

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: 10/01/2021 - 09/30/2022

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1431 (On-Air Talent/Music Director)	3/18/2021	1/10/2022	Cox Media Group	5	1
2187 (Receptionist)	9/7/2021	11/30/2021	Cox Media Group	1	1
			LinkedIn	2	0
			Indeed	1	0
2431 (Account Manager)	10/20/2021	2/7/2022	Cox Media Group	1	1
2432 (Director, Branding and Programming)	10/20/2021	11/29/2021	LinkedIn	2	1
			Cox Media Group	2	0
2969 (Engineer/IT Technician)	1/29/2022	4/4/2022	Indeed	1	1
			LinkedIn	1	0
			Internal Employee	1	0
3345 (Integrated Sales Manager)	3/29/2022	5/31/2022	Employee Referral	3	1
			Cox Media Group	1	0
			LinkedIn	1	0
			Internal Employee	2	0
			CMG Recruiter Sourced	1	0
3349 (Media Consultant)	3/29/2022	8/1/2022	Cox Media Group	2	1
			LinkedIn	4	0
3758 (On Air Talent)	6/13/2022	6/26/2022	Cox Media Group	1	1
3857 (Business Development Consultant)	7/14/2022	8/1/2022	Indeed	2	1
			Cox Media Group	2	0
			LinkedIn	1	0

EEO Public File Report**Cox Media Group - Orlando Radio****WDBO-AM, WCFB-FM, WOEX-AM, WMMO-FM, WWKA-AM****EEO Public File Report Part 2****Reporting Cycle: 10/01/2021 - 09/30/2022****Recruitment Sources Used for All Openings**

No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	1
2	Indeed Internet - www.indeed.com	Internet Posting	N	4
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	11
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)	N	15
8	Employee Referrals	CMG Employees	N	3
Recruitment Sources Used for Specific Vacancies				
9	Internal Employees	CMG Employees	N	3

EEO Public File Report					
Cox Media Group - Orlando Radio					
WDBO-AM, WCFB-FM, WOEX-AM, WMMO-FM, WWKA-AM					
EEO Public File Report Part 3					
Reporting Cycle: 10/01/2021 - 09/30/2022					
Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24/7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take 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 develop skills to succeed.	Independent developmental training offered to all new sales employees. Monthly group digital.sales training webinars and discussions offered to the sales team to enhance their skillset. Course training for career accreditation encouraged upon sales team by their leaders	All Cox Media Group Orlando Sales Employees
3	Ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox Media Group 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
4	05/04/22 - 08/15/22	College Internship Program	Hosted two paid college Interns from area schools over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Angela Schlesman
5	May 2022 - November 2022	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.	Jeremiah (Jay) Hicks
6	June 2022	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. JC Campese has taken over this responsibility of this partnership for the CMG Orlando Radio Market.	Jaosn Meder and JC Campese
7	08/03/22 - 08/04/22	Cox Media Group, Orlando Radio Recruitment Days	Our Cox Media Group, Orlando Radio Promotions Teams went to multiple Colleges and Universities around the Central Florida area to bring awareness to our open and available Promotions Activation Specialist Positions. Over the course of two days, our teams went to all three Valencia Colleges: East, West, and Osceola Campuses, both University of Central Florida Campuses: Rosen College of Hospitality Management & The Main UCF Campus, Full Sail University, and both Seminole State College Campuses: Lake Mary & Sanford. Each one of our employees wore a different radio station T-Shirt to represent the diversity we have within our building and our radio brands as well the environment here at CMG Orlando.	Students were given a flyer that was dispersed throughout the school's main bulletin boards, students service centers, and to those students who showed an interest when our team was passing them out around the campuses. Along with the flyers that were passed out, the team also handed out business cards as a resource to give out to any student they think would make a great candidate for the open positions.	Miguel Larsen, Danni Dulay, Anna Edwards, Natalia Cordon and Kahlil Collazo
8	08/10/22	Hiring with Diversity in Mind Playbook	To help Cox Media Group in our efforts to do better, we partnered with CMG's Talent Acquisition Team to create the "Hiring with Diversity in Mind" playbook. This playbook provides hiring managers with tips and strategies to ensure there is an intentional focus on diversity, equity, & inclusion during the recruiting and hiring process, and assist us in meeting a goal to increase the diverse representation within.	Training to Management	All Hiring Managers
9	08/24/22	University of Central Florida Rosen College of Hospitality Management Job Fair	UCF Rosen College of Hospitality Management offered engagement opportunities for companies and employers on campus for their biannual Career Fairs. Cox Media Group, Orlando Radio was able to partner with the college to build brand awareness on campus and engage with talented students and alumni.	Recruitment Event at the University of Central Florida. Cox Media Group set up an informational table at the event and had employees from our promotions department onsite to talk about open positions at CMG Orlando Radio and to recruit new employees.	Amanda Do Nascimento, Miguel Larsen, Natalia Cordon, Heather Pfingston - Assistant Director, Employer Relations UCF Career Services
10	09/23/22	Bethune Cookman University Job Fair Professional Seminar	The Professional Seminar Job Fair encompassed all students within the Mass Communications Division and other related majors. Topics of discussion were of interest for all levels of students from freshmen to seniors, who would be able to learn from people in that field. Different Cox Media Group Departments spoke about their particular areas of expertise.	CMG Employees spoke to Bethune Cookman University Students Regarding Mass Communication topics in addition to the position available within our company, our team spoke about how they got started with the company and their daily expectations and experiences at Cox Media Group.	Amanda Do Nascimento, Felicia Wong, Abiesel Baez, Kahlil Collazo, Stevel Anderson and Davita Bonner, M.S. Director, Center for Career Success at Bethune-Cookman University