

**EEO Public File Report  
COX MEDIA GROUP - BOSTON TELEVISION  
WFXT-TV  
December 1, 2014 through November 30, 2015**

**Full-time Positions Filled**

| Position Requisition # | Position Title            | Date Open  | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)* | Number Interviewed | Number Hired | Hiring Source |
|------------------------|---------------------------|------------|-------------|--|--------------------|--------------|---------------|
| 149593                 | Master Control Operator   | 9/26/2014  | 12/7/2014   | 34, 35, 36, 38, 46, 47, 48, 56, 57, 60   | 12                 | 1            | 36            |
| 149593                 | Master Control Operator   | 9/26/2014  | 12/9/2014   | 34, 35, 36, 38, 46, 47, 48, 56, 57, 60   | See above          | 1            | 56            |
| 149593                 | Master Control Operator   | 9/26/2014  | 12/16/2014  | 34, 35, 36, 38, 46, 47, 48, 56, 57, 60   | See above          | 1            | 34            |
| 149587                 | Design Director           | 9/26/2014  | 12/19/2014  | 34, 35, 36, 46, 47, 48, 51, 56, 57, 58, 59, 61   | 13                 | 1            | 34            |
| 149592                 | Sr. Graphic Designer      | 9/26/2014  | 3/4/2015    | 34, 35, 36, 37, 38, 39, 44, 46, 47, 48, 49, 50, 53, 56, 58, 59, 60                                     | 15                 | 1            | 34            |
| 149590                 | Graphic Designer          | 9/26/2014  | 3/30/2015   | 34, 35, 36, 38, 39, 41, 46, 47, 48, 50, 52, 56, 57, 59, 60, 61, 66, 67                                 | 3                  | 1            | 36            |
| 149590                 | Graphic Designer          | 9/26/2014  | 4/13/2015   | 5, 34, 35, 36, 38, 39, 41, 46, 47, 48, 50, 52, 56, 57, 59, 60, 61, 66, 67                              | See above          | 1            | 34            |
| 1411316                | Sports Director           | 10/30/2014 | 4/8/2015    | 34, 35, 36, 38, 46, 47, 48, 56, 57, 58, 59, 60, 63, 67   | 1                  | 1            | 35            |
| 1411317                | Producer                  | 10/30/2014 | 12/1/2014   | 34, 35, 36, 46, 47, 48, 56, 58, 60, 61   | 3                  | 1            | 34            |
| 1411317                | Producer                  | 10/30/2014 | 12/15/2014  | 34, 35, 36, 46, 47, 48, 56, 58, 60, 61   | See above          | 1            | 34            |
| 1411317                | Producer                  | 10/30/2014 | 1/5/2015    | 34, 35, 36, 46, 47, 48, 56, 58, 60, 61   | See above          | 1            | 61            |
| 1411318                | Director News Technology  | 10/31/2014 | 4/22/2015   | 34, 35, 36, 46, 47, 48, 49, 56, 59, 61, 64   | 8                  | 1            | 34            |
| 1411387                | Reporter                  | 11/3/2014  | 1/26/2015   | 34, 35, 36, 46, 47, 48, 54, 56, 57, 59, 60, 61   | 3                  | 1            | 34            |
| 1411387                | Reporter                  | 11/3/2014  | 2/18/2015   | 34, 35, 36, 46, 47, 48, 54, 56, 57, 59, 60, 61   | See above          | 1            | 35            |
| 1411387                | Reporter                  | 11/3/2014  | 3/9/2015    | 34, 35, 36, 46, 47, 48, 54, 56, 57, 59, 60, 61   | See above          | 1            | 59            |
| 1411806                | Account Executive         | 11/14/2014 | 6/8/2015    | 34, 35, 36, 39, 46, 47, 48, 49, 50, 56, 57, 59, 60, 61, 64, 65, 70                                     | 31                 | 1            | 60            |
| 1411806                | Account Executive         | 11/14/2014 | 8/17/2015   | 1-33, 34, 35, 36, 39, 46, 47, 48, 49, 50, 56, 57, 59, 60, 61, 64, 65, 70                               | See above          | 1            | 59            |
| 1413316                | Traffic Anchor            | 12/9/2014  | 1/19/2015   | 34, 35, 36, 38, 40, 46, 47, 48, 56, 60   | 1                  | 1            | 34            |
| 1413440                | Chief Photographer        | 12/8/2014  | 1/26/2015   | 34, 35, 36, 43, 46, 47, 48, 54, 56, 60   | 3                  | 1            | 57            |
| 1414427                | Executive Producer        | 12/22/2014 | 8/26/2015   | 1-33, 34, 35, 36, 46, 47, 48, 56, 57, 59, 60   | 1                  | 1            | 34            |
