

EEO Public File Report

Cox Media Group - Boston TV

WFXT TV

EEO Public File Report Part 1

Reporting Cycle: 12/01/2021 - 11/30/2022

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2064 (Account Executive)	8/8/2021	1/23/2022	Cox Media Group	1	1
		5/12/2022	Employee Referral	2	1
			LinkedIn	4	0
			CareerBuilder	3	0
2366 (Content Center Producer)	10/11/2021	1/5/2022	Indeed	1	1
2552 (Producer)	11/8/2021	4/4/2022	LinkedIn	3	1
			Hiring Manager Sourced	1	0
2571 (Production Director)	11/10/2021	5/16/2022	Employee Referral	1	1
			Cox Media Group	2	0
			Indeed	1	0
2616 (Photographer Editor)	11/22/2021	1/10/2022	Indeed	1	1
2620 (Administrative Assistant)	11/22/2021	6/20/2022	LinkedIn	5	1
			Cox Media Group	3	0
			Indeed	1	0
2623 (Producer)	11/22/2021	4/11/2022	Hiring Manager Sourced	1	1
			LinkedIn	1	0
			Employee Referral	1	0
2679 (Local Sales Manager)	12/8/2021	1/31/2022	Cox Media Group	1	1
			LinkedIn	1	0
			Employee Referral	2	0
			CareerBuilder	1	0
			Hiring Manager Sourced	1	0
2762 (Master Control Switcher)	12/21/2021	2/7/2022	Cox Media Group	1	1
			Employee Referral	1	0
			Indeed	1	0
2786 (Account Executive)	12/22/2021	2/7/2022	Cox Media Group	1	1
			LinkedIn	3	0
			CareerBuilder	1	0
2793 (Digital Content Producer)	12/22/2021	4/4/2022	LinkedIn	2	1
			Indeed	1	0

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2800 (Digital Executive Producer)	12/22/2021	5/16/2022	Employee Referral	1	1
			Cox Media Group	2	0
2844 (Master Control Switcher)	1/14/2022	4/18/2022	LinkedIn	1	1
			Cox Media Group	1	0
2850 (Broadcast Technician)	1/14/2022	5/9/2022	Cox Media Group	2	1
		11/21/2022	Employee Referral	1	1
2888 (Account Executive)	1/25/2022	3/21/2022	Indeed	1	1
			LinkedIn	2	0
			CareerBuilder	2	0
			Employee Referral	1	0
2895 (Producer)	1/25/2022	5/23/2022	Cox Media Group	1	1
			LinkedIn	2	0
			Hiring Manager Sourced	1	0
3175 (Content Center Producer)	2/28/2022	8/15/2022	Employee Referral	3	1
			Recruiter Sourced	1	0
3291 (Production Director)	3/24/2022	5/16/2022	Cox Media Group	2	1
			Internal Employee	1	0
			Indeed	1	0
3296 (Reporter)	3/24/2022	9/5/2022	Cox Media Group	1	1
			LinkedIn	2	0
			Agent Referral	1	0
3332 (Studio Technician)	3/28/2022	11/28/2022	External Referral	1	1
			Cox Media Group	1	0
			LinkedIn	4	0
			ZipRecruiter	1	0
3336 (Editor, News)	3/28/2022	6/6/2022	Cox Media Group	6	1
			LinkedIn	3	0
			Indeed	4	0
3405 (Traffic Assistant)	4/7/2022	5/9/2022	Hiring Manager Sourced	1	1

