

EEO Public File Report
Cox Media Group - Long Island Radio
Reporting Cycle: February 1, 2018 - January 31, 2019

Full-Time Positions Filled

| Requisition | Date Opened | Start Date | Recruitment Source | Interviewed | Hired |
|-----------------------------------|------------------|------------------|------------------------------|-------------|-------|
| 189018, Account Executive | 6/5/2018 | 11/5/2018 | Referral - Employee Referral | 1 | 1 |
| | | | Cox Career Site | 3 | 0 |
| | | | Job Board - Climber | 1 | 0 |
| | | | Job Board - Indeed | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |
| 1815005, Account Executive | 9/28/2018 | 11/5/2018 | Referral - Employee Referral | 1 | 1 |
| | | 11/5/2018 | Cox Career Site | 8 | 1 |
| | | | Job Board - Indeed | 4 | 0 |
| | | | Job Board - Glassdoor | 2 | 0 |
| | | | Job Board - Media Bistro | 1 | 0 |
| | | | Social Network - LinkedIn | 1 | 0 |

Recruitment Sources

Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI
February 1, 2018 - January 31, 2019

| No. | Recruitment Source | Contact | Email | Total Interviewed | Entitled to Notification |
|--|--|--|--|-------------------|--------------------------|
| Recruitment Sources Used for All Openings | | | | | |
| 1 | Briarcliffe College 1055 Stewart Avenue, Bethpage, NY, 11714 | Contact: Tony Emerson Phone: (516) 918-3675 | temerson@bcl.edu | | N |
| 2 | NAACP PO Box 688, Amityville, NY, 11701 | Contact: Jordan K. Wilson Phone: (631) 789-1406 | jordankwilson@aol.com | | N |
| 3 | New York Association of Black Journalists PO Box 234, 2214 Frederick Douglass Blvd., New York, NY, 10026 | | info@nyabj.org | | N |
| 4 | Connecticut School of Broadcasting 1400 Old Country Road, Westbury, NY, 11590 | Contact: Rebecca Martines Phone: (516) 280-6801 | bmartines@gocsb.com | | N |

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|----|--|--|--|--|---|
| 5 | New York State Department of Labor 160 South Ocean Ave., Patchogue, NY 11722 www.labor.ny.gov www.newyork.us.jobs | Contact: Lorrie Martinson Phone: (631) 687-4815 | lorrie.martinson@labor.ny.gov nysjobbank@labor.ny.gov | | Y |
| 6 | Five Towns College Career Services, 305 North Service Road, Dix Hills, NY, 11746-5871 | Phone: (631) 656-2163 | career.services@ftc.edu | | N |
| 7 | The Workforce Partnership - Hicksville 301 W. Old Country Road, Hicksville, NY, 11801 | Contact: Pamela Bedford Phone: (516) 934-8532 | Pamela.Bedford@labor.ny.gov | | Y |
| 8 | The Workforce Partnership - Massapequa 977 Hicksville Rd., Massapequa, NY, 11758 | Contact: Christine Damico Phone: (516) 797-4585 | cdamico@oysterbay-ny.gov | | Y |
| 9 | New York Institute of Technology Salten Hall, RM 3, Old Westbury, NY, 11568 | Contact: John Hyde Phone: (516) 686-7527 | cs@nyit.edu | | N |
| 10 | Mid-Suffolk Chapter National Organization for Women PO Box 330, Stony Brook, NY, 11790 | Contact: Grace Welch Phone: (516) 572-7696 | grace@gracewelch.com | | N |
| 11 | Molloy College Career Development Center, 1000 Hempstead Ave., Rockville Centre, NY, 1157 | Contact: Mary Brosnan Phone: (516) 323-3468 | mbrosnan@molloy.edu jobsandinternships@molloy.edu | | Y |
| 12 | Workforce New York Career Center 160 South Ocean Ave., Patchogue, NY, 11772 www.labor.ny.gov www.newyork.us.jobs | Phone: (631) 687-4800 | LJobsExpress@labor.ny.gov | | Y |
| 13 | Suffolk County Community College Babylon Student Center 205, 533 College Road, Selden, NY, 11784-2899 | Contact: Sylvia E. Camacho Contact: Allison Keibel Contact: Ellen Richards Phone: (631) 451-4049 Fax: (631) 451-4742 | careerservices-ammr@sunysuffolk.edu keibela@sunysuffolk.edu richare@sunysuffolk.edu | | Y |
| 14 | Adelphi University Center for Career Development, Post Hall, Adelphi University, PO Box 701, Garden City, NY, 11560-0701 | Contact: Karen Parish-Autry Phone: (516) 877-3130 | autry@adelphi.edu | | N |
| 15 | National Minority Business Council 1633 Broadway, 30th Floor, New York, NY, 10019 | Phone: (347) 289-7620 | info@nmbc.org | | N |
| 16 | Dowling College Career Services, 150 Idle Boulevard, Oakdale, NY, 11769 | Phone: (631) 244-3000 | info@dowling.edu | | N |
| 17 | Pronto 128 Pine Aire Dr, Bay Shore, NY, 11706 | Phone: (631) 231-8290 | info@prntolongisland.org | | N |

