

EEO PUBLIC FILE REPORT

COX MEDIA GROUP - TAMPA BAY
 WWRM, WXGL, WSUN, WHPT, WPOI, WDUV
 ST. PETERSBURG, FL
 October 1, 2012 - September 30, 2013

Full Time Positions Filled

| Full-Time Position(s) | Station(s) | Position Title | Date Open | Date Filled | Recruitment Sources | Number Interviewed | Number Hired |
|-----------------------|-------------|----------------------|-----------|-------------|---|--------------------|--------------|
| 1 | WPOI | Account Manager | 5/7/2012 | 10/1/2012 | Cox Career Network EEO Mailout Employee Referral from Internal Posting FL A&M University Media Day | 2 3 1 | 1 |
| 2 | CMG - Tampa | Digital Web Producer | 1/24/2013 | 4/1/2013 | Cox Career Network EEO Mailout Employee Referral from Internal Posting | 2 5 | 1 |
| 3 | WWRM | Account Manager | On Going | 9/3/2013 | Cox Career Network EEO Mailout Employee Referral from Internal Posting Sierra Marketing USF College Speaking Visit FSU Career Fair | 3 8 4 2 | 1 |
| | | | | | | | |
| | | | | | | 30 | 3 |

RECRUITMENT SOURCES

COX MEDIA GROUP - TAMPA BAY
WWRM, WXGL, WSUN, WHPT, WPOI, WDUV
ST. PETERSBURG, FL
October 1, 2012 - September 30, 2013

| No. | Recruitment Source | Contact | Total Interviewed | Entitled to Notification |
|-----|--|--|-------------------|--------------------------|
| 1 | Company: EEO Mailing List (attached) Address: | Name: EEO Mailing List (attached) Phone: | 0 | Y |
| 2 | Company: Cox Career Network Address: Cox Enterprises Job Web Site | Name: Linda Qualls Phone: 321-281-2015 | 4 | N |
| 3 | Company: Employee Referral from Internal Posting Address: Employee Lounges/Email To All Staff | Name: Linda Qualls Phone: 321-281-2015 | 11 | N |
| 4 | Company: Florida A&M University Media Sales Institute Address: Tallahassee, FL | Name: Dana Myers Phone: 301-595-1871 | 1 | N |
| 5 | Company: Sierra Marketing Address: 7114 Colesbrook Dr., Hudson, OH 44236 | Name: Debbie Carter Phone: 800-661-7837 | 8 | N |
| 6 | Company: USF College Address: 4202 E. Fowler Ave., Tampa, FL 33620 | Name: Carol Osborne Phone: 813-974-6224 | 4 | N |
| 7 | Company: FSU Career Fair Address: 600 W. College Ave., Tallahassee, FL 32306 | Name: Seminole Showcase Phone: 850-844-2525 | 2 | N |
| | | | 30 | TOTAL |