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3554 (Photographer/Videographer)	5/2/2022	6/27/2022	Cox Media Group	1	1
			Internal Employee	1	0
			Hiring Manager Sourced	1	0
3555 (Photographer/Videographer)	5/2/2022	8/29/2022	LinkedIn	1	1
			Employee Referral	1	0
			Hiring Manager Sourced	1	0
3610 (Creative Services Writer/Editor/Producer)	5/12/2022	9/26/2022	LinkedIn	10	1
			Cox Media Group	2	0
			Internal Employee	1	0
3686 (Account Executive)	5/27/2022	9/6/2022	Cox Media Group	3	1
			LinkedIn	3	0
3739 (Sales Assistant)	6/9/2022	9/19/2022	Cox Media Group	3	1
			LinkedIn	3	0
3827 (Master Control Switcher)	7/1/2022	8/29/2022	LinkedIn	1	1
		11/21/2022	Cox Media Group	3	0
			Indeed	1	1
3922 (Traffic Assistant)	8/12/2022	8/29/2022	Employee Referral	1	1
			Internal Employee	1	0
18296 (Content Center Producer)	9/19/2022	10/24/2022	Employee Referral	3	1
			Recruiter Sourced	1	0
25042 (News Receive Editor)	8/17/2022	10/3/2022	Contractor	1	1
			Hiring Manager Sourced	1	0
25412 (National Sales Assistant)	9/6/2022	9/26/2022	Cox Media Group	1	1
			Indeed	3	0
22599-1 (Account Executive)	11/2/2022	11/21/2022	Cox Media Group	1	1
			LinkedIn	2	0
			Indeed	1	0

EEO Public File Report**Cox Media Group - Boston TV****WFXT TV****EEO Public File Report Part 2****Reporting Cycle: 12/01/2021 - 11/30/2022****Recruitment Sources Used for All Openings**

No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	2
2	Indeed Internet - www.indeed.com	Internet Posting	N	17
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	53
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	1
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	39
8	Employee Referrals	CMG Employees	N	18
9	Internal Employees	CMG Employees	N	4
Recruitment Sources Used for Specific Vacancies				
10	CareerBuilder Internet - www.careerbuilder.com	Internet Posting	N	7
11	Hiring Manager Sourced	CMG Hiring Manager	N	8
12	Agent Referral	Agent Representing Candidate	N	1
13	External Referral	Non-CMG Employees	N	1
14	CMG Contractor Converted to Employee	CMG Contractor	N	1

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Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	Career Development	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training.	Open to all CMG employees
2	3/15/2022	Spoke at COMLab class at Boston University	Guest Speakers	Spoke to Journalism class at Boston University about how to get into the industry and about open positions.	Director of News Sarah Burgess
3	5/26/2022	Urban League Breakfast	Recruitment Opportunities	Attended the annual Urban League Breakfast and awards as a way of networking and searching for recruitment opportunities in the black community.	VP/GM Todd Brown, Director of News Sarah Burgess and Anchor/Reporter Crystal Haynes
4	5/30/22-9/1/22	Boston University COM Fellow Program	Internship Program	We hosted a student from Boston University as picked through the COM fellow program. She was able to be involved in every aspect of production and she was actually hired as a freelance writer after the program completed.	Director of News Sarah Burgess & News Dept
5	6/13 - 7/29	College Intern Program	Internship Program	Hosted two paid college Interns from area schools over the course of the Summer semester to expose them to the broadcasting environment.	Director of News Sarah Burgess & Director of Creative Services Karen Levy
6	9/12 - 9-16	MBA Broadcasters Virtual Job Fair	Virtual Job Fair to recruit applicants	The virtual job fair served as our station's outreach effort to educate the public about the positions we have available at our station.	Eoin Casey Asst. to VP/GM Todd Brown
7	9/14	Stem Day at Fenway	Guest Speakers	Each year the Boston Red Sox hosts STEM Education Days, presented by Moderna, where thousands of students and their educators are welcomed to the ballpark. As part of this program, students learned STEM-related curriculum. Kevin and Vicki taught over 2000 kids about the weather.	Chief Meteorologist Kevin Lemanowicz & Meteorologist Vicki Graf
8	9/22/2022	EDGEucate	Career Development	Assigned News Manager Navigating Performance and Career Conversations Module.	EP Christine Swartz
9	11/16/2022	High Schoolers Job Shadow	Recruitment Opportunities	Two Auburn High Students shadow reporters.	Reporter Kelly Sullivan
10	11/17/2022	Sound Bites 2022	Recruitment Opportunities	MBA's annual learning, meeting, and mingling event. Two seminars and the evening awards event.	VP/GM Todd Brown, Director of News Sarah Burgess, Director of Creative Services Karen Levy, Director of Engineering Sean Anker, and Director of Sales Brian Cole.