



**EEO Public File Report**

**Cox Media Group**

**Radio-Orlando Market**

**EEO Public File Report Part 2**

**Reporting Cycle: 10/01/2020 – 09/30/2021**

**Recruitment Sources Used for All Openings**

<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 - www.indeed.com	Internet Posting	N	15
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	2
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	
7	CMG.com careers	CMG career site (internal/external)	N	26

**Longer - Term Recruiting Initiatives**

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**EEO Public File Report Part 3**

**Radio-Orlando Market**

**Reporting Cycle: 10/01/2020 – 09/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2020 - 2021	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	Ongoing	Employee Continuous Learning through Learn@Cox	Hundreds of FREE available courses covering every aspect of our business operations and personal development through top universities.	Online Learning and Development Training Programs: CMG offers free online courses of various subjects from Top Schools to employees for professional learning of something new or to enhance current skills.	Available for all CMG Orlando employees through online courses.
3	Ongoing	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, twenty employees participated in this initiative.	Susan Baxter-Cardona, Amber Brown, Jeff Davis, Lauren Hill, Andy Hockemeyer, Matt Jones, Andy Lee, Victor Maldonado, James Marshall, Carl Nixon, Fred Pryor, Joetta Raylotts, David Russell, Joe Russo, Ruthie Sanchez, Matt Santamarina, Heather Thomas, Tim Travis, James Williams and Felicia Wong.
4	December 2020 and March 2021	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.	Fernando Bauermeister, Will Calder, Dawn Campbell, JC Campese, Josh Egolf, Marissa Friese, Jeanne Griswold, Wes Halliwell, Hildi Brooks, Joe Kelley, Estee Martin, Jason Meder, Keith Memoly Angela Schlesman, Steve Stewart, Ashley Williams, Marsha Taylor, and Ashley Morrison.
5	February 2021	Bethune Cookman University - CMG Florida Content Career Workshop/A Day In The Life Event	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.	Danie B, Dawn Campbell, Jason Meder, John Keyes, Jason Balthazar, Clarence Natto, Angela Perry, Talus Knight, and Miguel Fuller. All Cox Meida Group Florida Markets employees.
6	March 2021 thru June 2021	Talent Focused Management	Talent Focused Management is our foundation management training. Built around the Nature-Nurture Growth Formula, the TFM concept helps managers focus on what they can control on the Nature side (talent and fit) and on the Nurture side (investing in their people). In Talent Focused Management, sales managers learn how to focus on discerning and developing an individual's innate sales talents.	During this reporting period, one manager participated in the Talent Focused Management Program.	Ashley Williams
7	April 2021	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.	Fernando Bauermeister, Ashley Williams, Dawn Campbell, John Keyes, Angela Bridgema, Angela Perry, Clarence Natto, Jena Miller, Jenny Jean-Baptiste, Jimmy Farrell, Melody Hutchinson, Taylor Bachorski, Todd Elbrink, Tony Motto. All Cox Meida Group Florida Markets employees.
8	April 2021	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 Orlando Content Employees

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9	May 2021 thru November 2021	McKinsey Management Accelerator Academy	A prestigious opportunity awarded to rising Black Managers. As a part of Apollo's deep and longstanding commitment to advancing diversity and inclusion within its portfolio of companies and Apollo's relationship with McKinsey, this opportunity has been extended to the CMG Family.	This exclusive program places our managers within a network of esteemed peers who together will explore a distinct learning curriculum that will focus on setting and leading a business strategy, problem solving for impact and nine functional deep dives.	Dawn Campbell
10	June 2021	Influence Curriculum at University of Central Florida - Nicholson School of Communication	University of Central Florida Minority Focused Scholarship. The purpose of these funds is to provide scholarship support to an undergraduate student enrolled in the Nicholson School of Communication who recognizes and supports the benefits of a diverse student population.	Jason Meder became a board member of the University of Central Florida's Nicholson School of Communication Advisory Board. UCF is the largest university in the state of Florida and one of the largest in the nation. Immediate impact has been made as he established a CMG Scholarship targeting minority students. Each June one UCF Minority student will be awarded a \$3,000.00 scholarship from Cox Media Group, Orlando Radio.	Jason Meder and Dawn Campbell
11	August 2021	FCC Political Training	Political compliance training in preparation of upcoming November 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.	Jeanne Griswold, Erin Groth, Laura Peters, Jason Meder, JC Campese, Ashley Williams, Fernando Bauermeister, and Wes Halliwell.