

EEO Public File Report
Cox Media Group - WFXT-TV (Boston)
Reporting Cycle: December 1, 2018 to November 30, 2019

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1813229, Reporter	10/1/2018	1/4/2019	Referral - Employee Referral	2	1
			Cox Career Site	3	0
1815947, News Photographer/Videographer	10/18/2018	12/17/2018	Referral - Employee Referral	1	1
			Cox Career Site	2	0
			Directly Sourced by Cox Recruiter	1	0
1813231, Producer	9/6/2018	1/30/2019	Cox Career Site	3	1
			Job Board - Indeed	1	0
			Internal	1	0
			Job Board - MediaBistro	1	0
1819239, Traffic Assistant	12/14/2018	1/22/2019	Cox Career Site	1	1
1819242, Studio Technician	12/14/2018	2/11/2019	Job Board - Craigslist	1	1
			Job Board - Indeed	2	0
			Referral - Employee Referral	1	0
			Cox Career Site	2	0
1819244, Master Control Operator	12/17/2018	2/11/2019	Job Board - Indeed	3	1
			Cox Career Site	3	0
1819699, Account Executive	12/27/2018	1/28/2019	Referral - Employee Referral	1	1
1818432, Producer	11/29/2018	2/26/2019	Cox Career Site	3	1
			Job Board - Media Bistro	2	0
1819240, News Photographer/Videographer	12/14/2018	3/25/2019	Cox Career Site	1	1
			Social Network - LinkedIn	1	0
			Job Board - TVJobs	1	0
192069, Sales Assistant	2/6/2019	6/3/2019	Cox Career Site	7	1
			Job Board - Indeed	2	0
196226, Assignment Editor	5/3/2019	6/17/2019	Job Board - Indeed	2	1
			Cox Career Site	2	0
			Social Network - LinkedIn	1	0
196140, Reporter	5/3/2019	8/19/2019	Career Fair	1	1
197112, Senior Producer	5/23/2019	7/15/2019	Social Network - LinkedIn	1	1
			Job Board - Indeed	1	0
			Cox Career Site	1	0
198699, Account Executive	6/20/2019	7/29/2019	Social Network - LinkedIn	1	1
			Referral - Employee Referral	1	0
193493, Executive Producer	3/6/2019	9/3/2019	Directly Sourced by Cox Recruiter	2	1
			Social Network - LinkedIn	3	0
			Cox Career Site	9	0
195891, Paid Search Analyst (Account Executive)	4/30/2019	9/9/2019	Job Board - Indeed	3	1
			Referral - Employee Referral	1	0
			Social Network - LinkedIn	4	0
			Cox Career Site	1	0
			Job Board - Zip Recruiter	1	0
			Job Board - Appcast.io	1	0
196135, Multimedia Account Executive (Account Executive)	5/1/2019	9/30/2019	Referral - Employee Referral	2	1
			Job Board - Glassdoor	1	0
			Job Board - Indeed	1	0
			Cox Career Site	1	0

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197104, Multimedia Account Executive (Account Executive)	5/21/2019	9/16/2019	Job Board - Indeed	1	1
			Referral - Employee Referral	2	0
			Social Network - LinkedIn	2	0
			Cox Career Site	2	0
			Directly Sourced by Cox Recruiter	2	0
199960, Reporter/Anchor	9/3/2019	10/7/2019	Referral - Employee Referral	1	1
		9/1/2019	Internal	1	1
192462, Photojournalist	2/14/2019	11/4/2019	Cox Career Site	2	1
			Job Board - Indeed	2	0
			Referral - Employee Referral	2	0
196177, Producer	5/3/2019	10/16/2019	Cox Career Site	4	1
			Job Board - Indeed	2	0
			Directly Sourced by Cox Recruiter	2	0
199458, News Promotions Manager, Creative Services	7/9/2019	10/28/2019	Job Board - TVNewsCheck.com	1	1
			Job Board - Indeed	4	0
			Social Network - LinkedIn	2	0
			Cox Career Site	1	0

