

EEO Public File Report
Cox Media Group - WPXI, LLC (Pittsburgh)
04/01/2016 to 03/31/2017
Full-Time Positions Filled

No.	Full-Time Position	Position Title	Date Opened	Date Filled	Referral Source of Hiree	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	161448	Manager Sales	2/3/2016	4/1/2016	Cox Career Site	1-14, 16, 23	9	1
2	161953	Reporter	2/22/2016	8/17/2016	Referral - Employee Referral	1-13, 15, 16	2	2
3	161953			5/3/2016	Cox Career Site			
4	166188	Digital Content Producer	4/28/2016	8/1/2016	Cox Career Site	1-13, 15	4	1
5	166386	Business Development/Outside Sales Executive	4/27/2016	9/19/2016	Cox Career Site	1-13, 15, 23	12	2
6	166386			7/27/2016	Cox Career Site			
7	166576	Producer	5/4/2016	6/15/2016	Referral - Employee Referral	1-13, 15, 16	1	1
8	166805	Videographer/Producer/Editor	5/4/2016	6/27/2016	Cox Career Site	1-13, 15	4	1
9	166968	News Editor	5/5/2016	8/15/2016	Cox Career Site	1-13, 15, 16	5	1
10	168305	Executive Producer	6/8/2016	8/8/2016	Referral - Employee Referral	1-13, 15, 16	1	1
11	1614419	Producer	10/10/2016	1/25/2017	Cox Career Site	1-13, 15, 17	2	1
12	1618492	Account Executive	12/30/2016	1/30/2017	Referral - Employee Referral	1-13, 15-17	1	1
13	172720	News Editor	2/8/2017	3/2/2017	Cox Career Site	1-13, 15-17	1	1
14	1618587	Sports Anchor	1/3/2017	3/14/2017	Cox Career Site	1-13, 15-18	2	1

Recruitment Sources					
Cox Media Group - WPXI, LLC (Pittsburgh)					
April 1, 2016 - March 31, 2017					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Broadcast Employment Services PO Box 4116, Oceanside, CA, 92052 www.tvjobs.com	Phone: (800) 374-0119	info@tvjobs.com		N
2	Westminster College 319 South Market Street, New Wilmington, PA, 16172	Contact: Jennifer Hough Phone: (724) 946-7339	houghja@westminster.edu		N
3	Talent Dynamics 600 Las Colinas Blvd., Suite 100, Irving, TX, 75039	Contact: Julie Pumphrey Phone: (214) 640-3180	pumphrey@talentdynamics.com		N
4	Point Park University - Career Development Center Point Park University, Room 538 West Penn, 201 Wood Street, Pittsburgh, PA, 15222	Contact: Angela Scaramucci Phone: (412) 392-3978 Mobile: (412) 606-0543	ascaramucci@pointpark.edu		Y
5	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		25	N
6	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
7	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
8	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		7	N
9	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
10	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
11	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		2	N
12	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N

13	Recruit Military	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
	Internet/Intranet - www.recruitmilitary.com				
14	Direct Employers (up through May 2016)	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
	Internet/Intranet - www.my.jobs				
15	America's Job Exchange (May 2016 - on-going)	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
	Internet/Intranet - www.americasjobexchange.com				
16	Employee Referrals	Referrals from current Employees		7	N
17	New Horizons Computer Learning Center (requested notification December 2016)	Contact: Nicholas Azzarone	nick.azzarone@nhls.com		Y
	24 Albion Rd., Suite 230, Lincoln, RI 02865	Phone: (401) 633-3208			
18	Syracuse University (OrangeLink)	Contact: Sue Casson	Username: selena.ruth@coxinc.com ;		N
	900 South Crouse Ave., Syracuse, NY, 13244	Phone: (315) 443-9093	Password: jobposting		
	https://syr-csm.symplicity.com/employers/				
19	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
	Internet/Intranet - www.zerochaos.com	Phone: (407) 770-6161			
	420 S. Orange Ave. Suite 600, Orlando, FL 32801				
20	Agency - Talent Dynamics	Placement Agency			N
	Internet/Intranet - www.talentedynamics.com	Phone: (214) 640-3139			
	600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039				
21	Dice	Internet Posting			N
	Internet/Intranet - www.dice.com				
22	Careerbuilder	Internet Posting			N
	Internet/Intranet - www.careerbuilder.com				
23	LinkedIn	Internet Posting		3	N
	Internet/Intranet - www.linkedin.com				
24	TVJobs	Internet Posting			N
	Internet/Intranet - www.tvjobs.com				
25	TAOnline	Internet Posting			N
	Internet/Intranet - www.taonline.com	September 2016 - November 2016			

