

EEO Public File Report

Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI

February 1, 2017 - January 31, 2018

Full-Time Positions Filled

Full-Time Positions Filled	Date Opened	Date Filled	Recruitment Source	Interviewed	Hired
IT Support Technician	1/11/2017	5/1/2017	Job Board - Monster	1	1
			Cox Career Site	7	0
			Job Board - Indeed	7	0
			Job Board - Beyond	2	0
			Social Network - LinkedIn	2	0
			Career Fair - Suffolk County College	1	0
			Job Board - Glassdoor	1	0
Promotions Assistant	3/15/2017	5/23/2017	Cox Career Site	4	1
			Job Board - Indeed	2	0
Account Executive	4/25/2017	7/17/2017	Referral - Employee Referral	1	1
			Job Board - Indeed	4	0
			Cox Career Site	1	0
			Job Board - Beyond	1	0
			Social Network - LinkedIn	1	0
Account Executive	6/23/2017	7/16/2017	Internal	1	1
	6/23/2017	7/31/2017	Former Employee	1	1
	6/23/2017	8/1/2017	Social Network - LinkedIn	1	1

Recruitment Sources

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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	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
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	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	LLJobsExpress@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	1	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@prontolongisland.org		N

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		12	N
25	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career		1	N
26	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career		13	N
27	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career			N
28	Beyond/Nexxt, Inc. Internet/Intranet - www.beyond.com / www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career		3	N
28	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career			N
29	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			N

30	Employee Referrals	Referrals from current Employees		1	N
31	Internal Employee	Internal Employee		1	Y
Recruitment Sources Used for Specific Vacancies					
1	Former Employee Referral	Referrals from Former Employees		1	N
2	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		4	N
3	Monster Internet/Intranet - www.monster.com	Internet Posting		1	N

Longer - Term Recruiting Initiatives					
Cox Media Group - Long Island Radio - WBAB/WHFM/WBLI					
February 1, 2017 - January 31, 2018					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	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
2	February 20, 2017 - December 18, 2017	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	March 22, 2017	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	Taylor Milano, Sal Abatemarco, Kim Jimenez, Donna Donna, Al Levine
4	March 29, 2017	Bishop McGann-Mercy High School Shadow Day	Participation in the Bishop McGann-Mercy 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	Taylor Milano, Donna Donna, Al Levine, David Epstein
5	April 5, 2017	Bellmore Merrick High School Shadow Day	Participation in the Bellmore Merrick 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	Tianna Gratta, Jeremy Rice, David Epstein, Al Levine

6	April 19, 2017	Suffolk County Community College Career Fair	Participation in the Suffolk County Community College Career, 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 Gratt, Jessica Mills
7	April 19, 2017	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	Tianna Gratta, Donna Donna, Al Levine
8	April 20, 2017	William Flloyd High School Career Fair	Participation in the William Flloyd 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.	General Outreach	John Bay, Kim Jimenez, Tom Fruehsamer
9	April 25, 2017	Five Towns Internship/Career 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
10	October 17, 2017	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
11	October 24, 2017	Long Island University Employer in Residence Session	Participation in the LIU Employer in Residence Session, which was a recruitment event for current students interested in learning more about specific fields, internships and job opportunities. Cox Media Group spoke with participants regarding available opportunities.	Job Fair	Tianna Gratta
12	November 1, 2017	Hofstra University Career Fair	Participation in the Hofstra University Career 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, Alexa Filipe
13	November 17, 2017	Suffolk County Community College Tour	Hosted Suffolk County Community College students for a tour of the radio station facility, discussed careers in media, as well as internship opportunities.	General Outreach	John Shea, Chris Lloyd, Jeremy Rice, Nancy Cambino, Jason Steinberg