| 1414428                | Reporter/Anchor           | 12/22/2014 | 1/19/2015   | 34, 35, 46, 47, 48, 56, 57, 59, 60   | 1                  | 1            | 59            |
| 1414561                | Photographer              | 12/23/2014 | 1/26/2015   | 34, 36, 46, 47, 48, 56, 60   | 1                  | 1            | 34            |
| 1414636                | Senior Producer           | 1/7/2015   | 3/4/2015    | 35, 36, 46, 47, 48, 49, 56, 57, 60   | 1                  | 1            | 35            |
| 152036                 | Producer                  | 2/6/2015   | 3/30/2015   | 35, 36, 46, 47, 48, 50, 56, 58, 60   | 2                  | 1            | 35            |
| 154567                 | Digital Content Manager   | 3/23/2015  | 9/17/2015   | 1-33, 34, 35, 36, 38, 46, 47, 48, 53, 54, 55, 56, 57, 59, 60, 61, 63, 68                               | 6                  | 1            | 57            |
| 155062                 | Manager Sales             | 4/1/2015   | 4/13/2015   | 34, 36, 46, 47, 48, 56   | 1                  | 1            | 34            |
| 155169                 | Manager National Sales    | 4/2/2015   | 4/13/2015   | 34, 36, 46, 47, 48   | 1                  | 1            | 34            |
| 155071                 | Digital Sales Manager     | 4/6/2015   | 10/5/2015   | 1-33, 34, 38, 46, 47, 48, 49, 51, 56, 59, 60, 62   | 9                  | 1            | 60            |
| 155695                 | Sales Assistant Sr.       | 4/14/2015  | 4/28/2015   | 34, 35, 46, 47, 48, 56   | 1                  | 1            | 34            |
| 155655                 | Sales Assistant           | 4/15/2015  | 5/28/2015   | 35, 36, 38, 42, 46, 47, 48, 54, 56, 60   | 5                  | 1            | 56            |
| 155655                 | Sales Assistant           | 4/15/2015  | 7/8/2015    | 35, 36, 38, 42, 46, 47, 48, 54, 56, 60   | See above          | 1            | 35            |
| 156039                 | Digital Content Producer  | 4/21/2015  | 6/8/2015    | 35, 36, 46, 47, 48, 49, 56   | 3                  | 1            | 35            |
| 158407                 | Producer                  | 6/1/2015   | 8/30/2015   | 1-33, 34, 35, 46, 47, 48, 56, 57, 60, 63, 69   | 3                  | 1            | 69            |
| 158407                 | Producer                  | 6/1/2015   | 8/31/2015   | 1-33, 34, 35, 46, 47, 48, 56, 57, 60, 63, 69   | See above          | 1            | 34            |
| 158154                 | Master Control Operator   | 6/8/2015   | 10/19/2015  | 1-33, 34, 35, 46, 47, 48, 56, 59   | 9                  | 1            | 59            |
| 158419                 | Broadcast Director        | 6/10/2015  | 10/19/2015  | 1-33, 35, 46, 47, 48, 56, 59, 60   | 6                  | 1            | 59            |
| 159532                 | Master Control Supervisor | 6/19/2015  | 9/28/2015   | 1-33, 34, 35, 46, 47, 48, 50, 56, 57, 60, 63   | 6                  | 1            | 34            |
| 1510446                | Web Content Producer      | 7/8/2015   | 9/14/2015   | 1-33, 34, 35, 36, 45, 46, 47, 48, 56, 57, 60, 61, 68   | 2                  | 1            | 60            |
| 1511531                | Account Executive         | 7/24/2015  | 8/10/2015   | 1-33, 34, 35, 36, 46, 47, 48, 56, 60, 65   | 5                  | 1            | 65            |
| 1511531                | Account Executive         | 7/24/2015  | 8/17/2015   | 1-33, 34, 35, 36, 46, 47, 48, 56, 60, 65   | See above          | 1            | 60            |
| 1511531                | Account Executive         | 7/24/2015  | 9/8/2015    | 1-33, 34, 35, 36, 46, 47, 48, 56, 60, 65   | See above          | 1            | 34            |
| 158405                 | Photographer              | 9/23/2015  | 10/27/2015  | 1-33, 35, 46, 47, 48, 56   | 3                  | 1            | 35            |
| 1514153                | Investigative Reporter    | 9/15/2015  | 11/30/2015  | 1-33, 35, 46, 47, 48, 71   | 1                  | 1            | 71            |
| 1514979                | Marketing Coordinator     | 9/30/2015  | 11/9/2015   | 1-33, 34, 46, 47, 48, 49, 56, 60   | 5                  | 1            | 34            |