Longer - Term Recruiting Initiatives					
Cox Media Group - WPXI, LLC (Pittsburgh)					
April 1, 2016 - March 31, 2017					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	April 1, 16 - on going	Diverse Job Bank Career Listings	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	Ongoing	College Level Internship Program	Station exposes Interns to all facets of operation in various departments.	Exposure to all areas of the operation gives a solid overview and education of operation & organization.	News, Sales, Promotion, Programming Departments
3	Ongoing	News Photographer/Editor Trainee Program	Photographer/Editor Trainee is hired part-time	Trainee is taught news gathering photography & editing techniques and how to use equipment. Most recent Part-Time Photographer/Editor Trainee was hired as Full-Time Editor.	News Photographers, Editors & Management
4	Ongoing	Training	WPXI Leadership Training	Station sends Department Head and middle managers to Cox and CMG for leadership and diversity training.	WPXI Management Personnel
5	9/15/2015 and Continuing on Ongoing Basis	Cox Media Group Diversity & Inclusion Training	Mandatory CMG Diversity & Inclusion Training for every employee.	Four hour, mandatory training in diversity & inclusion by a professional facilitator is required for every station staff member.	All Staff Members who up to that point had not taken the D&I training previously.
6	Ongoing	Big Brother's Big Sister's "Be a Middle School Mentor"	As a "Big" for a Brookline Middle Schooler there is an opportunity to not only about starting a friendship, providing guidance and inspiring them to reach their potential to develop more positive attitudes toward school, achieve higher grades and improve their relationships with both adults & their peers, but also to provide information about the broadcast industry as a possible future career.	"Big Sister"	Marlisa Goldsmith
7	Ongoing	National Council of Jewish Women Children's Waiting Rooms at the Courthouse	NCJW The Children's Rooms in the courts serve hundreds of children each month, both from families with court business and jurors, at no cost to parents. Since 2001, the Rooms have provided almost 60,000 children with a safe haven removed from the stress and difficulties of the courtroom. This is the only such service in the country run by a non-profit.	Volunteer	Marlisa Goldsmith
8	4/5/2016	Pittsburgh Professional & Technology Diversity Career Fair	Represented WPXI at event designed to give diverse professionals a chance to network, socialize and increase career success by engaging industry employers and making quality connections to help build a solid network of professionals who value diversity. Discussed broadcast industry, WPXI & CMG career opps w/ Fair participants; collected resumes and distributed to appropriate station department heads after the event.	Presenters	Georgiann Roman, Jenni Fitzgerald
9	4/7/2016	Reaching out to area organizations with Cox employment opportunities	Contacted Pittsburgh Metropolitan Area Hispanic Chamber of Commerce and African American Chamber of Commerce of Western Pennsylvania promoting recruitment through https://jobs.coxenterprises.com/job/	Letter Author	Maureen O'Connor
10	4/13/2016	Engaging Pittsburgh's Media Workshop	The Pittsburgh Human Resources Association initiated the People Do Matter Awards 15 years ago; the celebration focuses on recognizing innovative H.R. practices at organizations throughout the region and this year the Association put a fresh take on the campaign with a Media Workshop in which WPXI participated explaining the benefits of Cox Media Group employment. Elizabeth Lamping is the Executive Director of the Pittsburgh Human Resources Association.	Panelist	Jonas Chaney