EEO MAILING LIST

COX MEDIA GROUP - TAMPA BAY WWRM, WXGL, WSUN, WHPT, WPOI, WDUV ST. PETERSBURG, FL October 1, 2012 - September 30, 2013

| Company | Contact | | Job Title/Department | Address | City | State | Zip | Email | Phone |
|------------------------------------|-----------|-----------|---------------------------------------|--|----------------|-------|------------|--|----------------|
| | Last | First | | | | | | | |
| Bethune Cookman College | McKee | Claudine | Career Resources | 640 Mary McLeod Bethune Blvd. | Daytona | FL | 32114 | | (386) 481-2143 |
| Brevard Community College | Pack | Ashley | Career & Technical Programs | 3865 N. Wickham Rd. | Melbourne | FL | 32935 | | 321-433-7742 |
| Central Florida Employment Council | Weir | Paulett | Marketing Director | 450 Seminola Blvd. | Casselberry | FL | 32707 | | (407) 834-4223 |
| Connecticut School of Broadcasting | Marsicano | Robert | Career Services | 3901 Coconut Palm Dr., Suite 105 | Tampa | FL | 33619 | | (813) 740-0990 |
| Eckerd College | Colson | Jane | Office of Career Resources | 4200 54th Ave. S. | St. Petersburg | FL | 33711 | grunskjk@eckerd.edu | (727) 864-8258 |
| Everest University | Long | Anita | Director of Career Services | 3319 W. Hillsborough Ave. | Tampa | FL | 33614 | | (813) 879-6000 |
| Florida A&M University | Sweet | Joan | C.C. Cunningham Career Center | M.L. King Blvd., 100 Student Union Plaza | Tallahassee | FL | 32307 | | (850) 599-3044 |
| Florida A&M University | Miles | Keith | School of Journalism & Comm. | 314 Tucker Hall | Tallahassee | FL | 32307 | | (850) 599-3379 |
| Florida Atlantic University | Cardin | Matt | Career Development | 777 Glades Rd., #220 | Boca Raton | FL | 33431 | mcardin@fau.edu | (561) 297-3533 |
| Florida Southern College | Leap | Marsha | Career Resources | 111 Lake Hollingsworth Dr. | Lakelake | FL | 33803 | | (863) 680-4390 |
| Hillsborough Community College | Ragsdale | Laurie | Career Resources Center Manager | P. O. Box 30030 | Tampa | FL | 33630 | | (813) 253-7310 |
| Hillsborough Community College | Shearer | Ron | Radio-TV Program Manager | 2112 North 15th St., PST 134 | Tampa | FL | 33605 | | (813) 253-7978 |
| Metro Orlando Urban League | Jenkins | Tina | Metro | 2804 Belco Drive | Orlando | FL | 32808 | | (407) 841-7654 |
| NAACP | Stokes | Curtis | Hillsborough County Branch | 308 E. MLK Blvd., Suite C | Tampa | FL | 33603 | | (813) 234-8683 |
| Pinellas County Urban League | Melville | Sharon | Minority Skills Coordinator | 333 31st St. N. | St. Petersburg | FL | 33713 | | (727) 237-2081 |
| Rasmussen College | Stiles | Sheila | Career Services | 2127 Grand Blvd. | Holiday | FL | 34690 | | (727) 942-0069 |
| Resource Center for Women | Letvin | Barbara | Enoch D. David Center | 1111 18th Ave. S. | St. Petersburg | FL | 33705 | | (727) 586-1110 |
| Seminole Community College | Sautter | Nancy | Career Services | 100 Weldon Blvd. | Sanford | FL | 32773 | | (407) 328-2033 |
| St. Petersburg College | Miglino | Rose | Clearwater Campus | 2465 Drew St., AD 115 | Clearwater | FL | 33765 | | (727) 341-4640 |
| St. Petersburg College | Smith | Nikia | Gibbs Campus | 6605 5th Ave. N., Admin Bldg. 121 | St. Petersburg | FL | 33710 | | (727) 791-2738 |
| University of Central Florida | Meeske | Mike | School of Communications | P.O. Box 161344 | Orlando | FL | 32816 | | (407) 823-2000 |
| University of Florida | Reshard | Lennette | Career Resource Center | POB 118507, CR-170, Wayne Reitz Union | Gainesville | FL | 32611 | | (352) 392-1601 |
| University of Florida | Harris | Charles | Knight Div., College of Jour. & Comm. | 1080 Weimer Hall, P.O. Box 118400 | Gainesville | FL | 32611-8400 | | (352) 392-0289 |
| University of Tampa | Harding | Tim | Director of Career Services | 401 W. Kennedy Blvd., Box K | Tampa | FL | 33606 | hireut@ut.edu | (813) 253-6236 |
| Valencia Community College | Hunt | Vertrilla | Career Placement | 7108 N. Econolockhatchee Trail | Orlando | FL | 32825 | | (407) 299-5000 |

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year: October 1, 2012 - September 30, 2013

Cox Media Group - Tampa

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|---|--|---|--|--|
| 1 | May 22, 2012 | FAMU - Florida A&M University Media Sales Institute Tallahassee, FL | This program gives employers an opportunity to gain a close-up view of the selling techniques of the students and potential sales candidates. | Cox Media Group has an on-going relationship with Florida A&M University and provided representatives from several CMG locations to interview sales candidates. | Renee Driscoll Paul Defazio Matt Urban Bob DeBlois |
| 2 | February 7-8, 2013 | Florida State University Seminole Showcase Career Fair Tallahassee, FL | This program gives employers an opportunity to promote our company to students and potential candidates. | Several CMG locations attended this Showcase Career Fair and allowed us to interview students who might become candidates for hire. | Julie Dangler Jenna Kesneck Russell Lawson |
| 3 | March 6, 2013 | Bethune-Cookman University CMG Career Day | This special Career Day was put together just for CMG. We had exclusive interview time with over 50 students from the Communication Dept. | Cox Media Group worked on developing a relationship with Bethun Cookman and developing this Career Day where we invited representatives for several CMG locations to attend and interview. | Renee Driscoll Melissa Cartwright JC Campese Julie Morgan James Williams |
| 4 | June 6, 2013 | University of South Florida Tampa, FL | One of our CMG General Sales Managers was asked to speak to one of the Marketing Classes at USF. | This was an opportunity for our GSM to speak to students about our company and the broadcast industry. | Jenny Sutton |
| 5 | August 1-3, 2013 | NABJ Career Fair Orlando, FL | This is the National Assoc. of Black Journalists Annual Career Fair which was held in Orlando, FL this year. | Cox Media Group had representatives from several locations participate throughout the course of 3 days, allowing us to meet & interview students. | Tim Clarke Matt Parcess Monica May Marc Dixon |
| 6 | March 1, 2013 June 6, 2013 September 17, 2013 December 6, 2013 | 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. | Tim Clarke Aaron Miller |
| 7 | July 30-31, 2013 | Leadership Fundamentals | Leadership Fundamentals is designed to equip managers and supervisors with critical skills to maximize performance and lead people. | Cox Media Group provides this training on an on-going basis for all managers within the company. | John Larson Dan Connelly |
| 8 | On-going | Internship Program | An Internship Program allows CMG to give students first-hand experience in the career area they wish to pursue. | Cox Media Group has an on-going relationship with local colleges and specialty schools to provide internships for students. | All departments within Cox Radio - Tampa |