TOTALS:

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**COX MEDIA GROUP - BOSTON TV**  
**WFXT-TV**  
**December 1, 2014 - November 30, 2015**

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

**CMG - BOSTON EEO RECRUITMENT SOURCE MAILING LIST**

| #  | Recruiting Source   | Contact Information   | Notification   | Total Interviewed | Total Hired | Entitled to Notification |
|----|---|---|--|-------------------|-------------|--------------------------|
| 1  | <b>American International College</b><br>1000 State Street<br>Springfield MA, 01109                             | Contact: Jay Marshall<br>Phone: (413) 205-3263  | <a href="mailto:jmarshall@aic.edu">jmarshall@aic.edu</a>   | 0                 | 0           | No                       |
| 2  | <b>Assumption College</b><br>500 Salisbury Street<br>Worcester MA, 01609  | Contact: Nikki Diorio<br>Phone: (608) 767-7078  | <a href="mailto:nmdiorio@assumption.edu">nmdiorio@assumption.edu</a>   | 0                 | 0           | No                       |
| 3  | <b>Bentley University</b><br>175 Forest Street<br>Waltham MA, 02452   | Contact: Janet Kenney<br>Phone: (781) 891-2442<br>Contact: Jeanne DiBona<br>Phone: (781) 891-2164     | <a href="mailto:jkenney@bentley.edu">jkenney@bentley.edu</a><br><a href="mailto:jdibona@bentley.edu">jdibona@bentley.edu</a>                     | 0                 | 0           | No                       |
|    |   | Contact: Amanda Helfand<br>Phone: (781) 891-2155  | <a href="mailto:ahelfand@bentley.edu">ahelfand@bentley.edu</a>   |                   |             | No                       |
| 4  | <b>Boston College</b><br>38 Commonwealth Ave.<br>Chestnut Hill MA, 02467  | Contact: Louis Gaglino<br>Phone: (617) 552-3633   | <a href="mailto:louis.gaglino@bc.edu">louis.gaglino@bc.edu</a>   | 0                 | 0           | No                       |
| 5  | <b>Boston University</b><br>640 Commonwealth Ave.<br>Boston MA, 02215   | Contact: Joyce Rogers<br>Phone: (617) 353-3490  | <a href="mailto:jrogers@bu.edu">jrogers@bu.edu</a>   | 0                 | 0           | No                       |
| 6  | <b>Bridgewater State University</b><br>Career Services Office, Rondileau Campus Center,<br>Bridgewater MA 02325 | Contact: Laurent Troland<br>Phone: (508) 531-1328<br>Fax: (508) 531-6119                              | <a href="mailto:Laurent.Troland@bridgew.edu">Laurent.Troland@bridgew.edu</a>   |                   |             | No                       |
|    |   | Contact: Diane Bell<br>Phone: (508) 531-2632<br>Contact: Juliana Horton<br>Phone: (508)531-2632       | <a href="mailto:diane.bell@bridgew.edu">diane.bell@bridgew.edu</a><br><a href="mailto:juliana.horton@bridgew.edu">juliana.horton@bridgew.edu</a> | 0                 | 0           | No                       |
| 7  | <b>Bryant University</b><br>1150 Douglas Pike<br>Smithfield RI, 02917   | Contact: Patricia Miernicki<br>Phone: (401) 232-6539  | <a href="mailto:pmiernic@bryant.edu">pmiernic@bryant.edu</a>   | 0                 | 0           | No                       |
| 8  | <b>Bunker Hill Community College</b><br>250 New Rutherford Avenue, Lifemap E235G<br>Boston MA, 02129-2925       | Contact: Ann Elizabeth Diclemente<br>Phone: (617) 228-2230  | <a href="mailto:aediclem@bhcc.mass.edu">aediclem@bhcc.mass.edu</a>   | 0                 | 0           | No                       |
| 9  | <b>Connecticut School of Broadcasting</b><br>73 TV Place<br>Needham MA, 02494                                   | Contact: Sonig Varadian<br>Phone: (781) 559-0005  | <a href="mailto:svaradian@qocsb.com">svaradian@qocsb.com</a>   | 0                 | 0           | No                       |
| 10 | <b>Curry College</b><br>1071 Blue Hill Ave.<br>Milton MA, 02186   | Contact: Kerrie Aborn<br>Phone: (617) 333-2294  | <a href="mailto:kaborn@curry.edu">kaborn@curry.edu</a>   | 0                 | 0           | No                       |
| 11 | <b>Emerson College</b><br>120 Boylston Street<br>Boston MA, 02116   | Contact: Blaine Butler<br>Phone: (617) 824-8586   | <a href="mailto:blaine_butler@emerson.edu">blaine_butler@emerson.edu</a>   | 0                 | 0           | No                       |
| 12 | <b>Emmanuel College</b><br>400 The Fenway<br>Boston MA, 02115   | Contact: Tracy Clingingsmith<br>Phone: (617) 975-9013<br>Phone: (617) 735-9930                        | <a href="mailto:clingingsmith@emmanuel.edu">clingingsmith@emmanuel.edu</a>   | 0                 | 0           | No                       |
| 13 | <b>Endicott College</b><br>376 Hale Street<br>Beverly MA, 01915   | Contact: Brenda Campbell<br>Phone: (978) 816-7619   | <a href="mailto:bcampbel@endicott.edu">bcampbel@endicott.edu</a>   | 0                 | 0           | No                       |
| 14 | <b>Fisher College</b><br>118 Beacon Street<br>Boston MA, 02116  | Contact: Lauren Merriam<br>Phone: (617) 670-4526<br>Contact: Barbara Zerillo<br>Phone: (617) 236-8838 | <a href="mailto:lmerriam@fisher.edu">lmerriam@fisher.edu</a><br><a href="mailto:bzerillo@fisher.edu">bzerillo@fisher.edu</a>                     | 0                 | 0           | No                       |
| 15 | <b>Fitchburg State University</b>   | Contact: Erin Kelleher  | <a href="mailto:ekelleher@fitchburgstate.edu">ekelleher@fitchburgstate.edu</a>   |                   |             | No                       |

