

EEO Public File Report
Cox Media Group - Miami Radio
Reporting Cycle: 10/01/2017 to 09/30/2018

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
178257, Account Executive	5/1/2017	11/13/2017	Directly Sourced by a Cox Recruiter	3	1
			Cox Career Site	8	0
			Job Board - Indeed	4	0
			Advertisement - Radio	1	0
			Social Network - LinkedIn	1	0
			Magazine and Trade Publication	1	0
			Job Board - Glassdoor	1	0
1717074, Account Executive	10/24/2017	12/5/2017	Referral - Employee Referral	1	1
			Job Board - Indeed	2	0
			Cox Career Site	2	0
			Job Board - Beyond	1	0
1713539, Director of Engineering	8/21/2017	1/15/2018	Referral - Employee Referral	2	1
			Social Network - LinkedIn	2	0
			Job Board - Indeed	1	0
1720234, Account Executive	12/18/2017	3/5/2018	Cox Career Site	3	1
			Social Network - LinkedIn	4	0
			Referral - Employee Referral	2	0
			Job Board - Indeed	2	0
			Job Board - Nexxt	1	0
185417, Sales Assistant	3/29/2018	4/30/2018	Job Board - Indeed	3	1
			Cox Career Site	3	0
1718245, Sales Associate	11/15/2017	6/6/2018	Referral - Employee Referral	2	1
1810535, Account Executive	7/2/2018	8/6/2018	Referral - Employee Referral	2	1
			Job Board - Indeed	1	0

187832, On Air Talent - Hot 105	5/8/2018	7/23/2018	Cox Career Site	4	1
			Referral - Employee Referral	2	1
			Internal	1	0
1813195, Account Executive- Bi-Lingual	8/22/2018	9/4/2018	Cox Career Site	2	1
188594, Assistant Program Director	5/21/2018	9/5/2018	Cox Career Site	7	1
			Referral - Employee Referral	1	0
			Job Baord - Allaccess.com	2	0
			Social Network - LinkedIn	1	0
			Magazine and Trade Publication	1	0
188727, Digital Content Manager	5/22/2018	9/10/2018	Job Board - Indeed	10	1
			Social Network - LinkedIn	4	0
			Cox Career Site	2	0
			Job Board - Glassdoor	1	0
			Referral - Employee Referral	1	0
			Internal	1	0

Recruitment Sources					
Cox Media Group - Miami Radio					
October 1, 2017 - September 30, 2018					
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	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 901 South Miami Avenue, Suite 303, Miami, FL, 33130	Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494	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	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
14	Florida A&M University	Contact: Melony Washington	Melody.washington@fam.u.edu		N

	1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer	Phone: (850) 599-8808		
15	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
16	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
17	University of Florida Communication & Journalism	Contact: Dori Faust Phone: (352) 294-0809	Dcfaust@jou.ufl.edu	N
18	Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/	Contact: Debra Crowder Phone: (850) 644-4023	dcrowder@fsu.edu	N
19	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
20	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		31 N
21	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
22	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2 N
23	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		23 N
24	Nexxt.com (formerly Beyond) Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2 N
25	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
26	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		N
27	Employee Referrals	Referrals from current Employees		13 N
28	Internal Applicant	Internal Employee		2 N
Recruitment Sources Used for Specific Vacancies				
1	All Access	Internet Posting		2 N

	Internet/Intranet - www.allaccess.com			
2	LinkedIn	Internet Posting	12	N
	Internet/Intranet - www.linkedin.com			
3	Directly Sourced by Recruiter	Cox Recruiter	3	N
4	Miami Radio	Advertisement - Radio	1	N
5	Magazine and Trade Publication	Magazine and Trade Publication	2	N
6	MediaRecruiter	Internet Posting		N
	Internet/Intranet - www.mediarecruiter.com	email: art@MediaRecruiter.com		