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|----|---|--|--|----|---|
| 18 | Office of Affirmative Action/Minority Affairs H. Lee Dennison Building, 100 Veterans Memorial Highway, 3rd Floor, Hauppauge, NY, 11788 | Contact: Roderick A. Pearson Phone: (631) 853-4738 | minority.affairs@suffolkcountyny.gov | | N |
| 19 | Queens Workforce 1 Career Center 168-25 Jamaica Ave, 2nd Floor, Jamaica, NY, 11432 | Phone: (718) 290-5534 | workforce1queens@grantassociatesinc.com | | N |
| 20 | New York State Federation of Hispanic Chambers of Commerce 2710 Broadway, New York, NY, 10025 | Contact: Alfred Placeres Phone: (646) 801-2710 | abogadoplaceres@gmail.com | | Y |
| 21 | St. John's University University Career Services, 8000 Utopia Parkway, Queens, NY, 11439 | Contact: Donna Haynes Phone: (718) 990-2188 | haynesd@stjohns.edu | | Y |
| 22 | NYC Business Solutions 168-25 Jamaica Avenue, 2nd Floor, Jamaica, NY, 11432 www.nyc.gov/recruitment | Contact: Ruth Junior Phone: (718) 557-6774 Fax: (718) 297-6395 | rjunior@grantassociatesinc.com | | Y |
| 23 | 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 |
| 24 | Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com | Company Internet Posting | | 11 | N |
| 25 | DiversityInc.com Internet/Intranet - www.diversityinc.com | Internet Posting - Automatic wrap from Cox Media Group Career Website | | | N |
| 26 | Glassdoor.com Internet/Intranet - www.glassdoor.com | Internet Posting - Automatic wrap from Cox Media Group Career Website | | 2 | N |
| 27 | Indeed.com Internet/Intranet - www.indeed.com | Internet Posting - Automatic wrap from Cox Media Group Career Website | | 5 | N |
| 28 | Nexxt.com Internet/Intranet - www.nexxt.com | Internet Posting - Automatic wrap from Cox Media Group Career Website | | | N |
| 29 | Recruit Military Internet/Intranet - www.recruitmilitary.com | Internet Posting - Automatic wrap from Cox Media Group Career Website | | | N |
| 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 | | 2 | N |
| 32 | Internal Applicant | Internal Employee | | | N |

| Recruitment Sources Used for Specific Vacancies | | | | | |
|---|--|------------------|--|---|---|
| 1 | Directly Sourced by Recruiter | Cox Recruiter | | | N |
| 2 | AdMonsters Internet/Intranet - https://jobsadmonsters.com | Internet Posting | | | N |
| 3 | AdWeek Internet/Intranet - http://jobs.adweek.com | Internet Posting | | | N |
| 4 | Climber Internet/Intranet - www.climber.com | Internet Posting | | 1 | N |
| 5 | LinkedIn Internet/Intranet - www.linkedin.com | Internet Posting | | 2 | N |
| 6 | Monster Internet/Intranet - www.monster.com | Internet Posting | | | N |
| 7 | MediaBistro Internet/Intranet - www.mediabistro.com | Internet Posting | liana.choi@mediabistro.com | 1 | N |
| 8 | TAOnline Internet/Intranet - www.taonline.com | Internet Posting | | | N |