|    |  |   |  |                          |                    |    |
|----|--|---|--|--------------------------|--------------------|----|
|    | 160 Pearl Street<br>Fitchburg MA, 01420  | Phone: (978) 665-3150<br>Contact: Charles Sides<br>Phone: (978) 665-3260  | <a href="mailto:csides@fitchburgstate.edu">csides@fitchburgstate.edu</a>   | 0                        | 0                  | No |
| 16 | <b>Framingham State University</b><br>100 State Street<br>Framingham MA, 01702                   | Contact: Jill Gardosik<br>Phone: (508) 626-4625   | <a href="mailto:jgardosik@framingham.edu">jgardosik@framingham.edu</a>   | 0                        | 0                  | No |
| 17 | <b>Franklin Pierce University</b><br>40 University Drive<br>Rindge NH, 03461                     | Contact: Rosemary Nichols<br>Phone: (603) 899-4045  | <a href="mailto:nicholm@franklinperce.edu">nicholm@franklinperce.edu</a>   | 0                        | 0                  | No |
| 18 | <b>Holy Cross College</b><br>1 College Street<br>Worcester MA, 01610                             | Contact: Rebecca Houle<br>Phone: (508) 793-3880   | <a href="mailto:rhoule@holycross.edu">rhoule@holycross.edu</a>   | 0                        | 0                  | No |
| 19 | <b>Ithaca College</b><br>953 Danby Road<br>Ithaca NY, 14850                                      | Contact: John Fracchia<br>Phone: (607) 274-3365   | <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a>   | 0                        | 0                  | No |
| 20 | <b>Lasell College</b><br>1844 Commonwealth Ave.<br>Auburndale MA, 02466                          | Contact: Sarah Burrows<br>Phone: (617) 243-2394   | <a href="mailto:sburrows@lasell.edu">sburrows@lasell.edu</a>   | 0                        | 0                  | No |
| 21 | <b>Lyndon State College</b><br>1001 College Road<br>Lyndonville VT, 05851                        | Contact: Tim Lewis<br>Phone: (802) 626-6209   | <a href="mailto:Timothy.Lewis@lsc.vsc.edu">Timothy.Lewis@lsc.vsc.edu</a>   | 0                        | 0                  | No |
| 22 | <b>Massachusetts Broadcasters Association</b><br>43 Riverside Ave., PMB 401<br>Medford MA, 02155 | Contact: Jordan Walton<br>Phone: (800) 471-1875   | <a href="mailto:jordan@massbroadcasters.org">jordan@massbroadcasters.org</a>   | 0                        | 0                  | No |
| 23 | <b>Massasoit Community College</b><br>One Massasoit Boulevard<br>Brockton MA, 02302              | Contact: Kathy Pryles<br>Phone: (508) 588-9100, ext. 1407<br>Contact: Tuull McElroy<br>Phone: (508) 588-9100, ext. 1020 | <a href="mailto:kpryles@massasoit.mass.edu">kpryles@massasoit.mass.edu</a><br><a href="mailto:tmcelrov@massasoit.mass.edu">tmcelrov@massasoit.mass.edu</a> | 0                        | 0                  | No |
| 24 | <b>Merrimack College</b><br>315 Turnpike Street<br>North Andover MA, 01845                       | Contact: Amanda Brian<br>Phone: (978) 837-5480  | <a href="mailto:briana@merrimack.edu">briana@merrimack.edu</a>   | 0                        | 0                  | No |
