

# EEO Public File Report

## Cox Radio Miami

WFLC-FM, WHQT-FM, WEDR-FM, WHDR-FM

October 1, 2006 - September 30, 2007

### Full Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) Utilized To Fill The Vacancy (Including organizations entitled to notification)*	Number Interviewed	Number Hired
Full-Time	Account Manager-WHDR (2)	9/25/2006	10/10/06	Cox Career Network	3	0
			10/10/06	Internal Posting	2	0
				Job Fair	1	0
				WHDR Radio Ad	7	2
Full-Time	Account Manager-WHQT (2)	10/1/2006	11/26/06	Employee Referral	4	1
			12/18/06	Cox Career Network	1	1
				WHQT Radio Ad	3	0
				Job Fair	1	0
Full-Time	On Air Music Director-WFLC	1/5/2007	4/2/07	All Access On Line	6	1
				Cox Career Network	1	0
Full Time	Account Manager-WHDR	3/1/2007	4/3/07	Industry Referral	2	0
				Walk In	1	0
				Cox Career	0	0
				Employee Referral	1	1
Full Time	Account Manager-WHDR	5/14/2007	7/10/07	WHDR Radio Ad	2	0
				Cox Career	0	0
				Jobing.com	0	0
				Industry Referral	3	1
Full Time	Account Manager-WEDR (3)	5/1/2007	7/9/07	Cox Career Network	5	3
			7/16/07	Jobing.com	0	0
			8/13/07	Internal Posting	1	0
				Employee Referral	3	0
Full-Time	On Air Personality-WFLC	7/23/2007	9/24/07	Industry Referral	3	1
				Employee Referral	2	0

**RECRUITMENT INITIATIVES**  
**Cox Radio Miami**  
**WFLC-FM, WHQT-FM, WEDR-FM, WHDR-FM**  
**MIAMI-FT. LAUDERDALE**

October 1st, 2006 - September 30th, 2007

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2007	Internship Program	Cox Radio Miami has an on-going relationship with local colleges, universities and specialty schools to provide internships for students.	All departments for all radio stations are involved.	Jerry Rushin Mike Disney
2	January '07	Mentoring Program	Cox Enterprises Mentoring Program which teams a local staff member with a senior manager in another Cox Radio market.	VP/General Manager has mentored an employees selected by Cox Enterprises.	Jerry Rushin      Jo-Ann Castro
3	2007	Cox Radio Diversity Matters - Training Seminar	Designed to teach employees about the multiple kinds of diversities that exist in the work place, and how to effectively communicate with co-workers.	Each Employee is required to read pamphlets and participate in online training.	Every new hire
4	Apr'07 to Pres	Internet Site of Jobing.com	Duplicated from Cox Career Network	We provide copy and job availabilities.	Constance Winston, Maura Lane, Marc Telsey, Jerome Hutchinson, John Lynch, Jo Castro, Stacy DelValle, Donna Mairs
5	4/19/2007	Greater Caribbean American Chamber of Commerce Job Fair	This program attracts varied unemployed persons and students. There are a multiple group of companies involved.	Company information is given by pamphlets and verbal information. And specific job opening descriptions are made available to all attendees.	Derricka Chung, Maura Lane, Donna Mairs
6	9/25/2007	Ft. Lauderdale Employment Guide Job Fair	This program attracts varied unemployed persons and students. There are a multiple group of companies involved.	Company information is given by pamphlets and verbal information. And specific job opening descriptions are made available to all attendees.	Mable Moton and Constance Winston
7	10/1/06-9/30/07	Howard University Media Sales Institute	This program attracts graduating seniors from historically black colleges and universities from all over America to participate in a ten day intensive media sales course.	Cox Radio is a sponsor of this program, in addition to having speakers participate in the training. This participation gives us the opportunity to recruit the graduates of this course.	Michael Disney, Jerry Rushin

6	Sep '07	Internet Site of Employment Guide	Duplicated from Employment Guide Publication	We provide copy and job availabilities.	Constance Winston
7	Sep '07	Employment Guide Publications	General Company information and Cox Career Network info is published and specific job openings.	We provide copy and job availabilities.	Constance Winston

**RECRUITMENT SOURCES**  
**Cox Radio Miami**  
**WFLC-FM, WHQT-FM, WEDR-FM, WHDR-FM**  
**MIAMI-FT. LAUDERDALE**  
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No.	Recruitment Source	Contact	Total Interviewed	Entitled To Notification
1	Company: Cox Career Network Address: Cox Enterprises Job Website	Name: Connie Winston Phone: 954-522-9805	10	N
2	Company: Employee/Industry Referrals Address:	Name: Various Phone: 954-584-7117	18	N
3	Company: Jobing.com Address:	Name: Mitch Schnur Phone: 954-524-5800	0	N
4	Company: WHQT Radio Ads Address:	Name: Donna Mairs Phone: 954-584-7117	3	N
5	Company: Internal Postings Address: Employee Lounges	Name: Connie Winston Phone: 954-522-9805	3	N
6	Company: WHDR Radio Ads Address:	Name: Marc Telsey Phone: 954-584-7117	9	N
7	Company: All Access On Line Address:	Name: Mark Strickland Phone: 310-457-6616	6	N
8	Company: Greater Caribbean American C of C Job Fair Address:	Name: Hazelle Rogers Phone: 954-535-2730	0	N
9	Company: Howard University/Dept of Radio, TV & Film Address: 525 Bryant Street NW Washington DC 20059	Name: Vicci L. Saunders Phone: 202-806-7927	0	N
10	Company: Job Fairs/Employment Guide Address: PO Box 220514 Hollywood, FL 33022	Name: Phyllis Cane Phone: 954-920-4121	2	N
11	Company: Walk In Address:	Name: Marc Telsey Phone: 954-584-7117	1	N