

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
001159 (Producer Mmkt)	12/24/2020	5/24/2021	Cox Media Group	2	1
001160 (Digital Content Producer)	12/24/2020	3/29/2021	Indeed	4	1
001378 (Digital Content Producer)	3/2/2021	4/4/2021	Cox Media Group	1	1

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

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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