**WEDR-FM, WFEZ-FM, WFLC-FM and WHQT-FM
CMG Miami Radio
October 1, 2017 through September 30, 2018
Long-Term Recruitment Initiatives Implemented**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 01, 2017	D&I Driving Business Results	This course aimed at driving business results by increasing employees' cultural awareness, knowledge and skills to benefit the company and protect it against civil rights violations, by increasing the inclusion of different identity groups and by promoting better teamwork.	Webinar training	All Cox Media Group Employees
2	October 3, 2017	Unconscious Bias Training Discussion	This course will help the employee learn about the process of overcoming organizational biases and how to function as an inclusive leader. The course includes specific tactics for combating unconscious biases in the workplace.	Webinar training	All Cox Media Group Employees
3	October 03, 2017; January 30, 2018; April 11 2018; and July 11 2018	Job News Job Fair	Event affords attendees the opportunity to speak to CMG Miami representatives on-site about current career opportunities	Employees meet and connect with attendees and provide information on current job opportunities. Attendees are encouraged to apply for jobs online.	Activation Specialist Crew members
4	November 2017 - August 2018 (Training Term)	CMG Mentoring Edge Program - Mentor	Provides mentees access to experienced mentors who can contribute to their professional and personal development.	Mentors are expected to provide their mentee with about one hour of their time per month for at least six months. This interaction may take place via email or face to face, as appropriate. Mentors should work with their mentee to determine what kind of support will be most useful- specific feedback on issues the mentee faces in the workplace, general career advice, ideas for ways to unlock goals, technical information, personal encouragement and so.	Gary Williams Phil Michaels-Trueba Crystal Gans

5	November 2017 - August 2018 (Training Term)	CMG Mentoring Edge Program - Mentee	Provides a platform for mentees to realize their potential by enabling personal and professional relationships with mentors, who act as role models and provide guidance to them. It offers opportunities to develop business contacts, access industry information, and gain valuable insights from experienced and successful professionals.	Create profile, goals and find appropriate mentor through match profiles. Mentor and mentee will work through a checklist of activities; and balance a personal/professional relationship with their mentor. Program can last six months to a year. Participant takes a proactive role in driving and shaping the Mentor/Mentee relationship. Communicate goals and aspirations to their mentor. Keep scheduled appointments. be prepared, open and honest during the program.	Jason Martin Lauren Layden Jose Roldan
6	November 16, 2017	CMG Miami A Day In The Life	Recruitment program to introduce CMG Miami to the next generation of up and coming potential employees.	Students spend a full day a CMG Miami with a curriculum design to expose them to daily operations, display their talent, while intermingling and having fun. They attend department workshops: promotions, sales, digital and programming; have lunch and break into groups for a competitive project presentation.	Nicole Montanero, Maestro Powell, Sakile Taylor, Tony Centeno, Ralph Renzi, Edya Perez, Bria Taylor, Jordan Seitz, Jenny Jean-Baptiste, Lauren Layden, Phil Michaels-Trueba, Big Mack, Dave Hanson, Diana Fecu
7	November 16, 2017	CMG Miami Recruitment Mixer	Recruitment Marketing Mixer to introduce CMG Miami to the next generation of potential employees	Students apply and register for the CMG Miami onsite mixer where they break into sessions for meetings with leaders and the sales team. There is a panel discussion, tour of the office, opportunity for students to showcase, pitch their talent skillset and network.	Bria Taylor, Jeanne Jean-Baptiste, Sakile Taylor, Lauren Layden and Angelina Rosario.
8	November 21, 2017	DDI Training	Executive leadership development training to help leaders find and grow ready-now and ready-next leaders, make powerful leadership decisions, and navigate global complexity. Help executives confidently build a framework for success through the science and practice of leadership strategy, selection, development, and succession management.'	The executive goes through a full day of exercises as the CEO of his own company, to analyze their talent leadership skillset and discover opportunities for development.	Ralph Renzi
9	December 2017 - August 2018	Facility Tour Students: Parkway Middle Students, 2/04/17 Grade School Students, 2/20/18 Embrace Girl Foundation, 8/09/18 Miami Media School, 8/29/18	In support of student learning CMG Miami affords an opportunity for middle, high school and college level students to visit our office.	Students divided into groups to tour office to meet and ask questions of employees regarding their career role. In addition a Talk sessions was held with key on-air talent to inspire students in their career path.	Various leaders, on-air talents, production directors and other staff.

