

**EEO Public File Report**  
**Cox Media Group - Miami Radio**  
**WEDR-FM, WFEZ-FM, WFLC-FM and WHQT-FM**  
**Reporting Cycle: October 1, 2018 to September 30, 2019**

**Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1810534, Sales Associate	6/27/2018	11/5/2018	Career Fair	1	1
			Cox Career Site	10	0
			Job Board - Indeed	6	0
			Social Network - LinkedIn	1	0
			Internal	1	0
			Job Board - Glassdoor	1	0
			Referral - Employee Referral	1	0
1812108, Digital Campaign Specialist	8/1/2018	11/26/2018	Cox Career Site	5	1
			Job Board - Indeed	4	0
			Directly Sourced by Cox Recruiter	1	0
			Referral - Employee Referral	1	0
1818425, Sales Assistant	11/29/2018	1/28/2019	Social Network - LinkedIn	1	1
			Cox Career Site	3	0
			Job Board - Indeed	1	0
1819700, On Air Talent	1/2/2019	2/11/2019	Cox Career Site	1	1
191036, Account Executive	1/16/2019	3/18/2019	Cox Career Site	10	1
		6/17/2019	Social Network - LinkedIn	1	1
			Referral - Employee Referral	1	1
			Job Board - Indeed	4	0
			Job Board - Glassdoor	1	0
196179, Sales Associate	4/30/2019	7/1/2019	Referral - Employee Referral	3	1
			Job Board - Indeed	4	0
			Social Network - LinkedIn	2	0
			Cox Career Site	3	0
			Job Board - Craigslist	1	0
1911048, Sales Assistant	8/9/2019	9/16/2019	Cox Career Site	4	1
			Job Board - Indeed	8	0
			Social Network - LinkedIn	1	0
			Referral - Employee Referral	1	0

Recruitment Sources					
Cox Media Group - Miami Radio					
WEDR-FM, WFEZ-FM, WFLC-FM and WHQT-FM					
October 1, 2018 - September 30, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
<b>Recruitment Sources Used for All Openings</b>					
1	<b>Bethune Cookman College</b> 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114	Contact: Davita Bonner Phone: (386) 481-2143	<a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>		N
2	<b>Hillsborough Community College</b> Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461	Contact: Lorraine Canalejo Phone: (813) 253-7310	<a href="mailto:lcanelejo@hccfl.edu">lcanelejo@hccfl.edu</a>		Y
3	<b>Florida Memorial University</b> 15800 NW 42nd Ave., Miami Gardens, FL, 33054	Contact: Bill Jong-Ebot Phone: (305) 626-3162	<a href="mailto:webot@fmuniv.edu">webot@fmuniv.edu</a>		Y
		Contact: Athena Jackson Phone: (305) 626-3782	<a href="mailto:athena.jackson@fmuniv.edu">athena.jackson@fmuniv.edu</a> <a href="mailto:sbain@fmuniv.edu">sbain@fmuniv.edu</a>		
4	<b>Rollins College</b> 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789	Contact: Career Center Phone: (407) 646-2195	<a href="mailto:careercenter@rollins.edu">careercenter@rollins.edu</a>		N
5	<b>St. Petersburg College</b> 2465 Drew St., AD 115, Clearwater, FL, 33765	Contact: Rosaria Pipitone Phone: (727) 341-4722	<a href="mailto:Pipitone.rosaria@SPCollege.edu">Pipitone.rosaria@SPCollege.edu</a>		N
6	<b>University of Tampa</b> 401 W. Kennedy Blvd., Box K, Tampa FL, 33606	Contact: Mark Colvenbach Phone: (813) 253-7210	<a href="mailto:mcolvenbach@UT.edu">mcolvenbach@UT.edu</a>		N
7	<b>Valencia Community College</b> 7108 N. Econolockhatchee Trail, Orlando, FL, 32825	Contact: Carmen Diaz Phone: (407) 582-1035	<a href="mailto:cdiaz@valenciacollege.edu">cdiaz@valenciacollege.edu</a>		N
8	<b>University of North Florida</b> Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 <a href="http://www.unf.edu/careerservices">www.unf.edu/careerservices</a>	Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955	<a href="mailto:Brooke.hammon@unf.edu">Brooke.hammon@unf.edu</a>		Y
9	<b>Flagler College</b> PO Box 1027, St. Augustine, FL, 32084	Contact: Tara Stevenson, Cassie Everly Phone: (904) 819-6286	<a href="mailto:careerdevelopment@flagler.edu">careerdevelopment@flagler.edu</a> <a href="mailto:ceverly@flagler.edu">ceverly@flagler.edu</a>		N
10	<b>Florida Gulf Coast University</b> Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-6566 <a href="https://www.collegecentral.com/fgcu">https://www.collegecentral.com/fgcu</a>	Contact: Natalie Artimez Phone: (239) 590-7365	<a href="mailto:Nartimez@fgcu.edu">Nartimez@fgcu.edu</a>		N
11	<b>Miami Media School</b> 7955 NW 12th Street, Doral FL, 33126 <a href="http://www.BeOnAir.com">www.BeOnAir.com</a>	Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494	<a href="mailto:ALlamazares@beonair.com">ALlamazares@beonair.com</a> <a href="mailto:RHiller@beonair.com">RHiller@beonair.com</a>		N
12	<b>University of Miami</b>	Contact: Kebrina Maharaj	<a href="mailto:kmaharaj@miami.edu">kmaharaj@miami.edu</a>		Y

