

**EEO Public File Report**  
**Cox Media Group - Tampa, FL**  
**WDUV, WHPT, WPOI, WWRM, WXGL**  
**Reporting Cycle: December 17, 2019 – September 30, 2020**

**Full Time Positions Filled**

Requisition	Date Opened	Start Date	Source of Hire	Interviewed	Hired
000490 (Account Executive)	2/10/2020	2/24/2020	Korn Ferry	1	1

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Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed Internet - www.indeed.com	Internet Posting	N
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N
4	Broadbean job distribution	CMG Recruiter	N
5	America's Job Exchange	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N
7	Directly sourced by Korn Ferry Recruiter	Korn Ferry Recruiter/Various	N
8	CMG.com careers	CMG career site (internal/external)	N

**Cox Media Group Tampa Radio**

**WDUV, WHPT, WPOI, WWRM, WXGL**

**December 17, 2019 through September 30, 2020**

**Long-Term Recruitment Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	January 14, 2020	CMG Tampa Media Scholarship	Scholarship awarded to one full-time student enrolled in their Junior, Senior year or Graduate program during the 2019- 2020 school year.	Eligible college students submitted 300-word essays on media related topics. Applicants were evaluated by 13 team members based on their essay submissions and their academic achievements.	Keith Lawless, Debbie McLean, Sonya Duffy, Ann Kelly, Rhonda Carswell, Diana Valenzuela, Claudia Martinez, Bryan Kelly, Sean Morelle, Megan Chase, Jocelyn Thelen, Danielle Lysik, Jovan McNeil, and Judy Altman
2	March 30, 2020 - May 24, 2020	Open in Tampa Bay	(COVID-19) Community Service Local Business Campaign	Program established in support of local businesses where we used our brands to inform listeners of selected businesses open and hiring during COVID-19.	On-air & Virtual Campaign
3	September 8, 2020	Virtual Guest Speaking Event for USF Marketing Class	Virtually attended and presented to a USF Marketing class. The students were given one of our stations as their marketing project.	Students will be expected to present their marketing plans/project to the station Program Director and VP/Market Manager of Cox Media Group Tampa in November of 2020	Jenna Kesneck and Keith Lawless
4	Ongoing	What's Brewing	Presentations given by Sales employees to their peers three days a week.	We rotate through the list of personnel alphabetically and while it started as a way to share how we were surviving quarantine or adapting to Work from Home, it transitioned into focused sharing of success stories, books that moved us, tips and tricks for self improvement and marketing or sales insights.	All Cox Media Group Sales Employees
5	Ongoing	CSS/ Jim Hopes Quantum Coaching	Monthly coaching calls to support Sales Managers	Coaching covers leadership/management, guidance on hiring, coaching, and development of sales tactics.	Bryan Kelly and Erin Lastra
6	Ongoing	Cornerstone	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 staffs.	All Cox Media Group Tampa employees.
7	Ongoing	Digital Sales Training	Several curriculum training programs offered to the Sales Team to help develop skills to succeed.	Independent developmental training offered to all new Sales employees. Monthly group Digital/Sales Training webinars and discussions offered to the sales team to enhance their skillset. Course training for career accreditation encouraged upon sales team by their leaders.	All Cox Media Group Sales Employees