| Longer - Term Recruiting Initiatives | | | | | |
|--|---------------------------------------|-----------------------------------|--|----------------------|---|
| Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI | | | | | |
| February 1, 2018 - January 31, 2019 | | | | | |
| | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
| 1 | February 16, 2018 - December 15, 2018 | College Intern Program | Hosted 12 paid college interns from area schools over the course of three semesters to expose them to the broadcasting environment. | General Outreach | Tianna Gratta |
| 2 | April 18, 2018 | Commack High School Shadow Day | Participation in the Commack High School Shadow Day event, which provided a group of students the opportunity to experience a day in the radio workplace and taught them about various career opportunities. | General Outreach | Ali Wolowitz, Tianna Gratta, Al Levine, Donna Donna |
| 3 | April 19, 2018 | Nassau Community College Job Fair | Participation in the Nassau Community College Job/Internship Fair, which was a recruitment event for current students and alumni interested in internships and job opportunities. Cox Media Group representatives staffed a booth and spoke with participants regarding available opportunities. | Job Fair | Tianna Gratta |
| 4 | April 26, 2018 | William Floyd Career Café | Participation in the William Floyd Career Café, which was a recruitment event for current students interested in hearing about internships and job opportunities. Cox Media Group representatives staffed a table and spoke with participants regarding available opportunities. | Job Fair | John Tyler Bay, Raymond Atkin |

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|----|-------------------|---|---|------------------|---|
| 5 | October 10, 2018 | Suffolk County Community College Career/Internship Fair | Participation in the Suffolk County Community College Career/Internship Fair, which was a recruitment event for current students and alumni interested in internships and job opportunities. Cox Media Group representatives staffed a booth and spoke with participants regarding available opportunities. | Job Fair | Tianna Gratta, Jessica Mills |
| 6 | October 10, 2018 | CMG Long Island "A Day in the Life" | Hosted a day long network, training and recruiting event to expose college students to careers in media and discuss current job and internship opportunities. | General Outreach | John Shea, Chris Lloyd, Jeremy Rice, Nancy Cambino, Jason Steinberg |
| 7 | November 1, 2018 | Wantagh Middle School Tour | Hosted Wantagh Middle School students for a tour of the radio station facility, Discussed careers in media, as well as internship opportunities. | General Outreach | Donna Donna, Al Levine, Chris Lloyd, Alison Wolowitz, Tianna Gratta |
| 8 | November 7, 2018 | Hofstra University Communication Career and Internship Fair | Participation in the Hofstra University Communication Career/Internship Fair, which was a recruitment event for current students and alumni interested in internships and job opportunities. Cox Media Group representatives staffed a booth and spoke with participants regarding available opportunities. | Job Fair | Tianna Gratta, Jessica Mills |
| 9 | November 7, 2018 | Five Towns College Meet and Mingle | Participation in the Five Towns College Meet and Mingle, which was a recruitment event for current students and alumni interested in internships and job opportunities. Cox Media Group representatives staffed a booth and spoke with participants regarding available opportunities. | Job Fair | Tianna Gratta |
| 10 | November 30, 2018 | Nassau Community College Internship Interview Day | Participation in the Nassau Community College Internship Interview Day, which was a recruitment event for current students interested interviewing for internships. Cox Media Group representatives staffed a booth and spoke with and interviewed interested participants. | Job Fair | Tianna Gratta |
| 11 | December 6, 2018 | West Islip High School Career Fair | Participation in the West Islip High School Career Fair, which was a recruitment event for current students interested in internships and job opportunities. Cox Media Group representatives spoke with participants regarding available opportunities. | Job Fair | Alexa Filipe, Andrew Sykora |
| 12 | January 15, 2019 | Nassau Community College Tour | Hosted Nassau Community College students for a tour of the radio station facility, Discussed careers in media, as well as current job and internship opportunities. | General Outreach | Alison Wolowitz, Sal Abatamarco, Chris Lloyd, Tony Spina, Joe Rock |