

Cox Radio Miami

EEO Public File Report

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

October 1, 2008 - September 30, 2009

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-WHQT	8/15/2008	10/6/2008	Call In/Walk In	1	0
				Cox Career Network	0	0
				Employee Referral	0	0
				Internal Posting	1	0
				EEO Outreach Mailing List	0	0
				Industry Referral	0	0
				Radio Business Report (rbr.com)	0	0
				Jobing.com	2	1
				Job Fair/Signature Grand (Employment Guide)	1	0
Full-Time	Account Manager-WFLC	8/15/2008	10/20/2008	Call In/Walk In	0	0
				Cox Career Network	5	0
				Employee Referral	0	0
				Internal Posting	0	0
				EEO Outreach Mailing List	0	0
				Industry Referral	5	1
				Job Fair/Employment Guide	0	0
Full-Time	Staff Accountant-Miami	10/27/2008	11/24/2008	Call In/Walk In	0	0
				Cox Career Network	0	0
				Employee Referral	0	0
				Internal Posting	0	0
				EEO Outreach Mailing List	0	0
				Industry Referral	0	0
				Job Fair/Nova University	1	1
				Jobing.com	2	0

Full Time	Account Manager-WHDR	8/15/2008	11/4/2008	Call In/Walk In	1	0
				Radio Business Report (rbr.com)	0	0
				Cox Career Network	0	0
				Employee Referral	0	0
				Internal Posting	1	0
				EEO Outreach Mailing List	0	0
				Industry Referral	4	1
				Jobing.com	2	0
Full Time	Account Manager-WEDR	10/21/2008	2/4/2009	Call In/Walk In	0	0
				Cox Career Network	2	0
				Employee Referral	1	1
				Internal Posting	0	0
				EEO Outreach Mailing List	0	0
				Industry Referral	1	0
				Employment Guide.com	0	0
				Jobing.com	1	0
Full Time	Account Manager-WHDR	4/13/2009	6/23/2009	Call In/Walk In	0	0
				Cox Career Network	3	1
				Employee Referral	0	0
				Internal Posting	0	0
				EEO Outreach Mailing List	0	0
				Industry Referral	1	0
				University of Central Florida (Orlando Job Fair)	2	0
				Jobing.com	4	0

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

October 1st, 2008 - September 30th, 2009

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2007-2009	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	Continuously	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 Castro/Donna Mairs/Derrick Baker Mike Disney Stacey DelValle
3	Continuously	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	1/28/2009	Ft. Lauderdale Employment Guide Job Fairs	This program attracts varied unemployed persons and students. There are a multiple group of companies involved.	Company information is given by handouts and verbal information. And specific job opening descriptions, qualifications and procedures to apply are given. Resumes are collected and distributed to the hiring department heads.	Mable Moton and Constance Winston
5	10/7/2008	Nova Southeastern University	This program attracts varied unemployed persons and students. There are a multiple group of companies involved.	Company information is given by handouts and verbal information. And specific job opening descriptions, qualifications and procedures to apply are given. Resumes are collected and distributed to the hiring department heads.	Constance Winston & Mable Moton
6	6/11/2009 & 09/21/09	National Career Fairs	This program attracts varied unemployed persons and students. There are a multiple group of companies involved.	Company information is given by handouts and verbal information. And specific job opening descriptions, qualifications and procedures to apply are given. Resumes are collected and distributed to the hiring department heads.	Constance Winston & Angela Perry
7	5/14/2009	University of Central Florida	Statewide Job Fair provides employers the unique opportunity to recruit graduates and alumni from Florida's ten state universities at one event.	Our company profile is shown on their web-site and a link is provided to the Cox Career Network, where specific job opening descriptions, qualifications and procedures are outlined.	Jimmy Farrell, GSM, Chris Ganoudis, GSM, Pan Rosenberg, Sales Assistant. Resumes collected for South Florida were give to Marc Telsey, GSM.

RECRUITMENT SOURCES
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MIAMI-FT. LAUDERDALE

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No.	Recruitment Source	Contact	Total Interviewed	Entitled To Notification
1	Company: rbr.com (Radio Business Report) (Account Managers) Address: P.O. Box 6633 Woodbridge, VA 22195	Jim Carnegie, Editor & Publisher	0	N
2	Company: Call Ins/Walk Ins (All Positions) Address:	Name: Marc Telsey, Donna Mairs Phone: 954-584-7117	2	Y
3	Company: Cox Career Network (All Positions) Address: Cox Enterprises Job Website	Name: Connie Winston Phone: 954-522-9805	10	Y
4	Company: Employee Referrals (All Positions) Address:	Name: Tony Yip Phone: 954-584-7117	1	Y
5	EEO Outreach Mailing List (See attached) (All Positions)	Various	0	Y
6	Company: Industry Referrals (All Positions) Address: Various	Name: Marc Telsey, Tony Yip Phone: 954-584-7117	11	Y
7	Company: Internal Postings (All Positions) Address: Employee Lounges, Lunch & Mail Rooms, Elevators	Name: Connie Winston Phone: 954-522-9805	2	Y
8	Company: Jobing.com (All Positions) Address:	Name: Candace Maser Phone: 954-524-5800	11	N
9	Company: Job Fairs/Employment Guide (Account Managers) Address: PO Box 220514 Hollywood, FL 33022	Name: Rachel Francis Phone: 877-442-7774	1	N
10	Company: Job Fair/Nova University (All Positions) Address: 3301 College Avenue Ft. Lauderdale, FL 33314	Name: Connie Winston, Mable Moton Phone: 954-584-7117	1	N
11	Company: University of Central Florida (Account Managers) Address: P. O. Box 160165, Orlando, FL 32816-0165	Name: Ernestine Gould Jackson Phone: 407-823-2361	2	N

