

EEO Public File Report

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

Full-Time Position Filled

Full Time Position	Position Requisition #	Position Title	Date Open	Date Filled	Recruitment Source(s) Utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired	Hiring Source
F	144881	Executive Producer	6/26/2014	10/21/2014	1-25	13	1	All Access
F	148705	Account Executive	9/8/2014	12/30/2014	1-22, 24-26	4	1	Job Board
F	140815	Account Executive	4/28/2014	3/6/2015	1-22, 24-26	13	3	Cox Career Website, Job Board, Employee/Client/Agency Referral
F	1411680	On Air Talent	11/24/2014	3/19/2015		7	1	Job Posting - Social Network
F	1414043	On Air Talent	12/26/2014	3/19/2015	1-21, 23-26		1	Cox Career Website
F	151320	Sales Assistant	2/5/2015	4/20/2015	1-21, 24-26	1	1	Employee/Client/Agency Referral
						38	8	

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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	Babineux-Cookman University 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Dayla Sommer Career Resources (386) 481-2143	bohaner@cookman.edu	0	0	No
2	Florida A&M University 1678 S. Main Luther King Jr. Blvd., 100 Student Union Plaza Tallahassee, FL 32307	Melroy Washington (905) 599-8808 C.C. Cunningham Career Center	https://www.mafhrfssa.com/iamu/employer lsanaleid@fscf.edu	0	0	No
3	Hillsborough Community College Dale Mabry Student Services Bldg, Room 202 4001 Tampa Bay Blvd. Tampa, FL 33614	Lorraine Canaglia (813) 253-7310 Career Resources Center Manager	webel@hccfl.edu	0	0	No
4	Florida Memorial University 15600 NW 42nd Ave. Miami Gardens, FL 33054	Bill Long-Ebott Associate Professor (305) 626-3182	demantex@colins.edu	0	0	No
5	Rollins College 1000 Holt Ave. #2757 Winter Park, FL 32789	D. Fernandes (407) 946-2106 Career Services	Online Posting to Source Website: www.myinterbase.com/semiprof/employer	0	0	No
6	Seminole State College 100 Wildcat Blvd Sanford, FL 32773	Michelle Borders (407) 708-2848 Career Services	Online Posting to Source Website: www.myinterbase.com/semiprof/employer	0	0	No
7	St. Petersburg College 2469 Drew Street, QJ 115 Clearwater, FL 33769	Rose Kingino (727) 341-4840 Clearwater Campus	tridinho.rose@SPCollege.edu	0	0	No
8	University of Central Florida P.O. Box 161944 Orlando, FL 32816	Valda Ramonal (407) 823-2742 School of Communications	Online Posting to Source Website: www.ccrcc.ucf.edu career@ucf.edu	0	0	No
9	University of Florida P.O. Box 118507, CR-170, Wayne Reitz Union Gainesville, FL 32611	Phyllis Pena (352) 273-2300 Career Resource Center	Online Posting to Source Website: http://www.crc.ufl.edu/employer/Emplovers.html	0	0	No
10	University of Tampa 401 W. Kennedy Blvd., Box K Tampa, FL 33606	Mark Colvanebach (813) 253-7210 Director of Career Services	recruiter@ucf@UT.edu	0	0	No
11	Valencia Community College 701 N. Econohatchee Trail Orlando, FL 32828	Carmen Diaz (407) 582-1056 Career Placement	Online Posting to Source Website: http://valencia-csm.symplify.com/employers	0	0	No
12	University of North Florida 1 UNF Drive Jacksonville, FL 32224	Rick Roberts/Ann Lelis (904) 620-2964 Director of Career Services	Online Posting to Source Website: https://www.unf.edu/careerservices/employers	0	0	No
13	Florida State University 100 South Woodward Ave. Tallahassee, FL 32306-4182	Dawn Crowder (905) 644-4023 Job Placement Department	Online Posting to Source Website: https://su-csm.symplify.com/employers/	0	0	No
14	Flagler College P. O. Box 1027 St. Augustine, FL 32084	Jessica Fontino (904) 81-93341 Career Services	flagler@flagler.edu	0	0	No
15	University of South Florida 4202 E. Fowler Ave. PSB 101 Tampa, FL 33620	Keith Roche (813) 974-3202 Star Curry (239) 580-7385	Online Posting to Source Website: http://www.usf.edu/career kroche@usf.edu Online Posting to Source Website: https://www.collegecentral.com/geu	0	0	No
16	Florida Gulf Coast University Cohen Center - First Floor 10501 FGCU Blvd. S. Fort Myers, FL 33985-6565	Star Curry (239) 580-7385 Career Services Jennifer Bernhard/Deon Robin (907) 287-3533 Career Services	Online Posting to Source Website: http://fgcu.edu/careerservices jberhard@fgcu.edu	0	0	No
17	Florida Atlantic University 777 Sades Road SU 215 Boca Raton, FL 33431	Carmen Rosado (305) 348-7285 Career Management Services	Online Posting to Source Website: https://fscm.symplify.com/employers	0	0	No
18	Florida International University 11200 SW 8th Street Miami, FL 33199	Ashley Serrano (305) 728-1120 Career Services Director	3267ra@fiucentral.com	0	0	No
19	Miami Media School 901 S. Miami Ave., Suite 303 Miami, FL 33130	Katrina Dandrade (305) 284-6632 School of Communications	kmaharaj@miamim.edu	0	0	No
20	University of Miami P.O. Box 248127 Coral Gables, FL 33124					
Other Sources						
21	Job Board		Interviewed	Hired		
22	Radio Advertisement		15	2		
23	All Access		5	1		
24	Cox Career Website		6	2		
25	Employment/Client/Agency Referral		9	2		
26	Job Posting - Social Network		3	1		
				38	8	TOTAL

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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	1st Session Various Dates May 2015 - April 2016 2nd Session 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	1st Session Jenna Kesneck Roz Clark Jason Meder 2nd Session 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