

**EEO Public File Report****Cox Media Group - Miami Radio****WEDR-FM, WFEZ-FM, WFLC-FM, WHQT-FM****EEO Public File Report Part 1****Reporting Cycle: 10/01/2022 - 09/30/2023****Full-Time Positions Filled**

<b>Requisition</b>	<b>Date Opened</b>	<b>Start Date</b>	<b>Recruitment Source</b>	<b>Interviewed</b>	<b>Hired</b>
<b>3511 (Media Consultant)</b>	<b>4/25/2022</b>	<b>10/24/2022</b>	LinkedIn	3	1
			Cox Media Group	2	0
<b>3727 (Integrated Sales Manager)</b>	<b>6/7/2022</b>	<b>11/7/2022</b>	Cox Media Group	3	1
			LinkedIn	3	0
			Indeed	3	0
<b>47129-2 (On Air Talent - Mornings)</b>	<b>8/31/2022</b>	<b>1/23/2023</b>	Employee Referral	2	1
			Cox Media Group	2	0
			LinkedIn	1	0
<b>4176 (Digital Media Strategist)</b>	<b>12/6/2022</b>	<b>2/6/2023</b>	Cox Media Group	1	1
<b>4175 (Client Performance Specialist)</b>	<b>12/6/2022</b>	<b>4/17/2023</b>	LinkedIn	9	1
			Cox Media Group	3	0
			Internal Employee	1	0
<b>42974 (Media Consultant)</b>	<b>2/24/2023</b>	<b>5/30/2023</b>	LinkedIn	3	1
			Cox Media Group	4	0
			Indeed	4	0
<b>40709 (On Air Talent - Mornings)</b>	<b>4/7/2023</b>	<b>7/10/2023</b>	Hiring Manager Sourced	1	1
<b>602 (Digital Media Director)</b>	<b>7/6/2023</b>	<b>9/11/2023</b>	Indeed	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
			Employee Referral	2	0
			Other	1	0

<b>EEO Public File Report</b>				
<b>Cox Media Group - Miami Radio</b>				
<b>WEDR-FM, WFEZ-FM, WFLC-FM, WHQT-FM</b>				
<b>EEO Public File Report Part 2</b>				
<b>Reporting Cycle: 10/01/2022 - 09/30/2023</b>				
<b>Recruitment Sources Used for All Openings</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># interviews</b>
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed Internet - www.indeed.com	Internet Posting	N	8
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	20
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	16
8	Internal Employees	CMG Employees	N	1
9	Employee Referrals	CMG Employees	N	4
<b>Recruitment Sources Used for Specific Vacancies</b>				
10	Hiring Manager Sourced	CMG Hiring Managers	N	1
11	Other Candidate listed source as "Other" and did not provide additional information	Candidate listed "Other" only	N	1
12	Handshake joinhandshake.com	Internet Postings	N	
13	Urban League of Broward County Job Bank	Nina McDowell <a href="mailto:nmcdowell@ulbcfl.org">nmcdowell@ulbcfl.org</a>	N	

**EEO Public File Report**  
**Cox Media Group - Miami Radio**  
**WEDR-FM, WFEZ-FM, WFLC-FM, WHQT-FM**  
**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 targeted training.	Career Development	Open to all CMG employees
2	Ongoing	Sales Training	Various dimensional skillset training offered to sales team throughout the year to empower them to obtain higher levels of success and prepare them for positions of management.	Employee Skill Development	Account Managers and Media Consultants
3	10/27/22; 2/23/23; 04/27/23; 06/22/23 and 8/31/23	Job News Job Fair Events	Job News hosted job fairs for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fairs	Angela Perry and Kim Gattis
4	11/04/22	Career Pathways Youth Power Session	Florida International University hosted a youth career workshop to expose middle and high school students to various career pathways and the skills needed to pursue them. CMG facilitated the Careers in Communications & Media period 1 session.	Student Advocacy	Angelina Rosario
5	01/03/23	Hollywood Hills United Methodist School Office Visit	CMG Miami hosted a field trip to offer students a first-hand look at the operations of a radio station.	Student Advocacy	Giselle Andres and Jereme Swain
6	03/15/23; 3/20/23	CMG BCU Sales Simulation Wkshp Pt 1 & 2	Annual CMG Sales Workshop afforded BCU media students seeking sales careers the opportunity to learn firsthand and demonstrate knowledge gained during the Sales Budget Campaign presentation competition. Students informed of upcoming Internship opportunity and encouraged to apply.	Student Advocacy	Angela Perry, Angela Bridgeman, Jimmy Farrell and Kim Gattis
7	04/07/23	Boys and Girls Club of Broward County Annual Career Day	Annual Career Day discussion with students on industry careers, required education, certification, skills, etc. needed to enter the field.	Student Advocacy	DJ Lucky C
8	04/22/23	National Association of Black Journalist (NABJ) Career Fair	Recruitment outreach to seek diverse student and industry candidates with broadcast media digital experience for current job openings.	Job Fair	Angela Perry, Damon Cliett, Dewey Pearlman, Kim Gattis and Nicole Montanaro
9	04/25/23	North Miami Middle School Career Day	Career Day event to educate students about potential careers in media and the path they need to take to get there.	Student Advocacy	Brittany Brave
10	6/14/2023	Miami Media School Professional Advisory Committee (PAC) Meeting	Miami Media School curriculum evaluation with media professionals for purpose of planning to enhance student learning and job readiness for current workplace.	Media Partner Advocacy	Angela Perry and Eyda Perez
11	06/21/23	Webinar Training - "Want to be a Media Director"	Industry-leading female Media Directors lead discussion on skills and strategy necessary for career advancement, including challenges and opportunities for women looking to advance to leadership positions.	Career Development	Angela Perry, Open to all CMG employees
12	09/18/23	University of Miami Recruitment	On-campus student presentation about the company and current open job positions, with a Q&A and networking sessions for students present.	Student Advocacy	Nicole Montanaro