11	4/18/2016	Station Tour	Community College of Allegheny County (10 students) exposed to broadcasting environment with focus on WPXI news studio including opportunity to stand at chroma key and read teleprompter. Also answered questions about local news gathering and the news industry. Dr. Patrick McGuire, CCAC contact.	Presenter, Tour Leader	Stephen Cropper
12	4/23/2016	Station Tour	Montour School District Girl Scouts (12-16 yrs old) exposed to broadcasting environment	Tour Leader	Damian Catanza
13	4/23/16	Station Tour	A Girl Scout troop from the Pittsburgh area visited and toured the station to learn more about journalism careers and how broadcast operations work.	Presenter, Tour Leader	Brittney McGraw
14	7/21/16	Station Tour	25 UPMC and Gatesman Agency interns exposed to broadcasting environment	Presenter, Tour Leader	Barb Gallagher
15	7/21/16	Station Tour	Gwen's Girls, an organization that works to empower and improve the lives of young women in Allegheny County, visited and toured the station to learn more about journalism careers and broadcast operations. WPXI offered two internships through the City of Pittsburgh Learn and Earn Program, but no candidates took us up on it.	Presenters, Tour Leaders	Brittney McGraw, Marlisa Goldsmith
16	7/30/16	Frank Bolden Urban Journalism Workshop	The Frank Bolden Urban Journalism Workshop was created to introduce young people to journalism and inspire them to consider careers in the field. The residential program held July 30-Aug. 6, 2016, at Point Park University.	Career Panelist/Mentor	Brittney McGraw
17	08/05/16	WPXI Bring Your Child to Work Day	The children of staff visited the station for a tour, discussion on the questions to answer for a story, and a presentation on business operation.	Presenter, Tour Leader	Maureen O'Connor
18	08/26/16	Station Tour	Yerger High School Alumni (35 people) exposed to broadcasting environment	Presenters, Tour Leaders	Kim Connolly, Maureen O'Connor
19	09/13/16	#MediaPioneers Morning Panel	Point Park University Center for Media Innovation Kickoff - Ted's presentation focused on the way people consume News stories through Apps, Twitter, Facebook, websites and such, as well as on TV and producing news on many platforms/screens; also, newsgathering with drones, VR, etc. and defining innovation. "People don't come to you for content anymore, you must deliver it to them." http://www.pointpark.edu/news-communication/daylong-events-kickoff-opening-of-point-park-universitys-center-for-media-innovation-sept-13	Panelist	Ted Achladis
20	09/29/16	Guest Speaker at La Roche College	Delivered a presentation on Sports Advertising to a Sports and Media class at La Roche College	Guest Presenter	Darren Moore
21	10/01/16	5-Person Panel of TV & Radio journalists addressing 15-20 Point Park University students arranged by PPU Production Facilities Manager & Adjunct Instructor, Paul Coatsworth.	Presentation to Point Park University students about the industry and what it takes to get in it and stay in it.	Panelist	David Johnson
22	10/03/16	Connecting with Communities	Penny Baer and a half dozen young adult program participants visited WPXI.	Tour Leader	Maureen O'Connor
23	10/17/16	Station Tour	7 Career Training Academy students exposed to broadcasting environment with focus on customer service (viewers, advertising clients, co-workers).	Presenter, Tour Leader	Maureen O'Connor
24	10/21/16	WPXI Open House for one dozen Robt. Morris University Students	RMU Sentry Media, the converged student-run media program at RMU, came to the station and were addressed by WPXI staff to cover every aspect of newsgathering and production at the station.	Tour Leaders and Presenters in multiple areas: NCR, BOC, Production Studio, Graphics, Web, News Photog/Editor	Georgiann Roman, Jenni Fitzgerald, Brian Blazejewski, Otto Schellin, JC Smith, Shelley Rodgers, Maureen O'Connor, Lisa Sylvester, Stephen Cropper, Susie Toma, Lauren McFadden
25	10/26/16	Manchester Academic Charter School Bullying Prevention Awareness Day	Address students about the importance of learning conflict resolution skills and how to honor individual diversity.	Reader	Marlisa Goldsmith
26	11/01/16	Urban Academy of Greater Pittsburgh	Dr. Gail Edwards, the Urban Academy of Greater Pittsburgh's principal and CEO, invited WPXI's Community Affairs Director to address students about careers in the communications industry.	Presenter	Jonas Chaney