	5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146	Phone: (305) 284-6632		
	<a href="http://www.com.miami.edu">www.com.miami.edu</a>	Fax: (305) 284-8186		
13	<b>University of Central Florida</b>	Contact: Autumn Reisz	<a href="mailto:csrecruit@ucf.edu">csrecruit@ucf.edu</a>	N
	PO Box 161344, Orlando, FL, 32816	Phone: (407) 823-2361		
	<a href="http://www.career.ucf.edu">www.career.ucf.edu</a>			
14	<b>Florida A&amp;M University</b>	Contact: Melony Washington	<a href="mailto:Melody.washington@famu.edu">Melody.washington@famu.edu</a>	N
	1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307	Phone: (850) 599-8808		
	<a href="https://www.myinterfase.com/famu/employer">https://www.myinterfase.com/famu/employer</a>			
15	<b>Seminole State College</b>	Contact: Michelle Borders	<a href="mailto:careerdev@seminolestate.edu">careerdev@seminolestate.edu</a>	N
	100 Weldon Blvd., Sanford, FL, 32773	Phone: (407) 708-2649		
	<a href="http://www.myinterfase.com/seminolecc/employer">www.myinterfase.com/seminolecc/employer</a>			
16	<b>University of Florida</b>	Contact: Phyllis Pena	<a href="mailto:PhyllisPena@crc.ufl.edu">PhyllisPena@crc.ufl.edu</a>	N
	POB 118507, CR-170, Wayne Reitz Union, Gainesville, FL, 32611	Phone: (352) 273-2300		
	<a href="http://www.crc.ufl.edu/employers/Employers.html">http://www.crc.ufl.edu/employers/Employers.html</a>			
17	<b>University of Florida</b>	Contact: Dori Faust	<a href="mailto:Dcfaust@jou.ufl.edu">Dcfaust@jou.ufl.edu</a>	
	Communication & Journalism	Phone: (352) 294-0809		
18	<b>Florida State University</b>	Contact: Heather Scarboro	<a href="mailto:hscarboro@fsu.edu">hscarboro@fsu.edu</a>	N
	100 South Woodward Avenue, Tallahassee, FL, 32306-4162	Phone: (850) 644-6493		
	<a href="https://fsu-csm.symplicity.com/employers/">https://fsu-csm.symplicity.com/employers/</a>			
19	<b>University of South Florida</b>	Contact: Kathi Roche	<a href="mailto:kroche@usf.edu">kroche@usf.edu</a>	N
	4202 East Bowler Ave., PSB101, Tampa, FL, 33620	Phone: (813) 974-3202		
	<a href="http://www.usf.edu/career">http://www.usf.edu/career</a>			
20	<b>Cox Media Group Career Website</b>	Company Internet Posting		36
	Internet/Intranet - <a href="http://www.jobs.coxmediagroup.com">www.jobs.coxmediagroup.com</a>			
21	<b>America's Job Exchange</b>	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites		N
	Internet/Intranet - <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a>			
22	<b>Employee Referrals</b>	Referrals from current Employees		7
23	<b>Internal Applicant</b>	Internal Employee		1
<b>Recruitment Sources Used for Specific Vacancies</b>				
1	<b>Directly Sourced by Recruiter</b>	Cox Recruiter		1
2	<b>Careerbuilder</b>	Internet Posting		N
	Internet/Intranet - <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			
3	<b>Craigslist</b>	Internet Posting		1

