

EEO Public File Report
Cox Media Group
WFXT (TV) Boston, MA
EEO Public File Report Part 1
Reporting Cycle: 12/01/2020 – 11/30/2021
Full-Time Positions Filled

| Requisition | Date Opened | Start Date | Recruitment Source | Interviewed | Hired |
|--|-------------------|------------------|--------------------|-------------|-------|
| 001154 (Photographer Editor) | 12/22/2020 | 4/12/2021 | Indeed | 7 | 1 |
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| 001159 (Producer Mmkt) | 12/24/2020 | 5/24/2021 | Cox Media Group | 2 | 1 |
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| 001160 (Digital Content Producer) | 12/24/2020 | 3/29/2021 | Indeed | 4 | 1 |
| | | | | | |
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| 001378 (Digital Content Producer) | 3/2/2021 | 4/4/2021 | Cox Media Group | 1 | 1 |
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EEO Public File Report**Cox Media Group****WFXT (TV) Boston, MA****EEO Public File Report Part 2****Reporting Cycle: 12/01/2020 – 11/30/2021****Recruitment Sources Used for All Openings**

| No. | Recruitment Source | Contact | Entitled to Notification | # interviews |
|------------|---|---|---------------------------------|---------------------|
| 1 | Directly sourced by CMG Recruiter | CMG Recruiter | N | |
| 2 | Indeed Internet - www.indeed.com | Internet Posting | N | 2 |
| 3 | LinkedIn Internet - www.linkedin.com | Internet Posting | N | 2 |
| 4 | Broadbean job distribution | CMG Recruiter | N | |
| 5 | Circa | State Job Boards/Diversity job boards Internet Posting | N | |
| 6 | ZipRecruiter Internet - www.ziprecruiter.com | Internet Posting | N | |
| 7 | Cox Media Group or CMG Employee Network | CMG career sites (internal/external) | N | 10 |
| | | | | |

| Longer - Term Recruiting Initiatives | | | | | |
|--|---|---|--|---|---|
| EEO Public File Report | | | | | |
| Cox Media Group | | | | | |
| EEO Public File Report Part 3 | | | | | |
| WFXT (TV) Boston, MA | | | | | |
| Reporting Cycle: 12/01/2020 – 11/30/2021 | | | | | |
| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
| | Tuesday, February 23, 2021 | Boston University Journalism Class Q&A | Virtual Speaker | Boston 25 Morning News Anchor Gene Lavanchy joined a virtual discussion with a Journalism class at Boston University. He spoke about getting started in his career and answered their questions about how to get into the field. | Boston 25 Morning News Anchor Gene Lavanchy |
| | Monday, March 1, 2021 | Emerson College Journalism Students Q&A | Virtual Speaker | Boston 25 Morning News Anchor Gene Lavanchy joined a virtual Q&A discussion with Journalism students at Emerson College. The students were from various grades and classes. Gene spoke about getting into the industry and how broadcast journalism is changing to keep up with technology. | Boston 25 Morning News Anchor Gene Lavanchy |
| | April, 2021 | Massachusetts Broadcasters Association Student Scholarship Program. | Boston 25 participated in the program. | Boston 25 participated in and promoted the MBA student scholarship program across WFXT's social platforms encouraging future generations of broadcasters to apply for the \$2,000 awards. The scholarships are available to MA residents pursuing a television or radio career. | Boston 25 VP/GM |
| | Thursday, April 15, 2021 | University of New Hampshire Multimedia Storytelling Virtual Class Visit | Guest Speaker | Photojournalist Jennifer Platt Ure did a 2 hour virtual visit with the UNH Multimedia storytelling class. Gave virtual | Jennifer Platt Ure, Anchors Chris Flanagan, Vanessa Welch, and Meteorologist Kevin Lemanowicz |
| | Saturday, April 24, 2021 | NESC Broadcast Panel | Virtual Panelist | Boston 25 Meteorologist Shiri Spear was a panelist for the NESC Broadcast panel to field questions from Meteorology students across New England. | Boston 25 Meteorologist Shiri Spear |
| | Wednesday, April 28, 2021 | Boston College Seniors Recruitment Panel | Guest Speaker | Boston 25 News Director Sarah Burgess along with CMG Recruiter Serena Mitchell met with a panel of seniors to let them know about entry level positions and give job advice. Followed up via email to keep line of communication open | Boston 25 News Director Sarah Burgess |
| | Thursday, April 29, 2021 | Meet with TechBoston Academy | Guest Speaker | Reporter Crystal Haynes met Mr. Ellsworth Fersch class at the Tech Boston Academy about a career in News. | Reporter/Anchor Crystal Haynes |
| | Wednesday, September 1, 2021 | Boston University Career Services | Virtual Panelist | Connected with Heather Fink, Asst. Director of Career Services at BU about her interest in having us take part of virtual panel for seniors interested in journalism. | News Director Sarah Burgess |
| | Monday, June 28, 2021- Thursday, July 1, 2021 | University of Missouri Urban Journalism Workshop | Member of Workshop | Reporter Walr Aliyu works with this school annually on giving students from Urban schools an intro into journalism. | Reporter Wale Aliyu |