| 25 | <b>Middlesex Community College</b><br>591 Springs Road<br>Bedford MA, 01730                      | Contact: Karen James<br>Phone: (781) 280-3639   | <a href="mailto:jamesk@middlesex.mass.edu">jamesk@middlesex.mass.edu</a>   | 0                        | 0                  | No |
| 26 | <b>Mount Ida College</b><br>777 Dedham Street<br>Newton MA, 02347                                | Contact: Jessica Pike<br>Phone: (617) 928-4611  | <a href="mailto:jpikem@mountida.edu">jpikem@mountida.edu</a>   | 0                        | 0                  | No |
| 27 | <b>Northeastern University</b><br>360 Huntington Ave.<br>Boston MA, 02115                        | Contact: Christine Hathaway<br>Phone: (617) 373-2309  | <a href="mailto:c.hathaway@neu.edu">c.hathaway@neu.edu</a>   | 0                        | 0                  | No |
| 28 | <b>Regis College</b><br>235 Wellesley Street<br>Weston MA, 02493                                 | Contact: Susan Kennedy<br>Phone: (781) 768-7271   | <a href="mailto:susan.kennedy@regiscollege.edu">susan.kennedy@regiscollege.edu</a>   | 0                        | 0                  | No |
| 29 | <b>Salem State University</b><br>352 Lafayette Street<br>Salem MA, 01970                         | Contact: Josue Flores<br>Phone: (978) 542-6407  | <a href="mailto:jflores@salemstate.edu">jflores@salemstate.edu</a>   | 0                        | 0                  | No |
| 30 | <b>Simmons College</b><br>300 Fenway<br>Boston MA, 02115   | Contact: Doug Eisenhart<br>Phone: (617) 521-2481  | <a href="mailto:douglas.eisenhart@simmons.edu">douglas.eisenhart@simmons.edu</a>   | 0                        | 0                  | No |
| 31 | <b>Stonehill College</b><br>320 Washington Street<br>North Easton MA, 02357                      | Contact: Kristine Shastas<br>Phone: (508) 565-1134  | <a href="mailto:kshastas@stonehill.edu">kshastas@stonehill.edu</a>   | 0                        | 0                  | No |
| 32 | <b>Suffolk University</b><br>73 Tremont Street, 11th Floor<br>Boston MA, 02108                   | Contact: Laura Marchant<br>Phone: (617) 573-8480<br>Fax: (617) 573-8752   | <a href="mailto:lmarchant@suffolk.edu">lmarchant@suffolk.edu</a>   | 0                        | 0                  | No |
| 33 | <b>University of New Hampshire</b><br>105 Main Street<br>Durham NH, 03824                        | Contact: Krystal Hicks<br>Phone: (603) 862-5086   | <a href="mailto:krystal.hicks@unh.edu">krystal.hicks@unh.edu</a>   | 0                        | 0                  | No |
|    | <b>Other Sources</b>   |   |  | <b>Total Interviewed</b> | <b>Total Hired</b> |    |
| 34 | Employee/Client/Colleague/Agency Referrals   |   |  | 42                       | 19                 |    |
| 35 | Cox Career Website   |   |  | 18                       | 7                  |    |
| 36 | Cox Enterprises Website  |   |  | 12                       | 2                  |    |

