

**EEO Public File Report**

**Cox Media Group**

**WICZ-TV, Binghamton, NY**

**EEO Public File Report Part 1**

**Reporting Cycle: 12/01/2020 – 11/30/2021**

**Full-Time Positions Filled**

| <b>Requisition</b>       | <b>Date Opened</b> | <b>Start Date</b> | <b>Recruitment Source</b> | <b>Interviewed</b> | <b>Hired</b> |
|--------------------------|--------------------|-------------------|---------------------------|--------------------|--------------|
| <b>Sales Assistant</b>   | <b>1/1/2021</b>    | <b>1/28/2021</b>  | Indeed                    | 3                  | 1            |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |
| <b>Account Executive</b> | <b>1/1/2021</b>    | <b>2/1/2021</b>   | Internal Referral         | 1                  | 1            |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |
| <b>Anchor</b>            | <b>4/23/2021</b>   | <b>8/11/2021</b>  | YouTube                   | 2                  | 1            |
|                          |                    |                   | Cox Media Group           | 5                  | 0            |
|                          |                    |                   | tv.jobs                   | 1                  | 0            |
|                          |                    |                   | Twitter                   | 2                  | 0            |
|                          |                    |                   | Handshake                 | 1                  | 0            |
|                          |                    |                   | Internal Referral         | 1                  | 0            |
| <b>Anchor</b>            | <b>6/1/2021</b>    | <b>10/4/2021</b>  | Internal Referral         | 1                  | 1            |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |
|                          |                    |                   |                           |                    |              |

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**EEO Public File Report Part 2**

**Reporting Cycle: 12/01/2020 – 11/30/2021**

**Recruitment Sources Used for All Openings**

| <b>Recruitment Source</b>                          | <b>Contact</b>  | <b>Entitled to Notification</b> | <b># interviews</b> |
|--|---|---------------------------------|---------------------|
| Directly sourced by CMG Recruiter                  | CMG Recruiter   | N                               |                     |
| Indeed   | Internet Posting  | N                               |                     |
| Internet - www.indeed.com                          |   |                                 |                     |
| LinkedIn   | Internet Posting  | N                               |                     |
| Internet - www.linkedin.com                        |   |                                 |                     |
| Broadbean job distribution                         | CMG Recruiter   | N                               |                     |
| Circa  | State Job Boards/Diversity job boards<br>Internet Posting | N                               |                     |
| ZipRecruiter                                       | Internet Posting  | N                               |                     |
| Internet - www.ziprecruiter.com                    |   |                                 |                     |
| Cox Media Group or CMG Employee Network            | CMG career sites (internal/external)                      | N                               |                     |
| Penn State University                              | Robert Martin   | N                               | 0                   |
| SUNY Geneseo Career Services                       | Kim Wilcox  | N                               | 0                   |
| Buffalo State University Communications Department | Donna Shaffer   | N                               | 0                   |
| SUNY Cortland Career Services                      | Lynn Rogers   | N                               | 0                   |
| University of Scranton Job Placement               | Beth Holmes   | N                               | 0                   |
| NABET/ CWA   | Bill Murray   | N                               | 0                   |
| NYS Employment Center                              | Mike Puglisi  | N                               | 0                   |
| Broome-Tioga BOCES                                 | Laurie Hahl   | N                               | 0                   |
| Binghamton University Career Development           | Jullian Kroll   | N                               | 0                   |
| Greater Binghamton Chamber of Commerce             | Kathy Murphy  | N                               | 0                   |
| TV Jobs  | Internet  | N                               | 1                   |
| Ithaca College Career Services                     | John Fraccia  | N                               | 0                   |
| SUNY Broome  | LuAnn Nelson  | N                               | 0                   |
| University of Pittsburgh Career Services           | Barbara Juliussen   | N                               | 0                   |
| You Tube   | Internet- youtube.com                                     | N                               | 2                   |
| <a href="#">Handshake</a>                          | Internet- handshake.com                                   | N                               | 1                   |
| Twitter  | Internet- twitter.com                                     | N                               | 2                   |
| WICZ Website                                       | Internet- wicz.com  | N                               | 0                   |
| Internal Referrals                                 | CMG Employees   | N                               | 3                   |

Longer - Term Recruiting Initiatives

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EEO Public File Report Part 3

WICZ-TV Binghamton, NY

Reporting Cycle: 12/01/2020 – 11/30/2021

| No. | Date              | Initiative                      | Description   | Scope of Involvement | Personnel Involved |
|-----|-------------------|---------------------------------|---|----------------------|--------------------|
|     | December 27, 2021 | Job Fair                        | On December 27, 2021 the Employment Unit participated in the Project Homecoming Virtual Job Fair, which was sponsored by the Broome County Chamber of Commerce. The job fair was designed to attract college students who were home for the summer break. The station assisted in publicity by featuring news stories on the events. Due to a lack of openings and the pandemic, the Programming Director, an individual who has substantial responsibility in the making of hiring decisions, secured access to all of the attendees resumes.  | Participant          | Program Director   |
|     | Ongoing           | Training Program                | The Employment Unit, in cooperation with National Association of Broadcast Employees and Technicians (NABET) Local 26, has developed a training program for current personnel, designed to enable them to acquire skills that could qualify them for higher-level positions. Our recently hired news department anchors and or recently hired Commercial Producer received training in the program during the period covered by this report. The program is conducted by NABET personnel using WICZ-TV equipment, and teaches the technical skills required for advancement both inside and outside of the WICZ-TV employment unit. | Sponsored            | Chief Engineer     |
|     | Ongoing           | Cox Media Group/Circa Agreement | Cox Media Group has agreement to post all external job openings through Circa, which posts on state and diversity job boards.   | Broad Outreach       |                    |