

EEO Public File Report					
Cox Media Group - Orlando Radio					
WDBO-AM, WCFB-FM, WOEX-AM, WMMO-FM, WWKA-AM					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2022 - 09/30/2023					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
3021 (Director, Branding & Programming)	2/6/2022	10/3/2022	Employee Referral	2	1
			Cox Media Group	2	0
			Internal Employee	1	0
3863 (Anchor)	7/18/2022	10/3/2022	Cox Media Group	3	1
			LinkedIn	1	0
			Indeed	1	0
4511 (IT Engineer)	6/9/2023	6/26/2023	Indeed	3	1
			Cox Media Group	1	0
482 (Digital Media Director)	6/12/2023	8/14/2023	Employee Referral	1	1
			Cox Media Group	3	0
			Internal Employee	2	0
556 (Media Consultant)	6/13/2023	7/10/2023	Cox Media Group	8	1
			Indeed	2	0

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EEO Public File Report Part 2			
Reporting Cycle: 10/01/2022 - 09/30/2023			
Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	# Interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed Internet - www.indeed.com	Internet Posting	6
3	LinkedIn Internet - www.linkedin.com	Internet Posting	1
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	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	17
8	Internal Employees	CMG Employees	3
9	Employee Referrals	CMG Employees	3

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EEO Public File Report Part 3					
Reporting Cycle: 10/01/2022 - 09/30/2023					
Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line library providing resources for skills improvement, professional development and targeted training.	Career Development	Open to all CMG Employees
2	Ongoing	CMG Digital Virtual School	Several curriculum training programs offered to the Sales Team to help further develop their skills to succeed and qualify them for higher positions.	Training Program	Cox Media Group Orlando Sales Employees
3	October 2022 - September 2023	360 Executive Strength Coaching	The program helps grow and improve team's performance. It teaches employees their full management potential and increases productivity and performance by fully understanding their innate strengths and how they are perceived by those you manage.	Career Development	Normand Levy
4	October 25, 2022	Full Sail University Job Fair	National and Local Companies Recruit at On-Campus Career Fair. Employers from a variety of industries gathered in the Full Sail Live building to connect with alumni and students nearing graduation. CMG Orlando Radio had a table and booth set up talking to students about job opportunities.	Job Fair	Amanda Do Nascimento, Kahlil Collazo, Danie Dulay and Wynn Davis - Full Sail University Account Manager/Career Development
6	February 28, 2023 - March 1, 2023	Talent Focused Management	The Talent Focused Management Program further develops managers and helps them make an impact with their team. This 12-week, live, instructor-led, virtual workshop includes Impact People Courses, Online Recruitment and Selection Simulation, and Online Summit "From Experience to Execution."	Career Development	Normand Levy
7	April 6, 2023	Hire Day Orlando Job Fair at The Amway Center	The Hire Day Orlando Job Fair connected Central Florida's great companies to its ever-changing, diverse population. With many live jobs open, the Orlando community needed a live meeting place where anyone looking for a new job can meet over 100 hiring companies in one day. CMG Orlando Radio had a table and booth set up in The Amway Center to share our current job openings.	Job Fair	Amanda Do Nascimento, Danie Dulay, Tanesha Sweetwater, and Jahdai-Dream Cross - OrlandoJobs.com Marketing Department
9	September 12, 2023 - December 16, 2023	McKinsey Academy Hispanic & Latino Leadership Essentials Program	In this program employees strengthen their core skills of business acumen, team leadership, and self leadership. Over the course of several months they have the opportunity to explore critical questions and concepts such as who they are and who they want to be as a Hispanic & Latino leader. The program focuses on building and strengthening their professional networks within our organization and with their program's peers.	Career Development	Amanda Do Nascimento and Vianca Patino
10	September 15, 2023 - June 4, 2024	Broadcast Leadership Training	BLT is an executive MBA-style program for senior level broadcast executives, particularly a women and/or persons of color, with aspirations to advance as a group executive or station owner. The program provides participants with the fundamentals of purchasing, owning and running successful radio and television stations.	Career Development	Ashley Williams