

EEO PUBLIC FILE REPORT

WEZN-FM, WPLR-FM, WYBC-FM, WCTZ-FM, WFOX-FM, WNLC-AM, WSTC-AM
CONNECTICUT
December 1, 2008 - November 30, 2009

Full Time Positions Filled

Full-Time Position(s)	Station(s)	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired
1	WPLR-FM	Program Director	10/30/2008	12/19/2008	EEO MAILING CCN POLLACK MEDIA RADIO ONLINE EMPLOYEE REFERRAL INTERNAL POSTING ALLACCESS.COM	0 0 1 0 2 1 3	0 0 1 0 0 0 0
2	WPLR-FM	Account Manager	1/1/2009	1/6/2009	EEO MAILING CCN WPLR STATION WEBSITE EMPLOYEE REFERRAL INTERNAL POSTING CRAIGS LIST RADIO ADVERTISING WPLR-FM UCONN JOB FAIR QUINNPIAC JOB FAIR	0 0 0 0 0 1 3 1 1	0 0 0 0 0 0 0 0 1
3	WYBC-FM	Account Manager	11/24/2008	1/6/2009 3/30/2009	EEO MAILING CCN RADIO AD WYBC-FM SIERRA MARKETING CRAIGS LIST EMPLOYEE REFERRAL WYBC STATION WEBSITE WYBC JOB FAIR (STARBUCKS) INTERNAL POSTING MOVIE NIGHT HIRING INITIATIVE UNKNOWN - UNDISCLOSED REFERRAL SOURCE	0 1 9 4 0 2 0 1 0 1 5	0 0 1 0 0 0 0 0 0 0 1
4	WYBC-FM	Account Manager	4/1/2009	5/4/2009	EEO MAILING CCN EMPLOYEE REFERRAL INTERNAL POSTING WYBC STATION WEBSITE RADIO AD - WYBC-FM CRAIGS LIST NEWSPAPER AD (INNER CITY NEWS)	0 0 0 0 0 3 0 1	0 0 0 0 0 1 0 0
5	WPLR-FM WYBC-FM WEZN-FM	Assistant Engineer	3/27/2009	5/4/2009	CCN EMPLOYEE REFERRAL INTERNAL POSTING UNKNOWN - UNDISCLOSED REFERRAL SOURCE	1 0 0 0	1 0 0 0
6	WPLR-FM	Account Manager	4/1/2009	6/16/2009	EEO MAILING CCN EMPLOYEE REFERRAL QUINNPIAC JOB POSTING INTERNAL POSTING CLIENT REFERRAL (GASKELL MEDIA) WPLR STATION WEBSITE S.C.S.U. JOB POSTING UNKNOWN - UNDISCLOSED REFERRAL SOURCE	0 0 1 3 0 1 1 1 3	0 0 1 0 0 0 1 0 0
7	WEZN-FM	Account Manager	4/1/2009	5/4/2009	EEO MAILING CCN EMPLOYEE REFERRAL RADIO AD - WEZN-FM INTERNAL POSTING CRAIGS LIST STATION WEBSITE - WEZN (STAR 99.9)	0 0 1 0 0 4 0	0 0 0 0 0 1 0
8	WPLR-FM	Account Manager	6/2/2009	9/29/2009	EEO MAILING CCN EMPLOYEE REFERRAL INTERNAL POSTING CRAIGS LIST STATION WEBSITE - WPLR-FM RADIO AD - WPLR-FM	0 0 1 0 2 0 7	0 0 0 0 0 0 1
9	WEZN-FM	Account Manager	6/1/2009	8/31/2009	EEO MAILING STATION WEBSITE - WEZN (STAR 99.9) RADIO AD - WEZN-FM CCN EMPLOYEE REFERRAL UNKNOWN - UNDISCLOSED REFERRAL SOURCE CRAIGS LIST	0 1 0 0 3 8 1	0 0 0 0 1 0 0
10	WCTZ-FM WFOX-FM WSTC-AM WNLC-AM	V.P. / General Manager	8/25/2009	10/12/2009	EEO MAILING CCN EMPLOYEE REFERRAL SIERRA MARKETING STATION WEBSITES - WSTC/WNLC, WCTZ, WFOX	0 1 1 0 0	0 0 1 0 0
11	WPLR-FM	On-Air Morning News and Traffic	9/29/2009	11/2/2009	EEO MAILING CCN EMPLOYEE REFERRAL INTERNAL POSTING STATION WEBSITE - WPLR-FM ALLACCESS.COM	0 0 2 1 0 0	0 0 1 0 0 0