	Internet/Intranet - www.craigslist.com			
4	<b>DiversityInc</b> Internet/Intranet - www.diversityinc.com	Internet Posting		N
5	<b>Glassdoor</b> Internet/Intranet - www.glassdoor.com	<a href="#">Internet Posting</a>	2	N
6	<b>Indeed</b> Internet/Intranet - www.indeed.com	Internet Posting	27	N
7	<b>LinkedIn</b> Internet/Intranet - www.linkedin.com	Internet Posting	6	N
8	<b>MediaBistro</b> Internet/Intranet - www.mediabistro.com	<a href="#">Internet Posting</a>	liana.choi@mediabistro.com	N
9	<b>Military.com</b> Internet/Intranet - www.military.com	Internet Posting		N
10	<b>Monster</b> Internet/Intranet - www.monster.com	Internet Posting		N
11	<b>Nexxt.com</b> Internet/Intranet - www.nexxt.com	<a href="#">Internet Posting</a>		N
12	<b>Recruit Military</b> Internet/Intranet - www.recruitmilitary.com	Internet Posting		N
13	<b>TAOnline</b> Internet/Intranet - www.taonline.com	Internet Posting		N
14	<b>Upward</b> Internet/Internat - www.upward.net	Internet Posting		N
15	<b>Career Fair</b>	Career Fair	1	N

**Cox Media Group Miami Radio**  
**WEDR-FM, WFEZ-FM, WFLC-FM and WHQT-FM**  
**October 1, 2018 through September 30, 2019**  
**Long-Term Recruitment Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	October 24, 2018	Johnson & Wales University Sports/Entertainment/Event Management Program - Broadcast student engagement	Offer broadcast students an opportunity to experience the operations of our radio broadcast company.	Employees from various departments talked with the students about the radio industry, their careers and offered career advice. Hands on training offered with an in studio session with production director and on-air talent in broadcast studios. Guided facility tour provided.	Nicole Montanero, Kimmy B, Flex Big Lip, Shelby Rushin, Maestro Powell, Marc Young and Angela Perry
2	October 10, 2018; January 10, 2019; April 03, 2019; and July 10, 2019	Job News Job Fair	Event affords attendees the opportunity to speak to CMG Miami representatives on-site about current career opportunities	Employees met and connected with attendees to provide information on current job opportunities. Attendees were encouraged to apply for jobs online.	Activation Specialist Crew members
3	October 1, 2018 thru July 2019	CMG Mentoring Edge Program	Provides mentees access to experienced mentors who can contribute to their professional and personal development	Mentors are expected to provide their mentee with an hour of their time per month for at least six months. This interaction may take place via email or face to face, as appropriate. Mentors should work with their mentee to determine useful support, provide specific feedback in areas the mentee faces in the workplace, general career advise, ideas for unlocking goals, technical information, personal encouragement and so forth.	Phil Michaels-Trueba (second term participant)
4	February 9, 2019	SFBJA Media Career Fair	Career Fair and Workshops open to college students and professionals.	Recruitment opportunity and event participant. Ralph Renzi guest panelist on the News Directors & Media Managers Panel and station personnel onsite to meet and recruit for CMG open positions.	Ralph Renzi, Lindsey Powell, Nicole Montanaro and Marketing Activation Team.
5	February 20, 2019	FAU Career Fair	College Campus job fair offers onsite opportunities to recruit qualified students for possible employment at CMG Miami	CMG Miami representative attended the college job fair to introduce Cox to participating students, inform of job opportunities and recruit potential candidates.	Angelina Rosario
6	March 25, 2019	Miami Media School Job Fair	College Campus job fair offers onsite opportunities for CMG Miami to recruit qualified students for possible employment.	CMG Miami representative attended the college job fair to introduce Cox to participating students, inform of job opportunities and recruit potential candidates.	Eyda Perez
7	April 1, 2019 (Ongoing)	CMG Links Co-Mentoring Program	Three month co-mentoring program where employees pair up based on answered questionnaire used to identify employees future career aspiration or interest.	Participants were partnered with an experienced employee presently working in the department of their interest to gain first hand knowledge and skills.	Colette Waite; Emily Nolan; Angela Perry; Jeff Martin; Kareme Shorter; Marc Young; Natasha Rumba; AJ Punjabi; Lauren Layden; George Corso and Tim Behan

