

EEO Public File Report
Cox Media Group Tampa Radio - WDUV, WHPT, WPOI, WSUN, WWRM, WXGL
Reporting Cycle: 10/01/2017 to 09/30/2018

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1712323, Sales Associate	8/3/2017	11/14/2017	Referral - Employee Referral	1	1
181053, On Air/Assistant Program Director	1/16/2018	2/19/2018	Referral - Employee Referral	2	1
			Cox Career Site	1	0
1720247, Paid Search Analyst	1/3/2018	4/16/2018	Job Board - Indeed	1	1
			Social Network - LinkedIn	3	0
			Internal	1	0
			Job Board - Monster	1	0
			Referral - Employee Referral	1	0
184388, Sr. Engineer	3/12/2018	7/9/2018	Job Board - Glassdoor	1	1
			Referral - Employee Referral	2	0
			Cox Career Site	2	0
			Society of Broadcast Engineers	1	0
			Magazine and Trade Publication	1	0
189925, Account Executive	6/19/2018	7/16/2018	Referral - Employee Referral	3	1
			Cox Career Site	4	0
			Job Board - Indeed	4	0
			Social Network - LinkedIn	2	0
189923, Sales Associate	6/22/2018	8/20/2018	Referral - Employee Referral	2	1
		9/10/2018	Social Network - LinkedIn	2	1
			Advertisement - Radio	1	0
			Job Board - Indeed	1	0
			Cox Career Site	1	0

Recruitment Sources					
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October 1, 2017 - September 30, 2018					
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	lcanelejo@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 Contact: Sheryl Bain 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 901 South Miami Avenue, Suite 303, Miami, FL, 33130	Contact: Angel Ilamazares, Dir. Career Services Robert Hiller, Dir. Nat'l Career Services Phone: (305) 676-6494	ALlamazares@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	Contact: Autumn Reisz Phone: (407) 823-2361	csrecruit@ucf.edu		N

	www.career.ucf.edu			
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@famou.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: Dori Faurst Phone: (352) 294-0809 Dcfaust@jou.ufl.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	8	N
20	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
21	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	1	N
22	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website	6	N
23	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
24	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		N
25	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		N
26	Employee Referrals	Referrals from current Employees	11	N
27	Internal Applicant	Internal Employee	1	N

Recruitment Sources Used for Specific Vacancies

Recruitment Sources Used for Specific Vacancies				
1	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting	7	N
2	Monster Internet/Intranet - www.monster.com	Internet Posting	1	N
3	Society of Broadcast Engineers Internet/Intranet - www.sbe.org	Internet Posting	1	N
4	Magazine and Trade Publication	Magazine and Trade Publication	1	N
5	Tampa Radio	Advertisement - Radio	1	N

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Long-Term Recruiting Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into an agreement to post all external Job Openings through America's Job Exchange as well as 4,500 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 Managers and their staffs.	All Cox Media Group Tampa employees.
3	Ongoing	Cox Radio Diversity Matters - Training Seminar	Designed to teach employees about the multiple kinds of diversities that exist in the workplace and how to effectively communicate with co-workers.	Each employee is required to read pamphlets and participate in online training.	Every new hire.
4	Ongoing	CMG Links	3-month co-mentoring program with voluntary participants from any department pairing themselves for weekly knowledge sharing meetings.	Topics include getting to know each other, expanding social networks, learning new skills, making better decisions, and shaping the present and the future of CMG Tampa.	Ana Reeves, Deb McLean, Ann Kelly, Isaiah Chavez, Samantha Schuch, Meagan Gunsteens, Megan Caldwell, Stephanie Sabota, Heather Fletcher, and Bryan Hinkson.
5	Ongoing	CMG Frontline Leaders U	The objective is to provide CMG Managers with the necessary tools to manage themselves and others in a dynamic, changing, and diverse workplace environment. The duration of each class is six months.	Curriculum covers diversity/inclusion, personal development, leadership/management, legal issues, and performance management.	October 2017 Class - Bryan Kelly; March 2018 Class - Mike Oliviero; and June 2018 Class - Julia Freeman.
6	October 25-27, 2017	CMG Digital Sales Conference	The three-day conference included automotive, healthcare, and home services success stories from around CMG, secrets from million-dollar digital sellers, tapping into growth areas, connecting content to revenue growth, and exploring innovative strategies.	The attendees expanded their knowledge of the digital world, met with digital specialists, learned the legal guidelines for digital, and prepared for digital's future.	Keith Lawless, Aaron Miller, Samantha Schuch, Chris Dixon, and Gabriella Garcia.
7	November 2, 2017	CMG Tampa - "A Day in the Life"	Gave college students and recent graduates the first-hand experience of a day in the media profession. It was open to those who have demonstrated superior academic achievement and are committed to a career in media.	Included a station tour, sales workshop, promotions workshop, programming/engineering workshop, design challenge workshop, and a student presentation of a group project.	7 students from the University of South Florida (USF), 1 student from St. Petersburg College (SPC), 5 CMG Tampa Radio part-time employees, and a variety of CMG Tampa Managers.
8	December 20, 2017	CMG Tampa Diversity Scholarship	Scholarship awarded to one minority, full-time student enrolled in their Junior or Senior year or Graduate Program during the 2017-18 school year to include a paid internship.	Eligible local college students submitted 300-word essays on media related topics. Applicants were evaluated by five Diversity & Inclusion Committee members based on their essay submissions and their academic achievements.	Lisa DiRoma, Judy Altman, Sonya Duffy, Ann Kelly, and Deb McLean.
9	January 8 through June 8, 2018	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 one student for the intern program.	Lisa DiRoma, Judy Altman, Sonya Duffy, Ann Kelly, and Deb McLean.

