

EEO Public File Report
Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI
February 1, 2016 - January 31, 2017
Full-Time Positions Filled

Full-Time Position Filled	Date Opened	Date Filled	Recruitment Source	Interviewed	Hired
Account Executive-Entry Level	12/9/2015	3/4/2016	Referral - Employee Referral	1	1
On Air Talent	3/15/2016	6/15/16	Referral - Employee Referral	1	1
		6/13/16	Agency - Weiss Agency (Heather Cohen)	1	1
			Job Board - All Access	3	0
Digital Content Coordinator	6/2/2016	6/21/2016	Referral - Employee Referral	1	1
Account Executive-Entry-Level	6/24/2016	12/19/16	Referral - Employee Referral	1	1
			Job Board - Indeed	13	0
			Cox Career Site	7	0
			Job Board - CareerBuilder	1	0
			Directly Sourced by Cox Recruiter	2	0
			Job Board - NY DOL	1	0
			Social Network - LinkedIn	1	0

Recruitment Sources
Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI
February 1, 2016 - January 31, 2017

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
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	La Fuerza Unida de Glen Cove 1 School Street, Suite 302, Glen Cove, NY, 11542	Phone: (516) 759-0788			N
4	New York Association of Black Journalists PO Box 234, 2214 Frederick Douglass Blvd., New York, NY, 10026		info@nyabj.org		N
5	Connecticut School of Broadcasting 1400 Old Country Road, Westbury, NY, 11590	Contact: Rebecca Martines Phone: (516) 280-6801	bmartines@gocsb.com		N

6	New York State Department of Labor Division of Employment Services, 50 Clinton Street, Suite 110, Hempstead, NY www.labor.ny.gov www.newyork.us.jobs	Phone: (518) 457-9000	nysjobbank@labor.ny.gov		Y
7	Five Towns College Career Services, 305 North Service Road, Dix Hills, NY, 11746-5871	Phone: (631) 656-2163	career_services@ftc.edu		N
8	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
9	The Workforce Partnership - Massapequa 977 Hicksville Rd., Massapequa, NY, 11758	Contact: Christine Damico Phone: (516) 797-4585	cdamico@oysterbay-ny.gov		Y
10	New York Institute of Technology Salten Hall, RM 3, Old Westbury, NY, 11568	Contact: John Hyde Phone: (516) 686-7527	cs@nyit.edu		N
11	Hunter Business School Career Services, 3601 Hempstead Turnpike, Levittown, NY, 11756	Phone: (516) 796-1000			N
12	Nassau Community College Nassau Hall, RM 14, 1 Education Drive, Garden City, NY, 11530	Phone: (516) 572-7696			N
13	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
14	Molloy College Career Development Center, 1000 Hempstead Ave., Rockville Centre, NY, 11571	Contact: Mary Brosnan Phone: (516) 323-3468	mbrosnan@molloy.edu jobsandinternships@molloy.edu		Y
15	Urban League of Long Island 50 Clinton Street, Hempstead, NY, 11550	Contact: Theresa Sanders Phone: (516) 570-6645			N
16	Workforce New York Career Center 160 South Ocean Ave., Patchogue, NY, 11772 www.labor.ny.gov www.newyork.us.jobs	Phone: (631) 687-4800	LLJobsExpress@labor.ny.gov		Y
17	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
18	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
19	National Minority Business Council 1633 Broadway, 30th Floor, New York, NY, 10019	Phone: (347) 289-7620	info@nmbc.org		N
20	Dowling College Career Services, 150 Idle Boulevard, Oakdale, NY, 11769	Phone: (631) 244-3000	info@dowling.edu		N
21	Shinnecock Indian Outpost Old Montauk Highway, Southampton, NY, 11968	Phone: (631) 283-8047			

22	Pronto 128 Pine Aire Dr, Bay Shore, NY, 11706	Phone: (631) 231-8290	info@prontolongisland.org		N
23	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
24	Queens Workforce 1 Career Center 168-25 Jamaica Ave, 2nd Floor, Jamaica, NY, 11432	Phone: (718) 290-5534	workforce1queens@grantassociatesinc.com		N
25	Nassau County Human Rights Commission 240 Old Country Rd., 6th Floor, Suite 606, Mineola, NY, 11501	Phone: (516) 571-3662			N
26	New York State Department of Labor 250 Veterans Memorial Highway, Hauppauge, NY, 11788	Phone: (631) 952-6504		1	N
27	New York State Federation of Hispanic Chambers of Commerce 2710 Broadway, New York, NY, 10025	Contact: Alfred Placeres Phone: (646) 801-2710	nysfhcc@gmail.com		Y
28	Suffolk Y Jewish Community Center 74 Hauppauge Rd., Commack, NY, 11725	Phone: (631) 462-9800			N
29	St. John's University University Career Services, 8000 Utopia Parkway, Queens, NY, 11439	Contact: Donna Haynes Phone: (718) 990-2188	haynesd@stjohns.edu		Y
30	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
31	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		7	N
32	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
33	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
34	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		13	N
35	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N

36	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
37	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
38	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
39	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
40	Direct Employers (up through May 2016) Internet/Intranet - www.my.jobs	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 3,000 affiliated diversity websites			N
41	America's Job Exchange (May 2016 - on-going) 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
42	Employee Referrals	Referrals from current Employees		4	N
43	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
Recruitment Sources Used for Specific Vacancies					
1	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
2	Agency - Talent Dynamics	Placement Agency			N
3	Dice Internet/Internat - www.dice.com	Internet Posting			N
4	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		1	N
5	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		1	N
6	Agent - Weiss Agency	Heather Cohen	info@theweissagency.com	1	N
7	TAOnline Internet/Intranet - www.taonline.com	Internet Posting September 2016 - November 2016			N
8	Directly Sourced by Recruiter	Cox Recruiter		2	N
9	All Access Internet/Intranet - www.allaccess.com	Internet Posting		3	N

Longer - Term Recruiting Initiatives

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	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	February 1, 2015 - May 2016	Diverse Job Bank Career Listings - Direct Employers	Cox entered into agreement to post all external Job Openings with DiversityInc.com, Indeed.com, Glassdoor.com, SimplyHired as well as 3000 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	February 22, 2016 - December 18, 2016	College Intern Program	Hosted 15 paid college interns from area schools over the course of three semesters to expose them to the broadcasting environment.	General Outreach	Tianna Gratta
3	May 8, 2016 - ongoing	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
4	March 4, 2016	Intercollegiate Broadcasting (IBS) Radio & Webcasting Conference	Participation in the Webcasting Conference, which was geared towards students involved in their school/college radio and/or TV station that are looking for a career in media.	General Outreach	Shawn "Puffy" Novatt, Dana & Jayson
5	April 12, 2016	Five Towns College Career/Internship Fair	Participation in the Five Towns 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	April 19, 2016	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, Christian Colavito, Al Levine, Donna Donna
7	April 20, 2016	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
8	Sept. 27, 2016	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
9	Oct. 19, 2016	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 Leminszki-Conte, Al Levine, Brittany Whalley, Thomas Johnson, Tianna Gratta
10	Nov. 2, 2016	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
11	Nov. 3, 2016	Hofstra University Networking Dinner	Participation in the Hofstra University Networking Dinner, which was a recruitment event for current students interested in internships and job opportunities. A Cox Media Group representative spoke with participants regarding available opportunities.	General Outreach	Tianna Gratta
12	Jan. 9, 2017	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	Jeremy Rice, Chris Lloyd, Nancy Cambino, Jason Steinberg, Tianna Gratta