Recruitment Sources					
Cox Media Group - WFXT-TV (Boston)					
December 1, 2018 - November 30, 2019					
No.	Recruitment Source	Contact	Email	Total Interviewe	Entitled to Notification
Recruitment Sources Used for All Openings					
1	American International College 1000 State Street, Springfield MA, 01109	Contact: Jay Marshall Phone: (413) 205-3263	saremicenter@aic.edu		N
		Contact: Tricia Love-Walsh Phone: (413) 205-3237			
2	Assumption College 500 Salisbury Street, Worcester, MA, 01609	Contact: Nikki Diorio Phone: (508) 767-7078	nmdiorio@assumption.edu		N
3	Bentley University 175 Forest Street, Waltham, MA, 02452 www.careeredge.bentley.edu	Contact: Janet Kenney Phone: (781) 891-2442	jkenney@bentley.edu alumnics@bentley.edu		Y
4	Bridgewater State University Career Services Office, Rondileau Campus Center, Room 008, Bridgewater, MA, 02325 www.microsites.bridgew.edu/careerservices	Contact: Laurent Troland Phone: (508) 531-1328 Fax: (508) 531-6119	Laurent.Troland@bridgew.edu		Y
		Contact: Diane Bell Phone: (508) 531-2632	diane.bell@bridgew.edu		
		Contact: Juliana Horton Phone: (508) 531-2632	juliana.horton@bridgew.edu		
5	Bryant University 1150 Douglas Pike, Smithfield, RI, 02917	Contact: Patricia Miemicki Phone: (401) 232-6539	pmiemic@bryant.edu		Y
6	Connecticut School of Broadcasting 73 TV Place, Needham, MA, 02494	Contact: Steve Williams Phone: (781) 559-0005	swillims@gocsb.com		N
7	Curry College 1071 Blue Hill Ave., Milton, MA, 02186	Contact: Kerrie Aborn Phone: (617) 333-2294	kaborn@curry.edu		N
8	Emerson College 120 Boylston Street, Boston, MA, 02116	Contact: Blaine Butler Phone: (617) 824-8586	careers@emerson.edu		Y
9	Emmanuel College 400 The Fenway, Boston, MA, 02115	Contact: Tracy Clingsmith Phone: (617) 975-9013 Phone: (617) 735-9930	clingsmitht@emmanuel.edu		Y
10	Endicott College 376 Hale Street, Beverly, MA, 01915 www.endicott.edu/careercenter	Contact: Brenda Campbell Phone: (978) 816-7619	bcampbel@endicott.edu		Y
11	Fisher College 118 Beacon Street, Boston, MA, 02116	Contact: Lauren Merriam Phone: (617) 670-4526	lmerriam@fisher.edu		Y
12	Fitchburg State University 160 Pearl Street, Fitchburg, MA, 01420	Contact: Erin Kelleher Phone: (978) 665-3150	ekelleher@fitchburgstate.edu		N
		Contact: Charles Sides Phone: (978) 665-3260	csides@fitchburgstate.edu		

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Recruitment Sources (page 2)**

