

**Cox Media Group - Tampa Radio**  
 WDUV, WHPT, WPOI, WSUN, WWRM, WXGL  
 Reporting Year: October 1, 2014 - September 30, 2015

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**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

**CMG - FLORIDA EEO RECRUITMENT SOURCE POSTING LIST**

No.	Recruiting Source	Contact Information	Notification	Total Interviewed	Total Hired	Eligible to Notification
1	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner (386) 481-2143 Career Resources	bonnerd@cookman.edu	0	0	No
2	Florida A&M University 1679 S. Martin Luther King Jr. Blvd., 100 Student Union Plaza Tallahassee, FL 32307	Malory Washington (850) 599-8808 C.O. Cunningham Career Center	<a href="http://www.maftrfss.com/famr/employer">http://www.maftrfss.com/famr/employer</a>	0	0	No
3	Hillsborough Community College Dale Mabry Student Services Bldg, Room 202 4001 Tampa Bay Blvd. Tampa, FL 33614	Lorraine Canalejo (813) 283-7310 Career Resources Center Manager	lcanalejo@hccfl.edu	0	0	No
4	Florida Memorial University 15800 NW 42nd Ave. Miami Gardens, FL 33054	Bill Long-Ebott Associate Professor (305) 628-3182	webb@fmu.edu	0	0	No
5	Rollins College 1000 Holt Ave. #2757 Winter Park, FL 32789	D Fernandez (407) 846-2105 Career Services	dfernandez@rollins.edu	0	0	No
6	Seminole State College 100 Weldon Blvd Sanford, FL 32773	Michelle Bonner (407) 708-2848 Career Services	<a href="http://www.myfltrfss.com/seminole/employer">www.myfltrfss.com/seminole/employer</a>	0	0	No
7	St. Petersburg College 2469 Drew Street, QD 115 Clearwater, FL 33765	Rose Kligino (727) 341-4840 Clearwater Campus	tridinho.rose@spccollege.edu	0	0	No
8	University of Central Florida P.O. Box 161344 Orlando, FL 32816	Valda Ramalal (407) 823-2742 School of Communications	<a href="http://www.ccf.edu">www.ccf.edu</a> career@ucf.edu	0	0	No
9	University of Florida P.O. Box 116507, CR-170, Wayne Rantz Union Gainesville, FL 32611	Phyllis Pena (352) 273-2300 Career Resource Center	<a href="http://www.ccf.edu/employment/employers.html">http://www.ccf.edu/employment/employers.html</a>	0	0	No
10	University of Tampa 401 W. Kennedy Blvd., Box K Tampa, FL 33606	Mark Covenbach (813) 253-7210 Director of Career Services	mcovenbach@ut.edu	0	0	No
11	Valencia Community College 701 N. Econlochatchee Trail Orlando, FL 32825	Carmen Diaz (407) 582-1055 Career Placement	<a href="http://valencia-csm.symplexy.com/employers">http://valencia-csm.symplexy.com/employers</a>	0	0	No
12	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts/Ann Lellis (904) 620-2964 Director of Career Services	<a href="http://www.unf.edu/careerservices/employers">http://www.unf.edu/careerservices/employers</a>	0	0	No
13	Florida State University 100 South Woodward Ave. Tallahassee, FL 32306-4162	Danah Crowder (850) 644-4023 Job Placement Department	<a href="http://fsu-csm.symplexy.com/employers/">http://fsu-csm.symplexy.com/employers/</a>	0	0	No
14	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Fonteno (904) 819-5341 Career Services	fonteno@flagler.edu	0	0	No
15	University of South Florida 4202 E. Fowler Ave. PSB101 Tampa, FL 33620	Keith Roche (813) 974-3202 Star Curry	<a href="http://www.usf.edu/career">http://www.usf.edu/career</a> kroche@usf.edu	0	0	No
16	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd. S. Fort Myers, FL 33955-6565	Star Curry (239) 580-7385 Career Services	<a href="http://www.collegecentral.com/fgcu">http://www.collegecentral.com/fgcu</a>	0	0	No
17	Florida Atlantic University 777 Glades Road SU 215 Boca Raton, FL 33431	Jennifer Bernard/Deon Robin (561) 287-3533 Career Services	<a href="http://fau.edu/careers">http://fau.edu/careers</a>	0	0	No
18	Florida International University 11200 SW 8th Street Miami, FL 33199	Carmen Rosado (305) 348-7265 Career Management Services	<a href="http://fiu-csm.symplexy.com/employers">http://fiu-csm.symplexy.com/employers</a>	0	0	No
19	Miami Media School 901 S. Miami Ave., Suite 303 Miami, FL 33130	Ashley Serrano (305) 728-1120 Career Services Director	aserrano@micschool.com	0	0	No
20	University of Miami P.O. Box 246127 Coral Gables, FL 33124	Kabrina Dandrade (305) 284-6632 School of Communications	kmdandrade@miami.edu	0	0	No
<b>Other Sources</b>				<b>Interviewed</b>	<b>Hired</b>	
21	Job Board			15	2	
22	Radio Advertisement					
23	All Access			5	1	
24	Cox Career Website			6	2	
25	Employee/Clients/Agency Referral			9	2	
26	Job Posting - Social Network			3	1	
				<b>38</b>	<b>8</b>	<b>TOTAL</b>