|    |   |  |  |    |   |  |
|----|---|--|--|----|---|--|
| 37 | Job Board - Beyond.com                          |  |  |    |   |  |
| 38 | Job Board - DE - Massachusetts                  |  |  | 1  |   |  |
| 39 | Job Board - DE - Simply Hired                   |  |  |    |   |  |
| 40 | Job Board - DE Illinois                         |  |  |    |   |  |
| 41 | Job Board - DE Texas                            |  |  |    |   |  |
| 42 | Job Board - DE Georgia                          |  |  |    |   |  |
| 43 | Job Board - DE - IMDiversity                    |  |  |    |   |  |
| 44 | Job Board - DE - US.JOBS                        |  |  |    |   |  |
| 45 | Job Board - DE - mass-it.jobs                   |  |  |    |   |  |
| 46 | Job Board - Direct Employers                    |  |  |    |   |  |
| 47 | Job Board - Diversity Inc                       |  |  |    |   |  |
| 48 | Job Board - Recruit Military                    |  |  |    |   |  |
| 49 | Job Board - Glassdoor                           |  |  | 1  |   |  |
| 50 | Job Board - Career Builder                      |  |  | 1  |   |  |
| 51 | Job Board - The Ladders                         |  |  |    |   |  |
| 52 | Job Board - NACElink                            |  |  |    |   |  |
| 53 | Job Board - HotJobs.com                         |  |  |    |   |  |
| 54 | Job Board - Career Builder (Cox Communications) |  |  | 1  |   |  |
| 55 | Job Board - Monster.com                         |  |  |    |   |  |
| 56 | Job Board - Indeed.com                          |  |  | 39 | 2 |  |
| 57 | Job Board - Other Job Board                     |  |  | 3  | 2 |  |
| 58 | Job Board - Simply Hired                        |  |  | 3  |   |  |
| 59 | Directly Sourced by Cox Recruiter               |  |  | 15 | 4 |  |
| 60 | Social Network - Linked In                      |  |  | 19 | 4 |  |
| 61 | Social Network - Other Networking Site          |  |  | 3  | 1 |  |
| 62 | Social Network - Twitter                        |  |  |    |   |  |
| 63 | Job Board - Career Builder (Cox Media Group)    |  |  | 1  |   |  |
| 64 | Other - MediaBistro                             |  |  |    |   |  |
| 65 | Other - Spots and Dots                          |  |  | 3  | 1 |  |
| 66 | Other - 602 Communications                      |  |  |    |   |  |
| 67 | Other - TV Jobs.com                             |  |  |    |   |  |
| 68 | Other - JournalismJobs.com                      |  |  |    |   |  |
| 69 | Other - Fox25 website                           |  |  | 1  | 1 |  |
| 70 | Other - Boston market networks                  |  |  | 1  |   |  |
| 71 | Other - Various trade websites                  |  |  | 1  | 1 |  |

