

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7-11, 13, 15-28	10
Account Executive	1-5, 7-11, 13, 15-28	10
Account Executive	1-5, 7-13, 15-28	12
Account Executive	1-5, 7-9, 11, 13-28	9
Account Executive	1-9, 11, 13-28	14
Account Executive	1-9, 11, 13-28	6
Account Executive	1-5, 7-9, 11, 13, 15-29	29

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Aspire Inc/Career Services PO Box 1767 Yorktown, Virginia 23692 Stacie Marra Manual Posting	Y	0
2	Bryan & Straton College 301 Centre Pointe Drive Virginia Beach, Virginia 23462 Phone : 757-499-7900 Roz Militier Manual Posting	Y	0
3	College of William & Mary PO Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Career Services Manual Posting	Y	0
4	ECPI Coleege of Technology 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : 757-490-9090 Kim Wood Manual Posting	Y	0
5	Elizabeth City State University Office of Career Services 1704 Weeksville Rd Campus Box 804 Elizabeth city, North Carolina 27909 Phone : 252-335-3318 Brutus Jackson Manual Posting	Y	0
6	Former Employee	N	1
7	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5331 Career Services Manual Posting	Y	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

**WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT**

June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
10	Indeed.com	N	4
11	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Barbara Daniels Manual Posting	Y	0
12	Job Fair	N	1
13	Jobs.hamptonroads.com/viewjobs.com Virginia Career Services Manual Posting	N	0
14	Linked In	N	2
15	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Mrs Hutchison Manual Posting	Y	0
16	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Benjamin Ellis Manual Posting	Y	0
17	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Charlotte Pandi Manual Posting	Y	0

**WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT**

June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6700 Alan Harris Manual Posting	Y	0
19	Saint Leo University NAB Little Creek, Bldg 3005 1328 8th St, Suite 100 Norfolk, Virginia 23521 Phone : 757-464-6449 Michael Sciarini Manual Posting	Y	0
20	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Dawn Roe Manual Posting	Y	0
21	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Babi Broch Manual Posting	Y	0
22	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 AnnaBelle Sanders Manual Posting	Y	0
23	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Jocelyn Sims Manual Posting	Y	0
24	Virginia Employment Commission 5145 E Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Leslie Corridon Manual Posting	N	0

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Virginia Pilot Newspaper 740 Bush Street Norfolk, Virginia 23510 Phone : 757-446-4660 Career Services Manual Posting	N	0
26	Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3200 Deborah Hicks Manual Posting	Y	0
27	WOWI/WJCD/WCDG/WKUS WEBSITES 1003 Norfolk Square Norfolk, Virginia 23502 Phone : 757-217-3002 Beverly Ferguson Manual Posting	N	0
28	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
29	ZipRecruiter-Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/28/2019	Co Sponsoring Job Fair	On October 28th, 2019, SEU co-sponsored and participated in the 7th Annual Monster Mega Mixer & Business Showcase. The event was held with the Hampton Roads Chamber of Commerce at the Westin Virginia Beach Towne Center. SEU hiring managers were on-site to discuss careers in radio with interested attendees, current employment opportunities, and hand out information and business cards with the iHeartMedia careers website address as well as hiring manager email addresses. The event was heavily promoted by our SEU, including mentions by on-air talent during their shows, commercials aired leading up to the event, banner advertisements on all SEU websites and on station and on-air personality social media pages.	10	Market President Sales Manager Promotions Director Account Executive