presentation of group project	10 Students from University of South Florida (USF) and various Tampa Radio Managers
3	<b>1st Session</b> Various Dates May 2015 - April 2016  <b>2nd Session</b> Various Dates Aug 2015 - July 2016	CMG Mentoring	Emerging leaders are paired with experienced leaders to reinforce the Cox culture, business principles and provide employee development opportunities	High potential employees are nominated as mentees to partner with senior level mentors who can help guide their career development and grow their professional skills	<b>1st Session</b> Jenna Kesneck Roz Clark Jason Meder  <b>2nd Session</b> John Larson Keith Lawless
4	March 18, 2016	Bethune-Cookman University Diversity Career Fair	Students and Faculty from the Communications Department interacted with CMG employees from Radio and TV regarding career possibilities	CMG Florida provides Managers & Employees the opportunity to go to BCU to meet with students to provide information and connect with future potential candidates	Aaron Miller
5	June 2016 Group	Frontline Leaders U	Objective to provide CMG Managers with the tools necessary to manage themselves and others in a dynamic, changing and diverse workplace environment	Curriculum covers diversity/inclusion, personal development, leadership/management, legal issues and performance management	John Brennan Dylan Scott
6	June 14, 2016	Emotional Intelligence	This course provides an overview on how emotional intelligence impacts performance by assessing the EQ level and impact of behaviors, in addition to identifying emotional triggers and applying techniques to respond effectively	Instructor-led training; at the end of the course, an action plan is created	Dylan Scott

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7	June 14, 2016	Coaching for Performance	This course will develop coaching skills and learn a proactive inquiry method that will help you conduct more effective coaching conversations with your team	4 hour instructor-led training	Dylan Scott
8	June 30, 2016 - September 30, 2016	CMG Links	3-month local onsite co-mentoring program with voluntary participants from any department pairing themselves for weekly knowledge sharing meetings	Topics to include getting to know each other, expanding social networks, learning new skills, making better decisions, shaping the present and the future	17 employees from various departments: Account Executives, Promotions, On Air Talent, Engineering, Sales, Marketing, Branding/Programming
9	August 24-25, 2016	RAB "Rising Through the Ranks"	20 women across the country were chosen as scholarship winners to attend an annual seminar at the BMI Nashville office	Offer courses focusing on sales and management techniques, problem solving, recruiting, hiring/firing, personal brand building and the role of today's radio manager	Meagan Gunsteens
10	September 21-23, 2016	NAB/RAB Radio Show & CMG Next Gen Program	This 2016 show brings radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders and explore creative business strategies for the digital age	Held in Nashville, TN offering sessions focusing on all aspects of radio to include management, programming, sales/marketing, technology and NAB Marconi Radio Awards presentation	Keith Lawless Debra McLean Melanie Martin  <b>Next Gen Program</b> Megan Caldwell Jenna Kesneck
11	Ongoing	Paid 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	Brittany Gymrek Judy Altman
12	Ongoing	CMG University	Thousands of available courses covering virtually every aspect of business operations or personal development	Varies from 15 minute coursework to several hours. Development Plans available for Managers and their staff	All Cox Media Group Employees
13	Ongoing	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

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 Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