TOTALS:

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**COX MEDIA GROUP - BOSTON TV  
WFXT-TV  
December 1, 2014 - November 30, 2015**

**Longer-Term Recruitment Initiatives Implemented**

| No. | Date   | Initiative                                       | Description  | Scope of Involvement   | Personnel Involved   |
|-----|--|--|--|--|--|
| 1   | November 19, 2014 - ongoing                    | Employee Training                                | Digital sales training for sales employees   | Facilitator Training Local Solutions Academy   | Marc Fauci, Sales Manager, Bob Gilbert, Account Executive, Tricia Maloney, Research Director, Sean Ruderman, Sales Assistant, Charles Black, Account Executive, Michael Sugure, Account Executive, Neil Kelleher, Sales Manager, Amy Sullivan, Sales Manager |
| 2   | January 5, 2015 - February 26, 2015            | Employee Training                                | Provide selling training to sales employees  | Attended House Selling training through CSS. Completed online course and one in person workshop in Atlanta   | All Sales Managers and Account Executives  |
| 3   | January 30, 2015 - March 30, 2015              | Speaker  | The FOX25 Investigative Unit and the Northeastern University's School of Journalism partnered for a "Student Reporting Seminar" to provide student journalists with multimedia investigative reporting exposure.                       | Under the leadership of FOX25 Investigative Reporter and Northeastern Professor Mike Beaudet, students examined societal issues and gained real-world investigative experience such as public record searches and computer-assisted reporting.   | Mike Beaudet, Reporter   |
| 4   | March 18, 2015, March 19, 2015, March 20, 2015 | Employee Goals & Performance Management Training | Provide employees overview of new Goals & Performance Management planning. Introduces a way employees can chart their own course and creating their own future.  | Provide this training to all employees so they can manage their growth and development. Train employees so they become familiar with this new process and that we are aligned with all other CMG locations   | Boston employees - 161   |
| 5   | March 20, 2015                                 | Speaker & Tour                                   | FOX25 hosts an annual hands-on tour for directing students from Curry College's Hirsh Communication Center.  | Fifteen students in Professor Gerry Gibbs class observed newscasts from the control room, listened to the director's track on headsets and participated in Q & A with the FOX25 directors and crew.  | Mike Finnerty, Manager of News Operations  |
| 6   | April 1, 2015 - ongoing                        | College Intern Program                           | Expose college students to broadcasting environment  | Host interns from area colleges who are studying broadcasting for credit hours and experience. Effective April 2015, WFXT's intern program are both paid internships and for credit  | Brian Murphy, HR Manager, Nicole Kieser, Planning Manager, Deb Gaita, Executive Producer, Chad Amaral, Producer, Amy Sullivan, Business Development Manager, Kevin Lemanowicz, Chief Meteorologist   |
| 7   | April 22, 2015                                 | Career/Job Fair                                  | Expose college students and recent college graduates to broadcasting careers   | Participated in Massachusetts Broadcasters Association Career/Job Fair at Emerson College  | Brian Murphy, HR Manager   |
| 8   | April 30, 2015, November 2, 2015 - ongoing     | Speaker  | Boston Partners In Education provides public school students with focused, individualized, in-school volunteer support that enhances their academic achievement, nurtures their personal growth and exposes them to new opportunities. | Reporter Kerry Kavanaugh volunteers at the Chittick Elementary School in Mattapan and Crystal Haynes volunteers as a guest reader in Boston classrooms and also served as the emcee at The Boston Partners In Education "Big Cheese" Gala in April to honor school volunteers and thank education partners.  | Kerry Kavanaugh, Reporter<br>Crystal Haynes, Reporter  |
| 9   | June 23, 2015                                  | Station Tour, Job Shadow                         | The Make-A-Wish Foundation of MA and RI grants wishes for children and teens with life-threatening illnesses.  | FOX25 hosted aspiring broadcaster, 17 year-old Benjamin Amado of Chelsea, MA for a behind-the-scenes tour of the newsroom and job shadow with a FOX25 anchor. Ben attended a producers' meeting, tested the green screen, and watched and listened to a newscast via the director's headset in the FOX25 control room. The visit furthered his aspirations of becoming a professional broadcaster. | Maria Stephanos, Anchor;<br>Maggie Hennessey-Nees,<br>Community Affairs Director   |
| 10  | July, 25, 2015                                 | Station Tour                                     | Visiting high school students from China   | FOX25 hosted a station and newsroom tour for visiting high school students from China. The students were in Boston to make a college visit and were hosted by Brandeis University Alumni and community members. Students met with a FOX25 reporter (who conversed with the students in Mandarin) and FOX25 newsroom staffers.  | Harry Seeto, IT Manager; Joy Lim Nakrin, Reporter  |
| 11  | August 5, 2015, August 6, 2015, August 7, 2015 | NABJ Conference                                  | Attended NABJ conference to promote open positions and meet with candidates  | Met with attendees who were looking for jobs and to advance their careers. In addition, watched participants work that they provided and gave them feedback. Networked.  | Lee Rosenthal, News Director   |

