

Narrative Statement Regarding Outreach
Cox Radio, Inc.– Tampa, FL
WXGL • WSUN • WPOI • WHPT • WDUV • WWRM

Cox Radio, Inc. (“Cox Radio”) takes the EEO requirements very seriously. We are aware of the wide diversity of people of living within our community. Because of our awareness we are very focused on making sure our hiring procedures reach all segments of the community. Being diversified within our building is not only the fair thing to do; it is also a great business practice.

Listed here are some of the efforts utilize to achieve our EEO goals:

RECRUITMENT

- Outside Advertising – We recruit on outside career websites, such as the All Access job website. We have advertised in local newspaper classifieds and Inside Radio which is a national publication. We have also run radio advertisements on our radio stations for job vacancies.
- Websites – We have advertised on six stations websites, LinkedIn and Indeed to attract job seekers via the internet.
- Cox Career Site – is our corporate website where we post job openings for candidates to apply for jobs, locally or regionally external and internal job seekers may apply.
- Internal Postings – We recruit through our own employees by emailing the staff job vacancies including job description and qualifications. In addition, this information is posted in our employee lounges.
- EEO Mailing List – A mailing list is comprised of minority and community organizations, universities, etc. who wish to receive our job vacancy notices. This mailing list is updated consistently. In addition, we inform community organizations of their right to receive notification of our job vacancies in the following manner:
 - Notice appears in the local newspaper for a one-week period twice each year
 - Notice appears on a permanent basis on each of our station’s websites
 - Notice airs on all our 6 radio stations for a one-week period every quarter.
- Job Fairs – CMG Tampa participates on local universities and other minority organization’s job fairs. We recruit for current job vacancies as well as future job vacancies. We developed a flyer promoting our new applicant tracking system which we distribute at all job fairs that we participate in, and we have a display of the fliers in our lobby area for visitors to the stations.

COLLEGIATE OUTREACH

- CMG Tampa Managers have guest instructed at the University of South Florida Zimmerman School of Broadcasting to recruit new team members.
- CMG Tampa Diversity Scholarship is a scholarship awarded to one minority, full-time student enrolled in their Junior, Senior year or Graduate program.
- CMG Tampa Paid Internship Program is a program that enables us to strengthen our relationships with new graduates to ensure we are prepared and able to meet our future staffing needs.

TRAINING PROGRAMS

- CMG Tampa provides training for personnel that will enable them to acquire skills for advancement and to ensure equal treatment for everyone and preventing discrimination.
- All CMG-Tampa sales managers are required to go through a special training called “Talent Focused Management” This training has a very comprehensive module on Recruitment and selection. CMG Tampa also requires that all managers attend a 3-day training called “Leadership Fundamentals” this training also covers recruitment and selection in detail.
- We encourage all CMG Tampa employees to participate on Learn@Cox where employees can take online courses that will help them better prepare and train for job advancement.