

EEO Public File Report					
Cox Media Group - Long Island Radio					
WBAB-FM, WBLI-FM, WHFM-FM					
EEO Public File Report Part 1					
Reporting Cycle: 02/01/2023 – 01/31/2024					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
13829 (Morning Show Producer)	10/25/2022	3/13/2023	External Referral	2	1
			Cox Media Group	3	0
			Internal Employee	1	0
91068 (General Sales Manager)	1/5/2023	4/17/2023	Cox Media Group	6	1
			LinkedIn	1	0
46544 (Media Consultant)	3/26/2023	6/20/2023	Cox Media Group	3	1
			Internal Employee	1	0
			Indeed	2	0
536 (Digital Media Strategist)	6/13/2023	10/2/2023	Employee Referral	1	1
			Cox Media Group	2	0
			Indeed	9	0
			Circa - State Job Board	1	0
			Circa - Community Organization	1	0
			Hofstra University Job Fair	1	0
634 (Media Consultant)	7/18/2023	10/16/2023	External Referral	1	1
			Cox Media Group	1	0
			LinkedIn	1	0
			Indeed	7	0
804 (Sales Development Representative)	10/8/2023	1/8/2024	Employee Referral	1	1
			Cox Media Group	3	0
			Indeed	4	0
			Sourced by Recruiter	2	0

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EEO Public File Report Part 2				
Reporting Cycle: 2/01/2023 – 01/31/2024				
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	22
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	2
6	MyJobHelper Internet - www.myjobhelper.com	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	18
8	Internal Employee	CMG Employees	N	2
9	Employee Referral	CMG Employees	N	2
10	External Referral	Non-CMG Employees	N	3
Recruitment Sources Used for Specific Vacancies				
11	Hofstra University Fall Career & Internship Fair For All Majors	Tianna Gratta	N	1

Longer - Term Recruiting Initiatives					
EEO Public File Report					
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EEO Public File Report Part 3					
WBAB-FM, WHFM-FM, WBLI-FM					
Reporting Cycle: 2/01/2023 – 1/31/2024					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
	Ongoing	On-Line CMG EdgeUcate	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted training.	Training Program	Open to all CMG employees
	2/1/2023 - 12/21/2023	College Intern Program	Hosted 4 paid college interns from area schools over the course of three semesters to expose them to the broadcasting environment.	Internship Program	Tianna Gratta
	2/4/2023	Girls Inc of Long Island Bold Future Leaders Career Fair	Girls Inc of Long Island hosted career fair to help the students get used to interviewing, creating resumes and hearing about potential careers with CMG.	Job Fair	Tianna Gratta
	3/2/2023	Five Towns College Women in Media Panel	Five Towns College hosted a career panel with women from across the media industry to discuss careers in media and current job opportunities.	Career Event	Alexa Neofytides
	3/13/2023	Girls Inc of Long Island Women Career Panel	Girls Inc of Long Island hosted panel of women speaking on working in a variety of industries. Discussed careers in media and current job opportunities.	Career Event	Tianna Gratta
	3/28/2023	Nassau Community College Class Presentation	Spoke to students in Nassau Community College Marketing/Promotions for Radio class. Discussed practical information about what we do as well as telling them about the internship program and interviewing.	Career Event	Tianna Gratta, Christa Sferrazza
	4/11/2023	Commack High School Shadow Day	Hosted two students on-site to provide them with a full day in the life experience of media.	Career Event	Tianna Gratta, Christa Sferrazza
	4/12/2023	State University of New York at Old Westbury	SUNY Old Westbury hosted career fair to actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta, Christa Sferrazza
	4/19/2023	Suffolk County Community College Career Fair	SCCC hosted career fair to actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta, Christa Sferrazza
	4/26/2023	Five Towns College Career Fair	Participated in career fair hosted by Five Towns College to actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta, Christa Sferrazza
	5/24/2023	North Babylon Middle School Career Day	Participated in North Babylon Middle School Career Day to discuss careers in media and how to get involved in the media industry.	Career Event	Tianna Gratta
	5/25/2023	North Babylon High School Career Fair	Participated in the North Babylon High School Career Fair to vet candidates, see who is interested and recruit for part time positions.	Job Fair	Christa Sferrazza
	9/21/2023	State University of New York at Old Westbury Career Fair	SUNY Old Westbury hosted career fair to actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta, Christa Sferrazza

Longer - Term Recruiting Initiatives

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Cox Media Group

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WBAB-FM, WHFM-FM, WBLI-FM

Reporting Cycle: 2/01/2023 – 1/31/2024

No. Date	Initiative	Description	Scope of Involvement	Personnel Involved
10/11/2023	Hofstra University Lawrence Herbert School of Communication Media Career & Internship Fair	Participated in Hostra Media Career & Internship Fair to discuss careers in media and current job opportunities.	Job Fair	Tianna Gratta, Christa Sferrazza
10/12/2023	Saint Markella Career Fair	Participated in Saint Markella community career fair to discuss careers in media and actively recruit for open positions.	Job Fair	Tianna Gratta
10/25/2023	Hofstra University Fall Career & Internship Fair For All Majors	Participated in Hofstra University Career & Internship Fair actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta
10/26/2023	National Association of Broadcasters Leadership Foundation Career Fair	Participated in the NABFL Career Fair, which gave students and professionals the opportunity to learn about careers in media and current job opportunities.	Career Fair	Tianna Gratta
10/30/2023	CMG & Diversity Crew Belonging Workshop	Live training workshop hosted by Diversity Crew for CMG People Leaders on the topic "Belonging - What is it and what does it look like in the Workplace". This training included valuable insights into the profound impact that "belonging" has on our business, culture and overall employee experience and provided tips for how we can all create a sense of belonging among our employees.	DE+I Training	Katelin Tinley, Megan Borelli, Paige Koster, Tianna Gratta, Chris Lloyd
11/14/2023	Five Towns College Career Fair	Participated in Five Towns College Career Fair to actively recruit for a variety of roles as well as vet potential candidates.	Job Fair	Tianna Gratta, Christa Sferrazza
11/28/2023	Nassau Community College Class Presentation	Spoke to Nassau Community College class about networking, mentoring, careers in media and current job opportunities.	Career Event	Katelin Tinley
12/1/2023	Cox Media Group Long Island "Day in the Life" Event	Hosted approximately 15 college/post grad students for a day to expose them to media, discuss careers in media, and recruit them for current job opportunities.	Career Event	Tianna Gratta, Christa Sferrazza, Mike Leavy