13	Franklin Pierce University 40 University Drive, Rindge, NH, 03461	Contact: Rosemary Nichols Phone: (603) 899-4045	nicholm@franklinperce.edu		N
14	Holy Cross College 1 College Street, Worcester, MA, 01610	Contact: Noriah Nor Phone: (508) 793-3880	careers@holycross.edu		N
15	Ithaca College 953 Danby Road, Ithaca, NY, 14850 www.ithaca.edu/careers	Contact: John Fracchia Contact: Cheryl Boyer Phone: (607) 274-3365	careers@ithaca.edu		Y
16	Lasell College 1844 Commonwealth Ave., Auburndale, MA, 02466	Contact: Sarah Burrows Phone: (617) 243-2394	sburrows@lasell.edu		Y
17	Lyndon State College 1001 College Road, Lyndonville, VT, 05851	Contact: Tim Lewis Phone: (802) 626-6209	Timothy.Lewis@lsc.vsc.edu		Y
18	Massachusetts Broadcasters Association 43 Riverside Ave., PMB 401, Medford, MA, 02155	Contact: Jordan Walton Phone: (800) 471-1875	jordan@massbroadcasters.org		N
19	Massasoit Community College One Massasoit Boulevard, Brockton, MA, 02302	Contact: Kathy Pryles Phone: (508) 588-9100, ext. 1407 Contact: Tuuli McElroy Phone: (508) 588-9100, ext. 1020	kpryles@massasoit.mass.edu tmcelroy@massasoit.mass.edu		N N
20	Merrimack College 315 Tumpike Street, North Andover, MA, 01845	Contact: Brian Berkeley Phone: (978) 837-5461	berkeleyb@merrimack.edu employers@merrimack.edu		N
21	Middlesex Community College 591 Springs Road, Bedford, MA, 01730	Contact: Karen James Phone: (781) 280-3639	jamesk@middlesex.mass.edu		N
22	Mount Ida College 777 Dedham Street, Newton, MA, 02347 www.mountida.edu	Contact: Hannah Sachs Phone: (617) 928-4602	hsachs@mountida.edu careers@mountida.edu		Y
23	Northeastern University 360 Huntington Ave., Boston, MA, 02115	Contact: Melissa Ouellette Croteau Phone: (617) 373-6547	recruiting@northeastern.edu		Y
24	Regis College 235 Wellesley Street, Weston, MA, 02493	Contact: Susan Kennedy Phone: (781) 768-7271	susan.kennedy@regiscollege.edu		N
25	Salem State University 352 Lafayette Street, Salem, MA, 01970	Contact: Helaina Polito Phone: (978) 542-6407	hpolito@salemstate.edu		N
26	Simmons College 300 Fenway, Boston, MA, 02115	Contact: Doug Eisenhart Phone: (617) 521-2481	douglas.eisenhart@simmons.edu careers@simmons.edu		Y
27	Stonehill College 320 Washington Street, North Easton, MA, 02357	Contact: Kristine Shastas Phone: (508) 565-1134	kshatas@stonehill.edu		Y
28	New Horizons Computer Learning Center 24 Albion Rd., Suite 230, Lincoln, RI 02865	Contact: Nicholas Azzarone Phone: (401) 633-3208	nick.azzarone@nhls.com		Y
29	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		48	N

**Cox Media Group – WFXT Boston
Recruitment Sources (page 3)**

30	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
31	Employee Referrals	Referrals from current Employees		14	N
32	Internal Applicant	Internal Employee		2	N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Cox Recruiter	Cox Recruiter		7	N
2	AppCast.io Internet/Intranet - www.appcast.io	Internet Posting		1	
3	CareerBuilder Internet/Intranet - www.careerbuilder.com	Internet Posting			N
4	Craigslist Internet/Intranet - www.craigslist.com	Internet Posting		1	N
5	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
6	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	N
7	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		24	N
8	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		15	N
9	Media Match Internet/Intranet - www.media-match.com	Internet Posting			N
10	Monster Internet/Intranet - www.monster.com	Internet Posting			N
11	MediaBistro Internet/Intranet - www.mediabistro.com	Internet Posting		3	N
12	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
13	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
14	SimplyHired Internet/Intranet - www.simplyhired	Internet Posting			N
15	TVJobs.com	Contact: Mark admin@tviobs.com		1	N
16	Zip Recruiter Internet/Intranet - www.ziprecruiter.com	Internet Posting		1	N
17	TVNewsCheck Internet/Intranet - www.tvnewscheck.com	Internet Posting		1	N
18	CareerFair	Career Fair		1	
19	Facebook	Social Network			N

