

**EEO Public File Report**  
**Cox Media Group**  
**Miami Radio**  
**EEO Public File Report Part 1**  
**Reporting Cycle: 10/01/2020 – 09/30/2021**  
**Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
<b>001067 (Digital Campaign Specialist)</b>	<b>11/24/2020</b>	<b>3/1/2021</b>	Cox Media Group	6	1
<b>000876 (Media Consultant)</b>	<b>9/4/2020</b>	<b>3/1/2021</b>	Cox Media Group	4	1
<b>000783 (Business Development Manager)</b>	<b>7/21/2020</b>	<b>10/18/2020</b>	Cox Media Group	4	1

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<b>EEO Public File Report Part 2</b>				
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<b>Recruitment Sources Used for All Openings</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># Interviews</b>
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed	Internet Posting	N	
	Internet - www.indeed.com			
3	LinkedIn	Internet Posting	N	2
	Internet - www.linkedin.com			
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter	Internet Posting	N	
	Internet - www.ziprecruiter.com			
7	CMG.com careers	CMG career site (internal/external)	N	12

**Longer - Term Recruiting Initiatives****EEO Public File Report****Cox Media Group****EEO Public File Report Part 3****Miami Radio****Reporting Cycle: 10/01/2020 – 09/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/2/2020	Job News Applicant Eblasts	Resume Eblasts for current CMG Miami job openings: Business Development Manager and Associate Program Director	Applicants resumes received and reviewed by Angela Perry, then forwarded to hiring managers, Angelina Rosario and Phil Michaels-Trueba for final consideration.	Angela Perry, Angelina Rosario, Phil Michaels-Trueba
2	11/18/20	Miami Media School Professional Advisory Meeting	Miami Media School Curriculum planning to enhance student learning and job readiness	Discuss Future of Radio Broadcasting and how COVID-19 has affected the industry. PAC affords broadcast professionals to share their expertise, to impact student learning.	Angela Perry
3	12/21/20, 03/02/21 and 3/10/21	Building an Inclusive Workplace Course Training	Important Leadership workplace training to increase DE+I acumen, understand unconscious bias, and help to create a Diverse Performance Culture at CMG	Training for CMG leaders, addressing DE+I issues of today, as well as educate leaders on how embracing perspectives, respecting cultural backgrounds and celebrating the unique experiences of all employees makes good business sense.	Angela Perry, Angelina Rosario, Crystal Gans, George Corso, Jill Strada and Ralph Renzi
4	02/09/21	FAU CMG Industry Discussion	CMG Miami Class Presentation on Digital Media Trends	Talk session with Multimedia Students to offer a glimpse into current industry trends, such as Digital/Social Media and what media organizations are looking for in prospective employees.	Rusch Young
5	02/12/21	Florida International University Outside 305 Panel	Benefits of relocating for the right job Panel Series hosted by FIU	CMG Miami intern turned employee, guest panelist shared thoughts on the topic as a recent grad seeking employment and her path from intern to employee.	Aura Martinez

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6	02/26/21	Bethune Cookman University CMG Florida Content Career Workshop	CMG Radio, Content Virtual Classroom Presentation to BCU Media Students	Talk Q&A Session with students covering importance of Social Media for CMG Media Brands; and how radio brands utilize social media to generate, grow and engage target audiences.	Clarence Natto (JAX); Angela Perry and Talus Knight (MIA); Danie B, Dawn Campbell, John Keyes (ORL); and Miguel Fuller (TPA).
7	04/22/21	FCC Sponsorship ID/Payola & Plugola Training	Content Team training to ensure understanding and adherence of required Sponsorship ID and Payola/Plugola guidelines	Learning included a recorded Link to access the training, PowerPoint Training deck and Key Takeaway documents.	All Cox Media Group Miami Content Employees
8	04/23/21	Bethune Cookman University CMG Florida Sales Career Workshop	CMG Radio/TV, Sales Virtual Classroom Presentation to BCU Media Students	Talk Q&A Session with students providing overview of media sales; how student learning translates into a successful media career. Offered guidance on what managers seek in sales candidates, interview prep and techniques. Snapshot of the sales process, consumer behavior and case study presented.	Angela Bridgeman; Angela Perry, Ashley Williams; Clarence Natto, Jena Miller; Jenny Jean-Baptiste; Jimmy Farrell; Melody Hutchinson; Taylor Bachorski; Todd Elbrink; Tony Motto - All CMG Florida Markets emps.
9	08/10/21 and 08/12/21	FCC Political Training	Political compliance training in preparation of upcoming 11/2021 political races and the critical 2022 political season	Live video webinar training reviewed political advertising rules to plan for all-around compliance; and a 25 minute video explaining Political Broadcasting Legal Issues. Participants also received the NAB Political File Compliance Manual 2021.	Angelina Rosario, Angela Perry and Ralph Renzi

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10	9/16/2021	CMG Miami/Bethune Cookman University "Day In The Life" Session	CMG Miami Leaders provide firsthand knowledge of Media careers and the evolving industry.	CMG Leaders speak on career paths, offer advice, entertain and ask questions of Dr. Victor, Professor, BCU students; while also utilizing event to view students for potential entry level job opportunities.	Angela Perry, Angelina Rosario, Jill Strada, Nicole Montanaro, Ralph Renzi and Shelby Rushin
11	8/31/2021	Digital/Sales Training	Sales Team curriculum training programs offered throughout the year, for skill development, to achieve sales success	Independent developmental training offered to all new Sales employees. Monthly group Digital/Sales Training webinars and discussions offered to Sales team for skill development. Course training for career accreditation encouraged by Sales leaders for sales team success.	During this reporting period, 10-12 sales employees participated in this initiative