27	11/06/16	Robt. Morris University class project	As part of a class project WPXI Staff Member was interviewed by student James Coulibaly Robert Morris University, Communications Major RMU Live, volunteer cameraman RMU Sentry Media, Multimedia photographer Disaster Restoration Services, Driver/helper Jocst937@mail.rmu.edu	Interviewee provided a detailed overview of the life cycle of the commercial broadcasting station, importance of delivering news on various platforms, role of journalists, employment opportunities beyond on-air reporting.	Maureen O'Connor
28	11/08/16	Media Seminar, "Crossing Fences"	WPXI Panelist at media seminar for participants and supporters of "Crossing Fences," a neighborhood-based oral history initiative begun in 2012 designed to connect generations of African American boys, youth and men through conversation. Thirty-four youth were chosen to take part in the inaugural project. They archived and celebrated these connections by creating multimedia publications. Invited by Larry Berger, the executive director of SLB Radio Productions and Multimedia Specialist Chanessa Schuler	Panelist	Jonas Chaney
29	11/09/16	Kingsley Association Job Fairs	The Kingsley Association in the East end of Pittsburgh provides a variety of programs to neighborhood residents in East Liberty, Larimer, and other East End communities. WPXI was represented at jobs fair; invited by Malik Bankston, the Executive Director of the Kingsley Assoc.	Employer Representative	Jonas Chaney
30	11/20/16	Robt. Morris University class project	As part of a class project WPXI Staff Member was interviewed by student Delaney Hassell, News Manager, RMU Sentry Media Secretary, Society for Collegiate Journalists RMU Chapter Cohort Member, Women's Leadership and Mentorship Program Ambassador, RMU Colonial Ambassadors dmhst287@mail.rmu.edu	Interviewee provided a detailed overview of the life cycle of the commercial broadcasting station, importance of delivering news on various platforms, role of journalists, employment opportunities beyond on-air reporting.	Maureen O'Connor
31	12/2/16	Station Tour	Pittsburgh Film Office (2 guests) exposed visitors to broadcasting environment with particular focus on Studio 11 production.	Presenter, Tour Leader	Charles Zvirman
32	12/6/16	Station Tour	A dozen Cox Automotive Group staff exposed to broadcasting environment	Tour Leader	Maureen O'Connor
33	1/9/17	Station Tour	Thomas Jefferson High School (24 students) exposed to broadcasting environment	Tour Leader	Maureen O'Connor
34	1/13/17	Station Tour	PMI (5 guests) exposed visitors to broadcasting environment with particular focus on Studio 11 production.	Presenter, Tour Leader	Charles Zvirman
35	1/18/17	Station Tour	Shaler Elementary (12 students) exposed to broadcasting environment	Tour Leader	Maureen O'Connor
36	02/11/17	Alpha Kappa Alpha ASCEND Program	The AKA Ascend Program is an enrichment program that aims to educate, engage and assist middle and high school students. WPXI anchor and reporter Brittny McGraw talked with program participants about careers in journalism and gave a presentation on public speaking.	Presenter	Brittny McGraw
37	03/02/17	"Read Across America" Event	The annual "Read Across America" Day is a nationwide reading celebration. Schools and community centers across the country invite community leaders in to read books and share information with students about their careers.	Guest Reader at Whitehall Elementary	Brittny McGraw
38	03/17/17	Station Tour	Girl Scout Troop 16124 visited the station; these half dozen middle school students were exposed to broadcasting environment	Tour Leader	Julie Ellis Jena
39	03/22/17	WPXI Open House for LaRoche College students	LaRoche College students came to the station and were addressed by several WPXI staff members to expose them to every aspect of newsgathering at the station with particular focus on the Digital Marketing and Sales aspects of the broadcasting industry.	Presenters, Tour Leaders	Susie Toma, Lisa Conway, Shelley Rodgers, Karen Lah, Brian Wezowicz, Maureen O'Connor
40	03/24/17	City of Pittsburgh Equal Opportunity Review Commission	WPXI panelist explored how WPXI could get involved with the EORC initiatives during a three-hour workshop to help female minority entrepreneurs acquire certification. Jessica Bellas is the EORC Commissioner Vice Chairperson and Ricardo Williams, Manager of Equity and Inclusion with the city's Bureau of Neighborhood Empowerment.	Panelist	Jonas Chaney