

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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	1-3, 5-9, 11, 13-21, 23, 25-26	13
Inventory Revenue Manager	2-9, 11, 14-21, 23, 25-26	4
Account Executive	2-3, 5-11, 14-21, 23-26	10
Market President - Norfolk, VA	2-3, 5-10, 12, 14-23, 25-26	22

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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 Prong 2 Ended Date: 10/6/2020	N	0
2	Bryan & Straton College 301 Centre Pointe Drive Virginia Beach, Virginia 23462 Phone : 757-499-7900 Email : eaharrell@bryantstratton.edu Eric Harrell	Y	0
3	College of William & Mary PO Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Email : hirethetrib@wm.edu Career Services	Y	0
4	Current Employee	N	1
5	ECPI Coleege of Technology 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : 757-490-9090 Email : careerservices@ecpi.edu Kim Wood	Y	0
6	Elizabeth City State University Office of Career Services 1704 Weeksville Rd Campus Box 804 Elizabeth city, North Carolina 27909 Phone : 252-335-3318 Email : yscarcana@ecsu.edu Brutus Jackson	Y	0
7	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5331 Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 Career Services	Y	0

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8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
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	0
10	Indeed.com - Not Directly Contacted by SEU	N	2
11	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Barbara Daniels Manual Posting Prong 2 Ended Date: 10/7/2020	N	0
12	LinkedIn - Not directly contacted by SEU	N	2
13	LinkedIn-Not directly contacted by SEU	N	1
14	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Email : norfolkbranchnaacp@gmail.com Mrs Hutchison	Y	0
15	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Benjamin Ellis	Y	0

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16	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Email : cds@odu.edu Charlotte Pandi	Y	0
17	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-925-6300 Email : rbrown@pdc.edu R Brown	Y	0
18	Saint Leo University NAB Little Creek, Bldg 3005 1328 8th St, Suite 100 Norfolk, Virginia 23521 Phone : 757-464-6449 Email : careerservices@saintleo.edu Michael Sciarini	Y	0
19	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Email : careercenter@tncc.edu. Dawn Roe	Y	0
20	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Email : bbrock@tcc.edu Babi Broch	Y	0
21	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 Email : career2tt@tidewatertechtrades.edu AnnaBelle Sanders	Y	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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23	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Fax : 1-757-966-9613 Jocelyn Sims	Y	0
24	Virginia Employment Commission 5145 E Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Leslie Corridon Manual Posting	N	0
25	Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3107 Email : jharrington@vwu.edu J Harrington	Y	0
26	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/2/2021	Participation in Job Fairs	A virtual career fair to recruit potential candidates for the following positions: Account Executive and Promotions Assistant. Old Dominion University hosted the career via Zoom. Students and alumni were invited to talk to potential employers. Each employer had the opportunity to give a 2-minute employer pitch and were designated to breakout rooms with students and alumni. After the career fair, listings and the 2-minute employer pitch video are available on the KnowCareers platform.	2	Market president Marketing and promotions director
2	4/12/2021	Provision of training to management	On April 12, 2021 Our SEU took the Harassment prevention training created in collaboration with Littler, the world's largest labor and employment practice, this course exceeds all state, federal, and EEOC requirements for anti-harassment compliance training. Available in compliant, state-specific versions for California, New York, Connecticut, Delaware, Illinois, Maine, Washington, and Canada.	1	program director
3	4/12/2021	Provision of training to management	In April 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market president