FCC EEO OUTREACH SOURCE LIST

Company	Attention	Title	Address1	Address2	City	State	Zip
AARP	Tom Mulligan	Project Director	7550 Davie Road Extension		Hollywood	FL	33024
American Intercontinental University	Carla Senoir	Director of Career Services	2250 N. Commerce Parkway #100		Weston	FL	33326
Art Institute of Ft. Lauderdale	Wendy Wagner	Director of Career Services	1799 SE 17th St.		Ft. Lauderdale	FL	33316
Barry University	Amy Diepenbrock	Career Counseling Dept.	11300 NE 2nf Avenue		Miami Shores	FL	33161
Bethune Cookman College	Davita Bonner	Director of Career Services	640 Dr. Mary McLeod Bethune Blvd.		Daytona Beach	FL	32114
Black Broadcasters Alliance	Eddie Edwards	Employment Services	3474 William Penn Hwy.		Pittsburgh	PA	15235
Broward Community College	Tiffany Craig	Student Employment Services	1000 Coconut Creek Blvd		Coconut Creek	FL	33066
Broward Community College	Deborah Hopkins	Student Employment Services	3501 SW Davie Road		Davie	FL	33314
Broward Workforce One	Kelly Allen	Vice President of Communications	3800 Inverry Blvd. #400		Lauderhill	FL	33319
City College of Ft. Lauderdale	Claire Persichilli	Director of Career Development	2000 W. Commercial Blvd.		Ft. Lauderdale	FL	33309
City College of Miami	Monica Goodlett	Director of Career Development	9300 S. Dadeland Blvd.		Miami	FL	33156
Connecticut School of Broadcasting	Brenna Gourlay	Campus Administrator	3450 N Lake Blvd.		Palm Beach Gardens	FL	33403
Cuban American National Council	Elisa Mitrani	Employment Services	1223 SW 4 Street		Miami	FL	33135
De Vry University	Janice Goodwin	Career Services Advisor	2300 SW 145th Avenue		Miramar	FL	33027
Executive Leadership Council	Camilla McGhee	Employment Services	1001 Fairfax Street		Alexandria	VA	22314
Fast Train Training Centers	Yvonne Fontanes	Placement & Career Opportunities Direc	5555 W. Flagler Street		Miami	FL	33134
Florida A & M University	Dolores Dean	Placement Center	100 St. Union Plaza MLK Blvd.		Tallahassee	FL	32307
Florida International University	Director	Career Services	17195 Sheridan Street		Pembroke Pines	FL	33351
Florida Memorial College	Athena S Jackson	Director of Education Partners	15800 NW 42nd Avenue		Miami Gardens	FL	33054
Foundation for Minority Interests in Media	Phylis Eagle-Oldson	Employment Services	1299 Pennsylvania Avenue NW		Washington	DC	20004
Howard University	Vicci L. Saunders	Student Employment Services	2400 Sixth Street NW		Washington	DC	20059
International Women's Media Foundation	Liza Gross	Employment Services	1625 K Street NW #1275		Washington	DC	20006
Jobs for Miami	Barbara Martin	Communications Director	9726-9730 NE 2 Avenue		Miami Shores	FL	33138
Jones College	Brenda Bernal	Student Employment Services	11430 N. Kendall Dr. Suite #200		Miami	FL	33176
Latin Chamber of Commerce	Horacio Aguirre	Employment Services	735 NW 22 Avenue		Miami	FL	33125
Lynn University	Chris Childers	Director of Career Development	3601 North Military Trail		Boca Raton	FL	33431
Miami International University of Art & Design	David Silvetti	Student Employment Services	1501 Biscayne Blvd, Suite 100		Miami	FL	33132
NAACP of Miami Dade	Ethel Duncan	Employment Services	P O Box 540315		Opa Locka	FL	33054
Nova University	Shari Saperstein	Director of Career Development	3305 College Ave.		Davie	FL	33314
Sierra Marketing	Debbie Carter	President	1103 Halcyon Avenue		Nashville	TN	37204-2529
University of Central Florida	Michelle Dusseau	Nicholson School of Communication	1200 W. International Speedway Dr.		Daytona Beach	FL	32114
University of Florida	Lenette Reshard	Career Resource Center	PO Box 118507, CR-170,Wayne Reitz Union		Gainesville	FL	32611
University of Florida	Charles Harris	Knight Div., College of Jour. & Comm	1080 Weimer Hall PO Box 118400		Gainesville	FL	32611
University of Miami	Director	Toppel Career Center	PO Box 248025		Coral Gables	FL	33124
Urban League of Greater Miami, Inc.	Sharon Henley	Education Director	8500 NW 25 Ave.		Miami	FL	33147
Workforce One--Davie	Celestin Mukubu	Communications Dir.	7550 Davie Road Extension		Hollywood	FL	33024