RECRUITMENT SOURCES

WEZN-FM,WPLR-FM, WYBC-FM, WCTZ-FM,WFOX-FM, WNLK-AM, WSTC-AM
CONNECTICUT

December 1, 2008 through November 30th, 2009

No.	Recruitment Source	Contact	Entitled to Notification
1	Company: EEO Mailing List (attached) Address:	Name: EEO Mailing List (attached) Phone:	Y
2	Company: Cox Career Network Address:	Name: Sheila Daniel Phone: 783-8205	Y
3	Company: Radio Advertising Address: WEZN, WPLR, WYBC	Name: Robin Faller Phone: 783-8200	N
4	Company: WEBSITE Address: WPLR/WYBC/WEZN	Name: Jesse Gosselin Phone: 783-8200	N
5	Company: WEBSITE Address: WFOX, WCTZ, WSTC/WNLK	Name: Steve Soyland Phone: 203-229-1741	N
6	Company: Radio Advertising Address: WFOX, WCTZ, WSTC/WNLK	Name: Kristin Okesson Phone: 203-229-1700	N
7	Company: Fairfield University Job Fair Address: 1073 North Benson Road, Fairfield, CT 06824	Name: Cathleen Borgmann Phone: cpc@mail.fairfield.edu	N
8	Company: Allaccess.com Address: 2130 Sawtelle Boulevard, Los Angeles, CA 90025	Name: Matt Parvis - Sales Manager Phone: 310-914-0015	N
9	Company: Craigslist.com Address:	Name: Craigslist A/R Phone: 415-566-6934	N
10	Company: UCONN Job Fair Address: Storrs, CT 06269	Name: Career Services Phone: 203-251-8400	N
11	Company: UCONN Stamford Job Fair Address: Stamford, CT	Name: Halina Halloway - Career Services Phone: 203-251-9549	N
12	Company: Sacred Heart University Job Fair Address: 5151 Park Avenue, Fairfield, CT 06825	Name: Delvecchiol@sacredheart.edu Phone: 203-365-4736	N
13	Company: Hersam Acorn Newspapers (Milford Mirror/Amity Observer) Address: 1000 Bridgeport Avenue, Shelton, CT 06484	Name: Classified Ad Dept. Phone: 800-372-2790	N
14	Company: Sierra Marketing Address: 1103 Halcyon Ave., Nashville, TN	Name: Deb Carter Phone: 615-887-8859	N
15	Company: Fairfield County Jobs.com Address:	Name: clientserv@jobtarget.com Phone: 888-575-9675	N
16	Company: Employee Referral Address:	Name: various Phone:	N
17	Company: Client Referral Address:	Name: various Phone:	N
18	Company: Internal Posting Address:	Name: Sheila Daniel Phone: 203-783-8205	Y
19	Company: Resumes, Etc. Address: 500 Monroe Tpk., Monroe, CT 06468	Name: Alfred J. Mariani Phone: 203-268-9263	N
21	Company: Radio-Online.com Address: 3500 Tripp Avenue, Amarillo, TX 79121-1637	Name: Customer Service Phone: 806-352-7503	N
22	Company: Pollack Media Address: 860 Via De La Paz Suite D2, Pacific Palisades, CA 90272	Name: Customer Service Phone: 310-459-8556	N
23	Company: Southern CT State University (SCSU) Job Fair Address: 501 Crescent Street, New Haven, CT 06515-1355	Name: Marguerite Fadden Phone: 203-392-7278	N
24	Company: Quinnipiac University Job Fair Address: 275 Mt. Carmel Ave., Hamden, CT 06518	Name: jill.ferrall@quinnipiac.edu Phone: 203-582-3655	N
25	Company: Showcase Cinema Recruitment Effort - Tyler Perry Movie Address: Montowese St., North Haven, CT	Name: Maria Lashley Phone: 203-783-8200	N
26	Company: Inner City News - Penfield Communications Address: 50 Fitch Street, New Haven, CT 06515	Name: Keith Jackson Phone: 203) 387-0354 phone	N
27	Company: Unknown Referral Source Address:	Not Disclosed by Applicant	N
28	Company: Starbucks (WYBC Literature Distribution) Address:	Name: Phone:	N

