

Narrative Statement regarding Outreach

Cox Radio, Inc. – Miami, Florida

WEDR • WFEZ • WFLC • WHQT

Cox Radio, Inc. (“Cox Radio”) seeks to hire the best talent reflective of our radio brands varied formats and representative of our diverse community. To achieve results, we utilize several channels to seek talent, actively participate in numerous recruitment initiatives and perform community outreach as a part of our fair hiring practices.

Listed here are some of the efforts we have used to achieve our EEO goals:

RECRUITMENT

- Internet - We have a broad list of businesses used to attract job seekers via the internet including All Access, Career Builders, Indeed, LinkedIn, etc. These sites are listed on our EEO Mailing List.
- College Websites –Job vacancy notices are emailed to 19 colleges and universities that include Historically Black Colleges and Hispanic Media Vocational Schools in and around the South Florida area, Central and Northern Florida to seek candidates for job openings at CMG Miami. These sites are listed on our EEO Mailing List.
- Job Fairs – Cox Media Group Miami participates in local job fairs in Dade and Broward counties to recruit candidates for current and future job openings. Yearly we attend the Job News Job Fair quarterly events, among others. Through partnership with the Urban League of Broward County we attend their job fair to seek minority candidates.
- Career Fairs - Events similar to job fairs, only at the collegiate level, and designed to educate attendees about job professions, offer open jobs, while we seek to recruit students for jobs.
- CMG Miami Recruitment Mixers - Our hosted onsite events introduce our team to up and coming potential candidates for open jobs in sales and marketing.
- Cox Career Site – Our corporate website where we post job openings for persons to apply for jobs locally or regionally. External job seekers and internal employees may apply.
- Internal Postings – Open jobs are communicated to our employees within the office via email notices and posted in the breakroom information board, for interested persons to apply.
- Employee Referral - We welcome and encourage employees to refer applicants to apply online for open jobs.

TRAINING PROGRAMS

- Learn@Cox - online classes offered by Cox to our employees to acquire skills for career advancement. In addition, Unconscious Bias training is offered for awareness of equal treatment to everyone, to prevent discrimination in the workplace.
- Leadership Training - CMG Miami provides training for personnel to acquire skills for career development and advancement.
- Mentoring Program - We offer CMG Links and Next Gen programs to employees for career guidance through peer to peer job shadowing and engagement with company leaders.
- Internship Program - Many broadcast students seek internship opportunities at CMG Miami, as a result this year 2019 we started an internship program. Via our recruitment mixer five students were selected for the upcoming program.

COMMUNITY OUTREACH INITIATIVES: Future Leaders

- Collegiate Speaking Engagements - Employees participate in classroom sessions to share career successes and discuss how to achieve excellence in radio's evolving industry of new and traditional radio careers. Students seeking employment are encouraged to apply for jobs online.
- Office tours - In support of student learning we open our doors to schools and child enrichment programs to afford middle school, high school and college students an opportunity to visit and see our facility for hands on learning. Our goal is to support students and encourage professions in media.
- School Events and Pep Rallies - On-air talent and/or DJ attend events to engage students and inspire them to pursue careers in radio.