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| 12 | September 15, 2015 - ongoing   | Employee Training   | Development training for Managers and Hi Potential Employees as part of the Frontline Leaders U program.   | Employees are responsible for completing management and leadership courses through online webinars and must attend in person training session in Atlanta   | Lowell Briggs, Creative Services Director; Amy Sullivan, Business Development Manager |
| 13 | October 2, 2015  | Station Tour  | Natick High School Student Exchange Program  | FOX25 hosted a station and newsroom tour for the Natick High School Exchange Student program and visiting high school students from Switzerland.   | Michael Sugrue, Account Executive   |
| 14 | October 12, 2015, October 13, 2015, October 14, 2015, October 15, 2015 | Driving Results through Diversity and Inclusion Employee Training | Train employees to increase their awareness and generate ideas regarding ways to drive business results through diversity and inclusion  | Provide this training to all employees as it is a required training from CMG. Most employees went through the training last year   | Boston employees - 171  |
| 15 | October 28, 2015   | Internship Fair   | Expose college students to broadcasting careers  | Attended an Internship Fair and met with college students regarding job openings and provided them with information about internships at WFXR  | Brian Murphy, HR Manager  |
| 16 | October 13, 2015, October 20, 2015, October 28, 2015                   | Speaker & Tour  | Assisted Boston College High School students to prepare a school television newscast and show them what a broadcasting environment is like.  | Assisted students in their preparation of a school-produced television newscast dedicated to political topics and government's role in society. FOX25 Reporter Robert Goulston conducted mock interviews with students as well as hosted a tour at FOX25 exposing students to all aspects of television news production.                             | Robert Goulston, Reporter; Daniel Miller, Anchor                                      |
| 17 | October 30, 2015   | Speaker   | The Boston Branch of the NAACP focuses their community work on eliminating the impact of racial discrimination in housing, employment, voting, health care, education, and the Courts. | Reporter Crystal Haynes served as emcee for the NAACP Freedom Fund Dinner to raise funds for local branch programs.  | Crystal Haynes, Reporter  |
| 18 | November 4, 2015   | Speaker   | Increase student awareness of our company and broadcasting environment   | Participated in College Career Centers of Boston Information Exchange (CCCOB) where I met with approximately 50 students from 6 different colleges and universities in the area. Had table top discussions with students about our company, what its like working in a broadcasting environment, and our open positions and internship opportunities | Brian Murphy, HR Manager  |