EEO MAILING LIST
WEZN-FM, WPLR-FM, WYBC-FM, WCTZ-FM, WFOX-FM, WSTC-AM, WNLK-AM
COX RADIO, CT

December 1, 2008 - November 30, 2009

Contact		COMPANY	Address 1	Address 2	City	State	Zip	Phone	email
FIRST	LAST								
Simone	Mason	A Different Perspective, Inc.	Whitneyville Station	Suite 6653	Hamden	CT	06517	(203)-288-8375	
Shannon McCann	Ellen Econs	ACES	60 United Drive		North Haven	CT	06473		
Pradnya	Joshi	Asian American Journalists Assoc.	235 Pinelawn Road		Melville	LI	11747	(631) 843-4000	
		Bethel AME	110 Grove Street		Bridgeport	CT	06604		
		Black Rock Library	2705 Fairfield Avenue		Bridgeport	CT	06605-3043	(203) 576-7427	
Sandeep	Tibrewal	Bullard Havens Voc-Tech School	Adult Education Department	500 Palisade Avenue	Bridgeport	CT	06610	(203) 579-6314	sandeep.tibrewal@ct.gov
Kathleen	Lubrica	Butler Business School	2710 North Avenue		Bridgeport	CT	06604	(203) 333-3601	
		Cardinal Shehan Center	Job Placement Office	1494 Main Street	Bridgeport	CT	06604	(203) 336-4468	
Marvin	Reed	Hofstra University	Career Center	140 Hofstra University	Hempstead	NY	11549-1400	516-463-6060	
Caren	Lang	Community Action Agency	Job Placement Office	781 Whalley Avenue	New Haven	CT	06515	(203) 387-7700	clang@caanh.net
Tamara	Simpson	Easter Seals/Goodwill	95 Hamilton St		New Haven	CT	06510	203-777-2000	
		Fairfield Library	1080 Old Post Road		Fairfield	CT	06430-5905	(203) 256-3155	
		Fairfield Woods Branch Library	1147 Fairfield Woods Road		Fairfield	CT	06432-3249	(203) 255-7307	
Phyllis	Rollinson	First Congregational Church	Park & Lewis		Norwalk	CT	06851	203-847-9551	fcethegreen@snet.net
Career Services		Gateway Community Technical College	Long Wharf Campus		New Haven	CT	06511	(203) 234-3325	
Career Services		Gateway Community Technical College	North Haven Campus		New Haven	CT	06473	(203) 234-3325	
Novellete	Peterkin	George Washington Carver Foundation	7 Academy Street		Norwalk	CT	06850	203-838-4305	
Christina	Franzese	Goodwill Industries of Western CT	165 Ocean Terrace	P.O. Box 3366	Bridgeport	CT	06605	(203) 581-5319	cfranzese@goodwillct.org
Vanessa	Johnson	Grayling Associates, Inc.	Publication Department	699 Bloomfield Avenue	Bloomfield	CT	06002-2462	860-286-7076	
Reginald	Walker	Hall Neighborhood House		52 George Pipkin's Way	Bridgeport	CT	06604	203-345-2027	rwalker@hallhouse.org
Nadine	Krohley	Housatonic Community College	Career Services	900 Lafayette Blvd.	Bridgeport	CT	06604	(203) 332-5000	nkrohley@hcc.commnet.edu
		Jewish Center for Community Service	4200 Park Avenue		Bridgeport	CT	06604	(203) 372-6567	
Sue	Rosen	Jewish Federation of Greater New Haven	360 Amity Road		Woodbridge	CT	06526		
Madeline	Primeau	JobLink, Inc.	75 Washington Ave		Bridgeport	CT	06604-3802	(203) 333-5129	
Richard	Bishop	Messiah Baptist Church	210 Congress Street		Bridgeport	CT	06604		
Donna	Smith	Middletown Ct. Works	645 So. Main St		Middletown	CT	06457		
Michael	McKinley	NAB	Employment Clearing House	1771 N. Street NW	Washington	DC	20036	202-429-5413	
Career Services		National Assoc. of Black College Broadcast	P.O. Box 3191		Atlanta	GA	30302		
Faye		National Assoc. of Hispanic Journalists	1193 National Press Building		Washington	DC	20045	(202) 662-7145	
		National Associates of His. Journalists	529 14th Street, NW		Washington	DC	20045		
		National Association of Black Journalist	8701-A Adelphi Road		Hyattsville	MD	20783	301-445-7100	
Career Services		National Urban League	120 Wall Street	7th Floor	New York	NY	10005-3902	(212) 558-5300	
Patrick	Boland	NCC Technical School	West Campus, Room B-6	188 Richards Avenue	Norwalk	CT	06854	203-857-7060	
Carrie	Tate	NEON	165 Flax Hill Rd.		Norwalk	CT	06854	(203) 854-1800	
Ralph	Mastrony	NEON	98 S. Main St		Norwalk	CT	06854		
Barbara	Timmey	New Haven Family Alliance	370 James St		New Haven	CT	06513		
