

**WHBT-FM, WMOV-FM, WNOH, WOWI**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 27, 2018**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Market President Open Date: 4/4/2017 Hire Date: 6/9/2017	1-3, 5-6, 9-11, 14-15, 18-21, 23, 25-31, 33	11
Director Of Marketing and Promotions Open Date: 10/2/2017 Hire Date: 12/1/2017	1-6, 9-11, 13-15, 18-21, 23, 25-31, 33	13
Vice President of Sales Open Date: 10/13/2017 Hire Date: 3/1/2018	1-3, 5-7, 9-12, 14-21, 23, 25-33	32
Program Director Open Date: 12/28/2017 Hire Date: 2/5/2018	1-3, 5-6, 9-11, 14-15, 18-23, 25-31, 33- 34	22
Account Executive Open Date: 4/13/2018 Hire Date: 5/7/2018	1-3, 5-6, 9-11, 14-15, 18-21, 23-31, 33- 34	24
Account Executive Open Date: 4/30/2018 Hire Date: 5/7/2018	1-3, 5-6, 8-11, 14-15, 18-21, 23, 25-31, 33-34	8

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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  Prong 2 Start Date: 3/24/2016	Y	0
2	Bryan & Straton College 301 Centre Pointe Drive Virginia Beach, Virginia 23462 Phone : 757-499-7900 Roz Militier Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
3	College of William & Mary PO Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Career Services Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
4	Current Employee	N	1
5	ECPI Coleege of Technology 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : 757-490-9090 Kim Wood Manual Posting  Prong 2 Start Date: 3/24/2016	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 Brutus Jackson Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
7	Employee Referral	N	1
8	Former Intern	N	1

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<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>
9	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5331 Career Services Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
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	0
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	4
12	Indeed.com	N	1
13	Internal Candidate	N	1
14	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Barbara Daniels Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
15	Jobs.hamptonroads.com/viewjobs.com Virginia Career Services Manual Posting	N	0
16	Linked In	N	4
17	LinkedIn / Word of Mouth	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Mrs Hutchison Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
19	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Benjamin Ellis Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
20	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Charlotte Pandi Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
21	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6700 Alan Harris Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
22	Re-hire	N	1
23	Saint Leo University NAB Little Creek, Bldg 3005 1328 8th St, Suite 100 Norfolk, Virginia 23521 Phone : 757-464-6449 Michael Sciarini Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
24	Station Website	N	2

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25	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Dawn Roe Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
26	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Babi Broch Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
27	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 AnnaBelle Sanders Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
28	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Jocelyn Sims Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
29	Virginia Employment Commission 5145 E Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Leslie Corridon Manual Posting	N	0

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30	Virginia Pilot Newspaper 740 Bush Street Norfolk, Virginia 23510 Phone : 757-446-4660 Career Services Manual Posting	N	0
31	Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3200 Deborah Hicks Manual Posting  Prong 2 Start Date: 3/24/2016	Y	0
32	Word of Mouth Referral	N	1
33	WOWI/WJCD/WCDG/WKUS WEBSITES 1003 Norfolk Square Norfolk, Virginia 23502 Phone : 757-217-3002 Beverly Ferguson Manual Posting	N	0
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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>	<b>Points</b>
1	3/1/2018	Participation in Job Fairs	On March 16, 2016, Jason Fox, VP of Sales attended the Norfolk Career Fair @ the Doubletree by Hilton Norfolk Airport Hotel. They accepted resumes, discussed employment opportunities with potential applicants.	1	Jason Fox VP Of Sales	0.25
2	3/21/2018	Participation in Job Fairs	On March 21, 2018, Keith Kinney, Director of Engineering/IT and Michael Graves, Assistant Engineering/IT participated in the ECPI University, Virginia Beach Campus. They discussed employment and internship opportunities with potential applicants. They also handed out business cards and flyers on how to contact us.	2	Keith Kinney Director of Engineering/IT Michael Graves Engineering Assistant	0.25
3	4/18/2018	Participation in Job Fairs	On April 18, 2018, 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	Keith Kinney Director of Engineering/IT Michael Graves Engineering Assistant	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>0.75</b>