10	February 06, 2018 and September 20, 2018	Industry Influencers: University of Miami, 2/06/18, AP University of Miami, 9/20/18, RB	Higher Learning Speaking Engagements opportunities where CMG Miami Leaders speak to a class of college level students at their campus.	The executive acts as the CEO of his own company, with a full day of exercises to measure their talent and assessment for running a corporation	AJ Punjabi and Rob Babin
11	February 7, 2018 and March 28, 2018	Student Recruitment FIU, 2/07/18, AP FAU, 3/15/18, AP UM, 3/28/18, JC	College Campus Job Expos offer onsite opportunities to recruit qualified students for possible employment with CMG Miami.	CMG Miami representative attended College Job Fairs/Expos to introduce Cox to participating students, and while informing them of potential employment opportunities.	AJ Punjabi and Joey Crawford
12	April 24, 2018	Leadership Hollywood Media Day	City of Hollywood group of small business owners participate in a media day program to learn business operations of the media company for purposes of utilize it's service in the development and growth of the business.	Group was provided a guided tour of each department, on-air and recording studios, performance studio, meeting rooms; and concluded with a tour.	Eyda Perez, Lindsey Powell and Angie Perry
13	June 14, 2018	Urban League of Broward County Job Fair	Event affords attendees the opportunity to speak to CMG Miami representatives on-site about current career opportunities	Employees meet and connect with attendees and provide information on current job opportunities. Attendees are encouraged to apply for jobs online.	Activation Specialist Crew members
14	July 10, 2018 - July 12, 2018	Urgent INC. Rites of Passage program for high school teens	An enrichment program designed to inspire high school youth to excel, with a focus on Life and Work/Career Development skills.	Students visit our office to use our technology and studio to work on their summer class project that entails completing scripts, recording and editing VO. The finished project is presented at Miami Dade North Campus, 7/17-7/18.	Jill Tracey Folmar
15	July 17, 2018 (Ongoing)	Frontline Leadership Training - Developing 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	George Corso
16	July 17, 2018 (Ongoing)	Frontline Leadership Training - 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	Instructor-led training	George Corso
17	July 18, 2018 (Ongoing)	Frontline Leadership Training - Civil Treatment	This training provided our managers with the tools they need to manage fairly and legally in today's changing workplace.	Instructor led training	George Corso

18	July 18, 2018 (Ongoing)	Frontline Leadership Training - Radical Candor	This course will help managers directly challenge from a perspective of care, affording the manager and all the people they work with to do the best work of their lives and build the best relationships of their career.	Instructor led training	George Corso
19	July 23, 2018 - September 28, 2018 (Ongoing)	CMG Links Program	Three month co-mentoring program where employees pair up based on answered questionnaire used to identify employees future career aspiration or interest.	Participants are partnered with an experienced employee presently working in the department of interest to gain first hand knowledge and skills.	Caroline Chavez, Colette Waite, Crystal Gans, Darius James, Jayson Davis, Jeff Martin, Kelbin Ramirez, Nathasha Rumbos, Randall Floyd and Sakile Taylor,
20	August 23, 2018	Lauderdale Lakes Career Fair	Event affords attendees the opportunity to speak to CMG Miami representatives on-site about current career opportunities	Employees meet and connect with attendees and provide information on current job opportunities. Attendees are encouraged to apply for jobs online.	Activation Specialist Crew members
21	September 25, 2018- September 28, 2018 (Ongoing)	Next Gen	The 2018 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.	Program held in Orlando, FL offering sessions focused on all aspects of radio: management, programming, sales/marketing, technology.	Lauren Layden
22	Ongoing	Learn @ Cox	Thousands of available courses covering virtually every aspect of business operations or personal development	Learning modules vary from 15 minutes of coursework to several hours. Development plans available for managers and their staff.	All Cox Media Group Employees