8	April 4, 2019	Florida Memorial College Classroom Visit	Speaking engagement to class of radio broadcast students on topic of modern radio broadcasting	Introduction of the modern radio industry and various job roles within. Discussion with students to inspire them to seek and prepare for their industry career.	Georgette Pierre
9	April 10, 2019	5000 Role Models Charter Meetings	5000 Role Model Mentorship program initiative to prepare students for college and career goals.	CMG personnel were guest speakers at various participating high schools, sharing their career journey stories to encouraged the students to seek, prepare and gain experience for broadcast digital careers.	Gigi Rivera, Burton Williams and DJ Nasty
10	May 17, 2019	GAB Radio Talent Institute Student to Superstar Class Session	Class session lead by a radio executive leader chosen to speak to students on topics around the Radio industry	Lecture to class of diverse students from the SE area on the subject of success skills, what it takes to be a professional, peek performer achieving excellence in the broadcast industry.	Rob Babin
11	May 29, 2019	CMG Miami Sales Job Fair	Recruitment mixer event offering CMG Miami an opportunity to interview potential future sales employees	Morning and evening sessions with each including a general meet and greet, a rapid round table for candidates to pitch themselves, interview with executive personnel, network and hear from high performing sales reps.	Chris Hagen; Alicia Cuba; Ralph Renzi, AJ Punjabi; Angelina Rosario; Crystal Gans; Kimmy Bell; James T; Mike Kruz; Stephen Anderson; Eyda Perez; Joey Crawford
12	June 4, 2019	Miami Media School Visit Talent Scout	CMG Miami school visit to see campus program upfront and to engage with and access students for future employment consideration.	Provided guided tour of the facility to meet and see students in their learning environment. Ask student questions to assess their career interest to direct them to apply for job upon completion of their educational program.	Angela Perry
13	June 17, 2019	Crockett Foundation Station Tour	In support of student learning CMG Miami affords middle school students an opportunity to visit our office to expose them to the world of radio digital broadcasting.	Students tour the office to see inner workings of the radio station, meet and ask questions of employees regarding their career role. In addition a talk session was held with key personnel to inspire students to take an interest in Radio broadcasting.	Julie Ferro; James T; Jeff Martin; Dia Ryan; Tap Money; Danielle Case; Caroline Chavez; Nicole Montanaro; Missey Bailey; Lindsey Powell
14	June 20, 2019	Urban League of Broward County Job Fair	Career Fair and Workshops open to college students and professionals.	Employees met and connected with attendees to provide information on current job opportunities. Attendees were encouraged to apply for jobs online.	Activation Specialist Crew members
15	July 11, 2019	Overtown Youth Center Station Tour	In support of student learning CMG Miami affords middle, high school and college level students an opportunity to visit our office to expose them to the world of radio digital broadcasting.	Students tour the office to see inner workings of the radio station, meet and ask questions of employees regarding their career role. In addition a talk session was held with key personnel to inspire students to take an interest in Radio broadcasting.	James T; Gary Williams; Tap Money; Julie Ferro; Mike Bridges; Nicole Montanaro; Caroline Chavez; Missey Bailey; Lindsey Powell
16	August 26, 2019	CMG Miami Internship Seminar	Recruitment mixer event offering CMG Miami an opportunity to select from a group of students to participate in the CMG Miami Internship program.	Employees representing promotions, content and sales (departments interns will work with upon selection) held wrap session with the candidates to talk about their career success, offer career advice and support to the candidates. They received questions from the candidates. Five students were selected for the Internship program.	Nicole Montanero; Caroline Chavez; Dia Ryan; Al P; Mike Kruz; Shelby Rushin; Bip Lip; DJ Nasty; Julie Ferro and Eyda Perez

17	September 18, 2019	CMG Miami Sales Job Fair	Recruitment mixer event offering CMG Miami an opportunity to interview a group of sales candidates in an informal non-traditional interview setting.	Morning and evening sessions with each including a general meet and greet, a rapid round table for candidates to pitch themselves, interview with executive personnel, network and hear from high performing sales reps.	Chris Hagen; Juliana Romero; Ralph Renzi, AJ Punjabi; Angelina Rosario; Crystal Gans; Jenny Jean-Baptiste
18	September 24-26, 2019	CMG Next Gen	Development program for newest team members.	CMG Miami employee selected by vote is afforded opportunity to attend industry event and conferences to gain training from experts and spend time with market executives.	Dia Ryan
19	September 27, 2019	North Lauderdale Lakes Station Tour	In support of student learning CMG Miami affords middle, high school and college level students an opportunity to visit our office to expose them to the world of radio digital broadcasting.	Students tour the office to see inner workings of the radio station, meet and ask questions of employees regarding their career role. In addition a talk session was held with key personnel to inspire students to take an interest in Radio broadcasting.	James T; Gary Williams; Tap Money; Julie Ferro; Mike Bridges; Nicole Montanaro; Caroline Chavez; Misse Bailey; Lindsey Powell