

EEO Public File Report
Cox Media Group - Tampa Radio
WDUV, WHPT, WPOI, WSUN, WWRM, WXGL
Reporting Cycle: October 1, 2018 to September 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1815364, Account Executive	10/2/2018	11/6/2018	Job Board - Indeed	9	1
			Cox Career Site	8	0
			Social Network - LinkedIn	4	0
			Referral - Employee Referral	1	0
			Job Board - Glassdoor	1	0
			Job Board - SimplyHired	1	0
1815057, Sales Associate	9/26/2018	2/18/2019	Referral - Employee Referral	1	1
			Job Board - Indeed	8	0
			Job Board - Glassdoor	5	0
			Cox Career Site	7	0
			Social Network - LinkedIn	1	0
			Directly Sourced by Cox Recruiter	1	0
			America's Job Exchange	1	0
192875, Office Manager	2/22/2019	4/15/2019	Job Board - Indeed	4	1
			Internal	2	0
192962, Traffic Specialist	3/1/2019	4/29/2019	Job Board - Indeed	3	1
			Internal	3	0
			Cox Career Site	4	0
			Social Network - LinkedIn	2	0
194383, Digital Campaign Specialist	3/27/2019	6/3/2019	Job Board - Indeed	5	1
			Social Network - LinkedIn	7	0
			Job Board - ZipRecruiter	1	0

1910125, Sales Associate	7/22/2019	8/19/2019	Social Network - LinkedIn	4	1
			Cox Career Site	3	0
			Career Fair	1	0
			Referral - Employee Referral	1	0
1910665, Digital Campaign Specialist	8/1/2019	9/30/2019	Social Network - LinkedIn	1	1
			Cox Career Site	1	0
			Referral - Employee Referral	2	0

Recruitment Sources					
Job Board - Indeed					
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No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114	Contact: Davita Bonner Phone: (386) 481-2143	bonnerd@cookman.edu		N
2	Hillsborough Community College Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461	Contact: Lorraine Canalejo Phone: (813) 253-7310	lcanejo@hccfl.edu		Y
3	Florida Memorial University 15800 NW 42nd Ave., Miami Gardens, FL, 33054	Contact: Bill Jong-Ebot Phone: (305) 626-3162 Contact: Athena Jackson Phone: (305) 626-3782	webot@fmuniv.edu athena.jackson@fmuniv.edu sbain@fmuniv.edu		Y
4	Rollins College 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789	Contact: Career Center Phone: (407) 646-2195	careercenter@rollins.edu		N
5	St. Petersburg College 2465 Drew St., AD 115, Clearwater, FL, 33765	Contact: Rosaria Pipitone Phone: (727) 341-4722	Pipitone.rosaria@SPCollege.edu		N
6	University of Tampa 401 W. Kennedy Blvd., Box K, Tampa FL, 33606	Contact: Mark Colvenbach Phone: (813) 253-7210	mcolvenbach@UT.edu		Y
7	Valencia Community College 7108 N. Econolockhatchee Trail, Orlando, FL, 32825	Contact: Carmen Diaz Phone: (407) 582-1035	cdiaz@valenciacollege.edu		N
8	University of North Florida Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 www.unf.edu/careerservices	Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955	Brooke.hammon@unf.edu		Y
9	Flagler College PO Box 1027, St. Augustine, FL, 32084	Contact: Tara Stevenson, Cassie Everly Phone: (904) 819-6286	careerdevelopment@flagler.edu ceverly@flagler.edu		N
10	Florida Gulf Coast University Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-6565 https://www.collegecentral.com/fgcu	Contact: Natalie Artimez Phone: (239) 590-7365	Nartimez@fgcu.edu		N
11	Miami Media School 7955 NW 12th Street, Doral FL, 33126	Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494	AIlamazares@beonair.com RHiller@beonair.com		N
12	University of Miami 5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146 www.com.miami.edu	Contact: Kebrina Maharaj Phone: (305) 284-6632 Fax: (305) 284-8186	kmaharaj@miami.edu		Y
13	University of Central Florida PO Box 161344, Orlando, FL, 32816 www.career.ucf.edu	Contact: Autumn Reisz Phone: (407) 823-2361	csrecruit@ucf.edu		N
14	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer	Contact: Melony Washington Phone: (850) 599-8808	Melody.washington@famu.edu		N
15	Seminole State College 100 Weldon Blvd., Sanford, FL, 32773 www.myinterfase.com/seminolecc/employer	Contact: Michelle Borders Phone: (407) 708-2649	careerdev@seminolestate.edu		N
16	University of Florida Communication & Journalism	Contact: Heather Scarboro Phone: (850) 644-6493	hscarboro@fsu.edu		N
17	Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/	Contact: Debra Crowder Phone: (850) 644-4023	dcrowder@fsu.edu		N

