

EEO Public File Report					
Cox Media Group - Tampa Radio					
WHPT-FM, WDUV-FM, WWRM-FM, WWMR-FM, WPOI-FM					
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
2229 (Media Consultant)	9/14/2021	6/5/2023	Employee Referral	1	1
			Cox Media Group	3	0
			LinkedIn	4	0
			Indeed	2	0
3836 (Office Manager)	7/6/2022	10/24/2022	LinkedIn	2	1
			Cox Media Group	2	0
97229 (Receptionist)	9/12/2022	12/19/2022	Cox Media Group	2	1
			LinkedIn	1	0
4166 (Paid Search Strategist)	12/5/2022	5/1/2023	LinkedIn	4	1
			Cox Media Group	1	0
513 (Media Consultant)	6/13/2023	9/18/2023	LinkedIn	1	1
			Cox Media Group	1	0
			Employee Referral	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	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	2
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	12
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	9
8	Employee Referrals	CMG Employees	N	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 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	Florida Association of Broadcasters	Promote cooperation and understanding among broadcasters, as well as among businesses and other organizations.	Career Development/ Community Involvement	Jason Meder
3	Ongoing	USF's American Marketing Association Program Advisory Board	Provide guidance on strategy, operations & policy, as well as provide mentorship to students, hire student(s) for job(s), hire student(s) for internship(s) and sponsor events	Career Development/ Community Involvement	Mike Oliviero
4	Ongoing	Mentoring & Inspiring Women in Radio, Inc Board Member	To use influence & resources to help other women in broadcasting develop leadership and management skills	Career Development/ Community Involvement	Jenna Miller
5	Feb 2023	CSC Talent Focused Management	Workshops focused on growing and developing leadership skills in oneself and their team	Career/Management Development	Felicia Wong
6	Mar 2023	DMD Atlanta Seminar	Workshops focused on learning and leading current and future team members in all that digital sales has to offer - Revenue, Profitability, Alignment, Innovation, Standardization	Career/Management Development	Felicia Wong