Kathie	Hurley	New Haven Free Public Library	133 Elm Street		New Haven	CT	06510-2057	203-946-8125	khurley@nhfpl.org
Gabor	Kautzner	New Haven Veterans Center	141 Captain Thomas Blvd.		West Haven	CT	06516	203-932-9899	gabor.kautzner@va.gov
		Newfield Library	1230 Stratford Avenue		Bridgeport	CT	06607-1325		
		Old Mill Library	1677 East Main Street		Bridgeport	CT	06608-1155	(203) 576-7634	
Christa	Homola	Permanent Comm. on the Status of W.	18 Trinity Street	2nd Floor	Hartford	CT	06106-1628	860-240-8300	
		Workforce Alliance	560 Ella Grasso Blvd.		New Haven	CT	06519	(203) 624-1493	
Deanna	Fiorention	Sacred Heart University	Career Services	Park Avenue	Fairfield	CT	06430	(203) 365-7644	
Jesse	Corning	Sarah Employment Services	245 Goose Lane	Suite 101	Guilford	CT	06437		
Marie	Leclere	Shore Area Community Dev. Corp	651 State Street		Bridgeport	CT	06604		
Kevin	Ginyard	SNET Custom Business Group		Two Science Park	New Haven	CT	06511		
Sreenivasan		So. Asian Journalists Assoc.	2950 Broadway		New York	NY	10027	(212) 854-5979	
Larry	Alibozek	State of CT - BOE & Svs. for the Blind	184 Windsor Avenue	Suite A	Windsor	CT	06095	(860) 602-4000	
Ray	O'Donnell	Sterling House Community Center	2283 Main Street		Stratford	CT	06497	203-378-2606	info@sterlinghousecc.org
Elaine	Balogh	Stone Academy	Career Planning	1315 Dixwell Avenue	Hamden	CT	06514		
		Stratford Library	2203 Main Street		Stratford	CT	06615-5920	(203) 385-4161	
Alice	Deak	SW CT Agency on Aging	10 Middle Street		Bridgeport	CT	06604	(203) 333-9288	
Lynette	Wood	University of Bridgeport	380 University Avenue		Bridgeport	CT	06602	(203) 576-4466	
Cathy	Kevault	University of Connecticut	Department of Carreer Services	233 Glenbrook Road, U-51	Storrs	CT	06269	860-486-2000	
Marclion	Shilleh	Urban League of Hartford	P.O. Box 320590		Hartford	CT	06132-0590	860-527-0147	
Pat	Targaglia	Urban League of SW Fairfield Cty	46 Atlantic Street		Stamford	CT	06901	(203) 327-5810	
Lisa	Hoover	Stratford Family YMCA	3045 Main Street		Stratford	CT	06614	203-375-5844	lhoover@cccymca.org
Barbara	Vereen	Youth Alternatives	80 Pond St.		New Haven	CT	06511		
		YWCA of Greater Bridgeport	735 Fairfield Avenue		Bridgeport	CT	06604		
Carmen	Rodriguez	ABCD	Job Placement Office	1070 Park Avenue	Bridgeport	CT	06604	(203) 366-8241	carmenr@abcd.org
Claribel	Coreano	Alpha Community Services	c/o Central CT Coast YWCA	651 State Street	Bridgeport	CT	06604	203-338-9018	ccoreano@cccymca.org
Julie	Kelly	CT Gay Men's Chorus	P.O. Box 8824		New Haven	CT	06532	(203) 777-2923	info@ctgmc.org
Tim G.	Martelon	CT School of Broadcasting	80 Ferry Boulevard	Suite 201	Stratford	CT	06615	203-378-5155	csbstratford@gocsb.com
Kevin	Reese	CT School of Broadcasting	Radio Park	130 Birdseye Road	Farmington	CT	06032	(860)-677-7577	csbfarmington@gocsb.com
Treva	Franks	CTE	Employment & Training	34 Woodland Avenue	Stamford	CT	06902	203-327-3260	tfranks@ctecap.org
Keith	Fuller	Gateway Community Technical College	60 Sargent Drive		New Haven	CT	06516	203-285-2144	kfuller@gwcc.commnet.edu
Robert	Miles	Gateway Community Technical College	60 Sargent Drive		New Haven	CT	06516	203-285-2143	rmiles@gwcc.commnet.edu
Emily	Hartwell	Norwalk Housing Authority	24 1/2 Monroe Street	P.O. Box 508	South Norwalk	CT	06854	(203) 838-8471	eharw@norwalkha.org
Arlene	Anderson	University of New Haven	300 Orange Street		West Haven	CT	06516	(203) 932-7208	aanderson@newhaven.edu
Gerry	Prince	Southern CT State University	Career Services	501 Crescent Street	New Haven	CT	06515	(203) 392-6536	larsons6@southernct.edu
Adrian	Pope	Connecticut Job Corps Ctr.	455 Wintergreen Avenue		New Haven	CT	06515	(203)397-3775	pope.adrian@jobcorps.org
Halina	Hollyway	Career Resource Center Coordinator	UCONN-STAMFORD	One University Place	Stamford	CT	06901-2315	(203) 251-9549	halina.hollyway@uconn.edu

