

EEO Public File Report**Cox Media Group****Jacksonville Radio****EEO Public File Report Part 1****Reporting Cycle: 10/01/2020 – 09/30/2021****Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
001521 (Media Sales Consultant)	4/6/2021	5/21/2021	Cox Media Group	3	1
001197 (Producer/On-Air Talent)	1/8/2021	6/1/2021	Indeed	3	1
001500 (Promotions & Activations Lead)	4/5/2021	5/16/2021	Cox Media Group	5	1
000575 (Director of Operations)	3/24/2020	8/16/2020	Cox Media Group	3	1
000998 (Media Sales Consultant)	10/20/2020	1/4/2021	Indeed	3	1

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
001392 (Account Manager)	3/10/2021	4/26/2021	Cox Media Group	7	1
001460 (Account Manager)	3/31/2021	5/3/2021	Cox Media Group	6	1
000959 (Media Consultant)	9/29/2020	9/20/2021	Cox Media Group	1	1
001178 (Sales Associate)	1/4/2021	5/10/2021	Cox Media Group	7	1

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EEO Public File Report Part 2
Reporting Cycle: 10/01/2020 – 09/30/2021
Recruitment Sources Used for All Openings

No.	Recruitment Source	Contact	Entitled to Notification	# Interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	5
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	7
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

EEO Public File Report

Cox Media Group

EEO Public File Report Part 3

Jacksonville Radio

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Ongoing Digital Sales and Content Training	Several curriculum training programs offered to the Sales Team to help develop skills to succeed.	Independent developmental training offered to all new Sales/Content employees. Weekly group Digital/Social Media Training led by CMG Corporate Digital Content Director offered to content employees to enhance their skillset and apprise them of the ever changing social/digital landscape.	During this reporting period, 35 employees participated in this initiative. All CMG Jacksonville Radio EmployeesCMG Content and Sales Employees can attend.
2	Ongoing	On-Air Recruitment	Ongoing recruitment commercial detailing open positions in the cluster and how to apply.	Cluster-wide sales recruitment to inform our local community of open sales jobs currently available to be filled.	On-air Campaign Across All of Our Brands
3	Ongoing	EDGE-ucate	Online Learning and Development Training Programs	Varies from 15 minute coursework to several hours. Development plans available for Managers and their staffs. This is tied to our required Thrive Goals.	During this reporting period, 60 employees participated in this initiative. All CMG Jacksonville Radio Employees can attend.
4	Ongoing	THRIVE	A new online tool that tracks your efforts and drives career growth through measureable performance. Includes Peer-to-Peer & Manager Feedback.	All CMG Employees use this to track goals with their Managers every year.	During this reporting period, 80 employees participated in this initiative. All CMG Jacksonville Radio Employees can attend.
5	Feb 8 2021	Creating An Inclusive Workplace	A virtual workshop for all CMG employees highlighting DE& I initiatives and practices utilized across all of CMG properties.	How to Foster an accountable, inclusive + equitable environment that drives performanc, values	During this reporting period, 45 employees participated in this initiative.All CMG Jacksonville Radio Employees can attend.
6	Feb 26 2021	Virtual Guest Speaking Event	Virtual Guest Speaking Event for Bethune Cookman Focus on Content & Marketing	CMG Employees engage college students in the virtual classroom at the Bethune Cookman Univeristy to speak about careers in media.	Clarence Natto
7	10-Mar-21	Virtual Northeast Regional Hiring Event	CareerSource NEFL is partnering with Florida State College at Jacksonville, St. Johns River State College and First Coast Technical College to bring NEFL it's very first Regional Virtual Hiring Fair.	Employers meet qualified candidates from	Melody Hutchison, Clarence Natto and Rich Jones
8	April 21 2021	Virtual One on One with Rich Jones with Edward Waters University	A group of 10 students who were studying various forms of media and communications. I shared some of the recruitment talents that we have at CMG. A member of the talent recruitment team was also in attendance with the company was also in attendance.	Students are introduced to CMG Jacksonville radio and walked through the recruitment process.	Rich Jones
9	April 23 2021	Virtual Guest Speaking Event for Bethune CookmanVirtual Guest Speaking Event for Bethune Cookman Focus on Sales"	Virtual Guest Speaking Event for Bethune CookmanVirtual Guest Speaking Event for Bethune Cookman Focus on Sales"	CMG Employees engage college students in the virtual classroom at the Bethune Cookman Univeristy to speak about careers in media.	Jimmy Farrell/Mark Chaplin/Clarence Natto
10	July 1, 2021 to Sept 30, 2021	Community Spotlight	(COVID-19) Community Service Local Business Campaign	Highlighting local companies who are actively involved in helping our local communitih	On-air Campaign Across All of Our Brands
11	October 1 to Dec 31, 2020	Shop the 904 Campaign	(COVID-19) Community Service Local Business Campaign	Spots aimed at requesting our local community to buy from local businesses.	On-air Campaign Across All of Our Brands
12	August 10 & August 16, 2021	Required Political Training for Political Races in 2022	Essential Political training for upcoming political races and the critical 2022 political season, to ensure that everyone is prepared to have a profitable, successful and compliant path.	Any CMG employee that touches political documents etc.	Alysia Long, VP & Associate General Council and other members of the Legal Department plus anyone in the company who touches Political.

Longer - Term Recruiting Initiatives**EEO Public File Report****Cox Media Group****EEO Public File Report Part 3****Jacksonville Radio****Reporting Cycle: 10/01/2020 – 09/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
13	Sept. 14 2021	University of North Florida Sales Club Meeting	Students asked questions on what it takes to be a good sales person and steps they can take to develop their talents. CMG helped in the development of future generations of young sales people.	Two Sales Managers were panelists and mentors for the UNF Sales Club.	Melody Hutchison and Bob DeBlois from Sales attended.
14	Sept. 20 2021	LINKS Mentorship Program	CMG Links Co-Mentorship Program is designed for everyone at CMG Jacksonville Radio to participate. This three-month program pairs a mentor and mentee during a kickoff event that will be held virtually.	Any CMG Jacksonville radio employees can participate.	During this reporting period, 37 employees participated in this initiative. DE & I members and anyone in CMG Radio Jacksonville can participate.
16	Sept. 20 2021	Mentorship Program	CMG Links Co-Mentorship Program is designed for everyone at CMG Jacksonville Radio to participate. This three-month program pairs a mentor and mentee during a kickoff event that will be held virtually.	Any CMG Jacksonville radio employees can participate.	DE & I members and anyone in CMG Radio Jacksonville can participate.