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**CMG Long-Term Recruitment Initiatives Implemented**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	February 27, 2015	Bethune-Cookman University Diversity Career Fair	Students and Faculty from the Communications Department interacted with CMG employees from Radio and TV regarding career possibilities	CMG Florida provides Managers & Employees the opportunity to go to BCU to meet with students to provide information and connect with future potential candidates	Aaron Miller
2	October 1 - 5, 2014 May 15, 2015	Diversity and Inclusion Training 'Driving Business results through D & I' required for all CMG employees	This 4 hour course was developed to increase awareness and generate ideas regarding ways to drive business results through D&I	Cox Media Group has committed to providing this training to at least 50% of CMG's workforce in 2014 and the remainder in 2015	Tampa Radio Employees: 150
3	<b>1st Session</b> Various Dates May 2015 - April 2016  <b>2nd Session</b> Various Dates Aug 2015 - July 2016	CMG Mentoring Edge	Emerging leaders are paired with experienced leaders to reinforce the Cox culture, business principles and provide employee development opportunities	High potential employees are nominated as mentees to partner with senior level mentors who can help guide their career development and grow their professional skills	<b>1st Session</b> Jenna Kesneck Roz Clark Jason Meder  <b>2nd Session</b> John Larson Keith Lawless
4	April 7-8, 2015 July 14-15, 2015 October 13-14, 2015	CMG Leadership Program "CMGLP"	Leadership development program designed for managers of managers	Increase capabilities, close skill gaps, accelerate leaders readiness to be effective and strengthen talent pipeline	Jason Meder Claire Prentice
5	June 2015	Sales Manager Academy	Designed to accelerate the development and coaching skills of Sales Managers	Participants are strong performers with a solid background in the technical aspects of their sales role	Stephanie Sabota
6	April 4, 2014 June 19th, 2014 September 22, 2014 December 5th, 2014	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	Aaron Miller Roz Clark Jenny Sutton
7	October 2014	Innovation Summit	Interactive conference hosting CMG's innovative leaders in Radio, TV and Newspaper	Attendees built prototypes on the subject of storytelling	Jenna Kesneck Keith Connors Ian Hall Deb McLean

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8	September 29 - October 2, 2015	Millennial Incentives - NAB/RAB Show	Development and growth opportunity for market millennial representatives who will then present their findings to local management	Millennials representatives will attend multiple sessions and interactive debriefs with CMG and Industry Leaders	Richard Danaie Jenna Kesneck
9	July 29, 2015	Civil Treatment	Training provided to managers with the tools they need to manage fairly and legally in today's changing workplace	Participants serve as witnesses and jurors in simulated cases, learning how their conduct can either cause or prevent liability and other workplace problems	Dan Mason
10	August 25, 2015	Behavioral Interviewing	Interactive training that offers the optimal approach to making the best decisions about hiring the right talent to best execute our business strategy to achieve success	Training prepares managers to interview confidently, gather data that accurately predicts future job performance and ensure a legally defensible interviewing process	Tampa Radio Managers
11	Ongoing	Paid Internship Program	Cox Tampa Radio has an on-going relationship with local colleges, universities and specialty schools to provide internships for students	All departments for all radio stations are involved	Brittany Evans Lara Misuraca
12	Ongoing	CMG University	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 staff	All Cox Media Group Employees
13	Ongoing	Cox Radio Diversity Matters - Training Seminar	Designed to teach employees about the multiple kinds of diversities that exist in the work place, and how to effectively communicate with co-workers	Each Employee is required to read pamphlets and participate in online training	Every new hire