**CMG - FLORIDA EEO RECRUITMENT SOURCE POSTING LIST**

No.	Recruiting Source	Contact Information	Notification	Total Interviewed	Total Hired	Entitled to 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>	0	0	No
2	Hillsborough Community College Dale Mabry Student Services Bldg, Room 202 4001 Tampa Bay Blvd. Tampa, FL 33614	Lorraine Canalejo (813) 253-7310 Career Resources Center Manager	<a href="mailto:icanalejo@hccfl.edu">icanalejo@hccfl.edu</a>	0	0	No
3	Florida Memorial University 15800 NW 42nd Ave. Miami Gardens, FL 33054	Bill Jong-Ebot Associate Professor (305) 626-3162	<a href="mailto:webot@fmuuniv.edu">webot@fmuuniv.edu</a>	0	0	No
4	Rollins College 1000 Holt Ave., #2587 Winter Park, FL 32789	D. Fernandez (407) 646-2195 Career Services	<a href="mailto:dfernandez@rollins.edu">dfernandez@rollins.edu</a>	0	0	No
5	St. Petersburg College 2465 Drew St., AD 115 Clearwater, FL 33765	Rose Miglino (727) 341-4640 Clearwater Campus	<a href="mailto:miglino.rose@SPCollege.edu">miglino.rose@SPCollege.edu</a>	0	0	No
6	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>	0	0	No
7	Valencia Community College 701 N. Eonlockhatchee Trail Orlando, FL 32825	Carmen Diaz (407) 582-1035 Career Placement	<a href="mailto:cdiaz@valenciacollege.edu">cdiaz@valenciacollege.edu</a>	0	0	No
8	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Brooke Hammon (904) 620-2964 Employee Relations Coordinator	<a href="mailto:Brooke.hammon@unf.edu">Brooke.hammon@unf.edu</a>	0	0	No
9	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>	0	0	No
10	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	Natalie Artinez (239) 590-7365 Career Services	<a href="mailto:Nartinez@fgcu.edu">Nartinez@fgcu.edu</a>	0	0	No
11	University of Miami P.O Box 248127 Coral Gables, FL 33124	Kebrina Dandrade (305) 284-6632 School of Communications	<a href="mailto:kmaharaj@miami.edu">kmaharaj@miami.edu</a>	0	0	No
12	Miami Media School 901 South Miami Avenue, Suite 303 Miami, FL 33199	Ashley Serrate 305-728-1120 Career Services Director	<a href="mailto:aserrate@beonair.com">aserrate@beonair.com</a>	0	0	No
13	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza Tallahassee, FL 32307	Melony Washington (850) 599-8808 C.C. Cunningham Career Center	<b>Source Website:</b> <a href="https://www.myinterfase.com/famulemployer">https://www.myinterfase.com/famulemployer</a>	0	0	No
14	Seminole State College 100 Weldon Blvd. Sanford, FL 32773	Michelle Borders (407) 708-2649 Career Services	<b>Source Website:</b> <a href="http://www.myinterfase.com/seminolecc/employer">www.myinterfase.com/seminolecc/employer</a>	0	0	No
15	University of Florida POB 118507, CR-170, Wayne Reitz Union Gainesville, FL 32611	Phyllis Pena (352) 273-2300 Career Resource Center	<b>Source Website:</b> <a href="https://uf-csm.symplicity.com/employers/">https://uf-csm.symplicity.com/employers/</a>	0	0	No
16	Florida State University 100 South Woodward Avenue Tallahassee, FL 32306-4162	Debra Crowder (850) 644-4023 Job Placement Department	<b>Source Website:</b> <a href="https://fsu-csm.symplicity.com/employers/">https://fsu-csm.symplicity.com/employers/</a>	0	0	No
17	University of South Florida 4202 East Bowler Ave PSB101 Tampa, FL 33620	Mike McCay (813) 974-2171 Career Services	<b>Source Website:</b> <a href="https://usf.joinhandshake.com/login">https://usf.joinhandshake.com/login</a>	0	0	No
18	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	Jennifer Berman/Deon Robin (561) 297-3533 Career Services	<b>Source Website:</b> <a href="http://fau.edu/careers/employers">http://fau.edu/careers/employers</a>	0	0	No
19	Florida International University 11200 SW 8th Street Miami, FL 33199	Carmen Rosado (305) 348-7285 Career Management Services	<b>Source Website:</b> <a href="https://fiu-csm.symplicity.com/employers">https://fiu-csm.symplicity.com/employers</a>	0	0	No
20	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Autumn Reisz (407) 823-2742 School of Communications	<b>Source Website:</b> <a href="https://ucf-csm.symplicity.com/employers">https://ucf-csm.symplicity.com/employers</a>	0	0	No
	<b>Other Sources</b>			<b>Interviewed</b>	<b>Hired</b>	
21	Job Board - Beyond			1	0	
22	Job Board - Glassdoor			1	0	
23	Job Board - Indeed			11	1	
24	Employee Referral			7	7	
25	Cox Career Website			2	1	
26	Social Network - Other Networking Site			1	0	
27	Social Network - LinkedIn			6	0	
				29	9	TOTAL