

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

June 1, 2016 - May 22, 2017

## 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	1-16, 18-20, 22, 24-32, 34	7
Account Executive	1-6, 9-11, 13-14, 18-20, 22, 24-27, 29-32, 34	6
Account Executive	1-6, 9-14, 16-27, 29-32, 34	23
Account Executive	1-6, 9-14, 16-27, 29-32, 34	17
Account Executive	1-6, 9-14, 16-27, 29-32, 34	6
Account Executive	1-6, 9-14, 16-27, 29-32, 34	6
Account Executive	1-6, 9-14, 16-27, 29-32, 34	16
Digital Content Manager	1-6, 9-11, 13-14, 16, 18-20, 22, 24-27, 29-34	6
Account Executive	1-6, 9-14, 18-20, 22, 24-27, 29-32, 34	6
Morning Show Host	1-6, 9-11, 13-14, 18-20, 22, 24-27, 29-32, 34	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	Employee Referral	N	9
7	Facebook post	N	1
8	Former Employee	N	2
9	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5331 Career Services Manual Posting	Y	0

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10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
12	Indeed.com	N	9
13	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Barbara Daniels Manual Posting	Y	0
14	Jobs.hamptonroads.com/viewjobs.com Virginia Career Services Manual Posting	N	0
15	Kee Business College 825 Greenbrier College Chesapeake, Virginia 23320 Terrence Henry Manual Posting	N	0
16	Linked In	N	3
17	LinkedIn / Word of Mouth	N	1
18	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Mrs Hutchison Manual Posting	Y	0

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19	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Benjamin Ellis Manual Posting	Y	0
20	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Charlotte Pandi Manual Posting	Y	0
21	Other Source	N	1
22	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6700 Alan Harris Manual Posting	Y	0
23	Recruiter	N	2
24	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
25	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Dawn Roe Manual Posting	Y	0
26	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Babi Broch Manual Posting	Y	0

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27	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 AnnaBelle Sanders Manual Posting	Y	0
28	Unknown Referral Source	N	1
29	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Jocelyn Sims Manual Posting	Y	0
30	Virginia Employment Commission 5145 E Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Leslie Corridon Manual Posting	N	0
31	Virginia Pilot Newspaper 740 Bush Street Norfolk, Virginia 23510 Phone : 757-446-4660 Career Services Manual Posting	N	0
32	Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3200 Deborah Hicks Manual Posting	Y	0
33	Word of Mouth Referral	N	1
34	WOWI/WJCD/WCDG/WKUS WEBSITES 1003 Norfolk Square Norfolk, Virginia 23502 Phone : 757-217-3002 Beverly Ferguson Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/9/2017	Participation in Job Fairs	On March 9, 2017, Keith Kinney, Director of Engineering/IT and Michael Graves, Assistant Engineering/IT participated in the ECPI University, Newport News Campus. They discussed employment and internship opportunities with potential applicants. They also handed out business cards and flyers on how to contact us.	2	Director of Engineering/IT Engineering Assistant
2	3/22/2017	Participation in Job Fairs	On March 22, 2017, Keith Kinney, Director of Engineering/IT and Michael Graves, Assistant Engineering/IT participated in the ECPI University, Virginia Beach, VA. They discussed employment and internship opportunities with potential applicants. They also handed out business cards and flyers on how to contact us.	2	Director of Engineering/IT Engineering Assistant