18	University of South Florida 4202 East Bowler Ave., PSB101, Tampa, FL, 33620 http://www.usf.edu/career	Contact: Kathi Roche Phone: (813) 974-3202	kroche@usf.edu		N
19	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		23	N
20	America's Job Exchange Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		1	N
21	Employee Referrals	Referrals from current Employees		5	N
22	Internal Applicant	Internal Employee		5	N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Recruiter	Cox Recruiter		1	N
2	Career Fair	Career Fair		1	
3	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
4	DiversityInc Internet/Intranet - www.diversityinc.com	Internet Posting			N
5	Glassdoor Internet/Intranet - www.glassdoor.com	Internet Posting		6	N
6	Indeed Internet/Intranet - www.indeed.com	Internet Posting		29	N
7	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		19	N
8	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting	liana.choi@mediabistro.com		N
9	Military.com Internet/Intranet - www.military.com	Internet Posting			N
10	Monster Internet/Intranet - www.monster.com	Internet Posting			N
11	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting			N
12	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting			N
13	SimplyHired Internet/Intranet - www.simplyhired.com	Internet Posting		1	N
14	Zip Recruiter Internet/Internat - www.ziprecruiter.com	Internet Posting		1	N

Long -Term Recruiting Initiatives					
Cox Media Group - Tampa Radio					
WDUV, WHPT, WPOI, WSUN, WWRM, WXGL					
October 1, 2018 - September 30, 2019					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox 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
2	Ongoing	Learn@Cox	Thousands of available courses covering virtually every aspect of business operations or personal development.	Varies from 15 minute coursework to several hours. Development plans available for Manders and their staffs.	All Cox Media Group Tampa employees.
3	Ongoing	CMG Links	3-month local onsite co-mentoring program with voluntary participants from any department pairing themselves for weekly knowledge sharing meetings	Topics to include getting to know each other, expanding social networks, learning new skills, making better decisions, shaping the present and the future	Judy Altman, Jodi Rainey, Erin Lastra, Julia Freeman, Todd Chastain, Danielle Lysik, Ann Kelly, Ana Reeves, Bryan Hinkson, Trevor Storch, Paige Seybert
4	Ongoing	CMG Frontline Leaders U	Objective to provide CMG Managers with the tools necessary to manage themselves and others in a dynamic, changing and diverse workplace environment	Curriculum covers diversity/inclusion, personal development, leadership/management, legal issues and performance management.	Kourtney Thompson
5	August 3, 2018 - August 2, 2019	Cox Executive Sponsorship Program	An executive development program to expand the employment opportunities for high potential leaders across Cox Enterprises. Managers chosen for the program are able to cultivate their career growth without regard to organizational silos or boundaries.	Sponsors go beyond the typical mentoring relationship so that the sponsored employee has access to broader experience and Cox Enterprises networks.	Keith Lawless
6	August 15, 2018 - July 24, 2019	Cox Mentor/Mentee Program	Cox Mentor/Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	During this reporting period, 4 employees participated in the Mentoring Program	Keith Lawless (Mentor), Bryan Kelly (Mentor), John Brennan (Mentee), Dylan Sjollem (Mentee).
7	November 9, 2018	CMG Tampa - "A Day in the Life"	Give college students and recent graduates a first-hand experience of a day in the media profession; open to those who have demonstrated superior academic achievement and are committed to a career in media	Includes a station tour, sales workshop, promotions workshop, programming/engineering workshop, design challenge workshop and student presentation of group project	6 students total from the University of South Florida (USF), 4 students from Connecticut School of Broadcasting (CSB), 5 students from St. Petersburg College (SPC), 16 CMG Tampa Radio employees and various CMG Tampa Radio Managers
8	March 4, 2019	CMG Tampa Diversity Scholarship	Scholarship awarded to one minority, full-time student enrolled in their Junior, Senior year or Graduate program during the 2018- 2019 school to include a paid internship.	Eligible college students submitted 300-word essays on media related topics. Applicants were evaluated by five Diversity & Inclusions Committee members based on their essay submissions and their academic achievements.	Keith Lawless, Debbie McLean, Sonya Duffy, Ann Kelly, Rhonda Carswell, Diana Valenzuela, Treasure Robinson, Claudia Martinez, Aaron Miller, Bryan Kelly, Judy Altman
9	April 4, 2019 - June 7, 2019	CMG Tampa Paid Internship Program	This program enables us to strengthen our relationships with new graduates to ensure we are prepared and able to meet our future staffing needs.	During this reporting period, Tampa sponsored 1 student for the intern program.	Sheila Martinez (Intern), Rusch Young, Kourtney Thompson, Tyson Monroe, Bryan Kelly, Judy Altman
11	April 17, 2019	Guest Instructed/Recruiting Event at University of South Florida	Guest Instructor and Recruiting Event at the USF Zimmerman School of Broadcasting	Presentation was given to an advanced PR class of 16 students to recruit new team members	Mike Oliviero
10	September 10, 2019	CMG Tampa Promotions Team Hiring Event	Onsite "Open House" recruiting effort.	11 people attended the event and each person received a one-on-one interview with a CMG Tampa Manager. The managers will meet to discuss each student's interview, and offers will be extended to the highest scoring candidates.	Mike Oliviero and Danielle Lysik.
12	September 24 - 26, 2019	NAB/RAB Radio Show & CMG Next Gen Program	This 2019 show brings radio broadcasters and industry colleagues together to share knowledge, discover the latest innovations, network with industry leaders and explore creative business strategies for the digital age	Held in Dallas, TX offering sessions focusing on all aspects of radio to include management, programming, sales/marketing, technology and NAB Marconi Radio Awards presentation	Keith Lawless, John Brennan, Mike Calta, and Danielle Lysik