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Long-Term Recruiting Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
10	February 20-23, 2018	Cox 2018 Dialog/Changing Our Mindset	A Senior Management conference to discuss the next generation of Cox products, services, and talent.	Young professional employee resource groups, internship programs, and the Digital Talent rotation program were among the topics reviewed.	Keith Lawless
11	March 25-30, 2018	CMG 2018 Sales and Content Leadership Conference	Annual conference for Sales and Content Managers to explore current business strategies, develop new strategies for the future, be exposed to nationally-known media experts, as well as encourage the sharing of ideas among all of the Cox Radio stations.	Attend programs led by Cox executives and guest speakers, participate in breakout sessions, and network with other Cox Managers and peers.	Keith Lawless, Bryan Kelly, Aaron Miller, Stephanie Sabota, Megan Caldwell, Rusch Young, Jenna Kesneck, John Larson, Ricardo Innamorato, and John Brennan.
12	March 27, 2018	CMG Tampa Promotions Team Hiring Event	Onsite "Open House" recruiting effort targeting college students. The event was advertised to the 10 leading universities in the Tampa Bay area.	20 students attended the event, and each person received a one-on-one interview with a CMG Tampa Manager. Ten job offers were extended, and eight candidates were hired.	Meagan Gunsteens, Mike Oliviero, Tyson Monroe, and Ryan McGibbeny.
13	Group 14 (April 24-August 16, 2018) and Group 15 (May 1-August 23, 2018)	"CMGLP" - CMG Leadership Program - Strategic Leadership and Execution Training	This program is designed to equip managers and supervisors to effectively assess and solve complex business challenges and execute on business strategies to achieve top and bottom-line results early in the careers of our organization's future leaders.	During this reporting period, five Managers participated in the Program.	Group 14 (April 24-August 16) Megan Caldwell. Group 15 (May 1-August 23) Jenna Kesneck, Aaron Miller, Cory Pierce, and Stephanie Sabota.
14	May 8-9, 2018	Cox Healthcare Marketing Summit	Data-driven strategies and sophisticated multimedia marketing solutions were presented to further develop Sales Managers' healthcare expertise so they can be better prepared to assist in preparing effective marketing plans for physicians' practices.	Studied curriculum provided by Cox Health Marketing, conducted homework exercises for the process of prospecting and selling marketing services to physicians, and learned new Cox Health assets on our sales portal.	Kourtney Thompson, Stephanie Sabota, and Melanie Martin.
15	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
16	August 15, 2018 - July 24, 2019	Cox Mentor/Mentee Program	The Cox Mentor/Mentee Program is designed to help Managers develop the necessary skills in order to advance to higher management positions in the company.	During this reporting period, five Managers participated in the Mentor/Mentee Program.	Keith Lawless (Mentor) - Ricardo Innamorato (Mentor) - John Brennan (Mentee), Bryan Kelly (Mentee), and Dylan Sjollem (Mentee).
17	September 18, 2018	CMG Tampa Promotions Team Hiring Event	Onsite "Open House" recruiting effort targeting college students. The event was advertised to the 10 leading universities in the Tampa Bay area.	18 students 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.	Meagan Gunsteens, Mike Oliviero, Tyson Monroe, and Ryan McGibbeny.