Longer - Term Recruiting Initiatives

December 1, 2018 through November 30, 2019

Cox Media Group - WFX-TV

Date	Initiative	Description	Scope of Involvement	Personnel Involved
02/15/19	Emerson College Broadcast Journalism Students "Day In The Life" Program	Boston 25 hosted students and a journalist-in-residence for a "Day In The Life" session and also hosted the students as our guests at the New England First Amendment Luncheon and Awards program held in Boston.	Students observed a morning newscast and met in breakout sessions with an anchor, digital journalist, news producer, and director. Students sat in on the news planning meeting with news managers, assignment desk, reporters and producers. Following the station visit the students were hosted by Boston 25 staff members at the annual New England First Amendment Awards and Luncheon.	Maggie Hennessey-Nees, Dir of Community Affairs; Patricia Alulema, Special Projects Producer; Emily Murphy, Director; Daniel Miller, Anchor; Amanda Blomquest, News Producer; Digital Producer Dalton Main hosted 7 students.
02/26/19	Holbrook High School "Day in the Life" Visit	The Holbrook High School TV production team visited Boston 25 for an introduction to news careers.	Hosted students for newscast and control room observation, followed by career track discussion and Q&A with a staff member.	Robert Goulston, Boston 25 News Reporter. 20 Broadcast Production students.
03/01/19	Massachusetts Broadcasters Association Student Scholarship Program.	Boston 25 participated in the program	Boston 25 participated in and promoted the MBA student scholarship program across WFX's social platforms encouraging future generations of broadcasters to apply for the \$2,000 awards.	Boston 25 Sports Director Tom Leyden and Boston 25 Sports Intern.
05/09/19	Boston Partners in Education Partnership	Boston 25 served as the media partner to the Big Cheese Reads Gala on 5/9/2019.	WFX profiled Boston 25 Reporter Crystal Haynes' 2019 school year mentor experience at the Mildred Avenue Middle School in Mattapan and Boston 25 Anchor Vanessa Welch and Crystal Haynes hosted the Boston Partners In Education Gala. The gala serves as a major fundraiser for programs to enhance the academic achievement and nurture the personal growth of Boston's public school students by providing them with focused, individualized, in-school volunteer support.	Boston 25 Reporter Crystal Haynes; Boston 25 Anchor Vanessa Welch; Boston 25 Community Affairs Director Maggie Hennessey Nees.
1/1/19 - 11/30/19	Boston Partners in Education Mentoring	Boston25 personnel served as Volunteer Academic Mentors	Boston Partners in Education mobilizing community members to serve as volunteer academic mentors to K-12 students in the Boston Public Schools to give the children who are struggling in school the tools necessary to become better learners.	Boston25 Anchor Kerry Kavanaugh, and Reporter Crystal Haynes volunteer time weekly.

5/28/19 - 08/167/19	Massachusetts Broadcasters Association Memorial Scholarship+B18	Boston 25 News collaborated with the Massachusetts Broadcasters Association to create a student scholarship in memory of Boston 25 News Special Projects and Investigative News Producer Deb Gaita.	The \$3,000 award was given to a deserving student pursuing a career in broadcast journalism. A ceremony was held at Boston 25 with the Gaita family and scholarship recipient attending as well as a representative from the MBA.	Boston 25 News Director Sara Burgess; Boston 25 General Manager and Vice President Joe Pomilla.
08/07/2019	National Association of Black	NABJ Annual Conference (8/7-11) in Miami FLA.	Boston25 Reporter Crystal Haynes, attended the annual Conference and accepted a "Salute to Excellence Award" for Boston25's series on "Boston Black History"	Crystal Haynes, Reporter
2018-2019	College Intern Program	Host interns from area colleges each semester who are studying broadcasting for credit hours and experience. Effective in April 2015, WFXT's intern program are both paid internships and for credit	Internship Program	During this reporting period, ten(10) employees participated in the Internship Program.
2018-2019	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2018-2019	Sales Training Programs	In-house and online training for Sales staff. Sales employees attend training programs to further develop sales skills and professional development: TV-101, in-house program 2x per year (15ppl); Digital Sales Training, in-house program 1x per month (12 ppl); Cox Health Marketing, CMG program (3 ppl)	Training Program	During this reporting period, (12) employees participated in the Sales Training Program. Employees: Maria Arman, Paul Bertoli, Chip Black, Erin DiPietro, Bob Gilbert, Eric Herbert, Evan Hill, Yuhei Kasetani, Andrw Rush, Luke Ryan, Matt Sheils, Jay Verissimo