RECRUITMENT INITIATIVES

WEZN-FM,WPLR-FM, WYBC-FM, WCTZ-FM,WFOX-FM, WNLK-AM, WSTC-AM
CONNECTICUT
 December 1, 2008 - November 30, 2009

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	02/11/09	Sacred Heart University	Job Fair	Distributed literature and answered questions about careers in radio. Target audience was college students.	Shannon Kinney Anna Danilewicz
2	02/12/09	Fairfield University	Job Fair	Distributed literature and answered questions about careers in radio. Target audience was college students, entry level job seekers as well as area professionals.	Jason Li Pam Ciaburri
3	04/02/09	UConn Stamford	Job Fair	Distributed literature and answered questions about careers in radio. Target audience was college students.	Steve Kalman Jason Li Anna Danilewicz Maria Lashley
4	04/07/09	SCSU	Job Fair	Distributed literature and answered questions about careers in radio. Target audience was college students, entry level job seekers as well as area professionals.	Maria Lashley Steve Kalman Shannon Kinney Pam Ciaburri
5	09/30/09	UConn Storrs	Job Fair	Distributed literature and answered questions about careers in radio. Target audience was college students.	Maria Lashley
6	11/04/09	Quinnipiac University	Job Fair	Distributed literature and answered questions about careers in radio and broadcasting. Target audience was college students.	Maria Lashley
7	5/15/09-8/30/09	Elon University	Internship Program	An internship with the Promotions and Marketing Department. Student learning first hand how the department operates.	Samuel Tilery Drew Carrano
8	5/15/09 - 8/30/09	SCSU	Internship Program	An internship with the Promotions and Marketing Department. Student learning first hand how the department operates.	Samuel Tilery Drew Carrano
9	5/15/09-8/30/09	LaSalle College	Internship Program	An internship with the Promotions and Marketing Department. Student learning first hand how the department operates.	Samuel Tilery Drew Carrano
10	1/7/09 - 4/1/09	CSB (Connecticut School of Broadcasting)	Internship Program	An internship with the Promotions and Marketing Department. Student learning first hand how the department operates.	Samuel Tilery Drew Carrano
11	4/1/09-9/28/09	CSB (Connecticut School of Broadcasting)	Internship Program	An internship with the Programming Department. Student learning first hand how the department operates.	Scott Laudani
12	5/18/09 - 6/12/09	Staples High School	Internship Program	An internship with the Promotions and Marketing Department. Student learning first hand how the department operates.	Allan Lamberti
13	11/08 - 11/09	Cox Radio Mentoring Program	Candidates are paired up with upper management for mentoring	Periodic meetings throughout the year to review management skills	Michael Mancini Maria Lashley
14	11/08-11/09	Cox Radio Mentoring Program	Senior Managers within Cox Radio, CT who have been selected to mentor other employees within Cox Enterprises	Periodic meetings throughout the year to teach management skills	Robert Bayne Kim Guthrie
15	7/22/2009	Cox Media Group	FCC EEO Compliance Webinar	Webinar given by Dow Lohnes as a refresher course to explain FCC compliance with regard to EEO recruiting and record keeping	Aileen Carr Sheila Daniel Maria Lashley
16	9/12/2009	Showcase Cinema	"Breakfast and a Movie"	Cox Radio career literature distributed during breakfast served before special screening of new Tyler Perry movie. Sponsored by CHAIN.	Maria Lashley
17	11/20/2009	NYMRAD	Minority Career Workshop	Distributed literature and answered questions about careers in radio. Target audience was college students, entry level job seekers as well as area professionals.	Maria Lashley