

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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	1-2, 4-6, 8-14, 16-18, 20-24, 26-31	12
Account Executive	1-2, 4-7, 9-11, 13-14, 16-18, 20-24, 26-31	7
Account Executive	1-2, 4-7, 9-11, 13-14, 16-18, 20-24, 26-30	7
Account Executive	1-2, 4-7, 9-11, 13-14, 16-18, 20-24, 26-30	7
Senior Vice President, Sales	1-2, 4-7, 9-11, 13-18, 20-24, 26-30	7
Account Executive	1-7, 9-14, 16-31	25

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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	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	Career Fair (See Section III)	N	1
4	College of William & Mary PO Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Career Services Manual Posting	Y	0
5	ECPI Coleege of Technology 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : 757-490-9090 Kim Wood Manual Posting	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	Y	0
7	Employee Referral	N	8
8	Former Intern	N	1
9	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5331 Career Services Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	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
12	Indeed.com	N	2
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	LinkedIn (via active sourcing and/or self-referral)	N	1
16	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Mrs Hutchison Manual Posting	Y	0
17	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Benjamin Ellis Manual Posting	Y	0

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18	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Charlotte Pandi Manual Posting	Y	0
19	Other Source (source could not adequately identify upon inquiry)	N	1
20	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6700 Alan Harris Manual Posting	Y	0
21	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
22	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Dawn Roe Manual Posting	Y	0
23	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Babi Broch Manual Posting	Y	0
24	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 AnnaBelle Sanders Manual Posting	Y	0
25	Unknown (source could not adequately identify upon inquiry)	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
26	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Jocelyn Sims Manual Posting	Y	0
27	Virginia Employment Commission 5145 E Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Leslie Corridon Manual Posting	N	0
28	Virginia Pilot Newspaper 740 Bush Street Norfolk, Virginia 23510 Phone : 757-446-4660 Career Services Manual Posting	N	0
29	Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3200 Deborah Hicks Manual Posting	Y	0
30	Station Websites (navigation link to corporate careers website) 1003 Norfolk Square Norfolk, Virginia 23502 Phone : 757-217-3002 Beverly Ferguson Manual Posting	N	0
31	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	8/17/2018	Participation in Job Fairs	On August 17, 2018, our SEU participated in the Tidewater Community College Career Fair in Virginia Beach. Our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our Market President and Market and Promotion Director.	2	Market President Marketing & Promotions Director
2	8/17/2018	Participation in Job Fairs	On August 17, 2018, our SEU participated in the Thomas Nelson College Career Fair in Virginia Beach. Our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our Senior VP of Programming and our Assistant Program Director.	2	SVP of Programming Assistant Program Director for WNOH
3	9/12/2018	Participation in Job Fairs	On September 12, 2018, our SEU participated in a job fair at ECPI University in Virginia Beach. Our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our Senior VP of Programming and our Marketing & Promotions Director.	2	SVP of Programing Marketing and Promotions Director
4	10/1/2018	Establishment of training programs for station personnel	During the reporting period, our SEU's Market President offered training and mentoring to help a Account Executive advance in his career by providing instruction on skills that enhance his ability to qualify for different and higher -level positions within the broadcast industry. The instruction included training on how to read Sales Revenue reports, and producing sales packages other Account Executives can present to their clients to advertise on our stations.	2	Market President
5	10/24/2018	Participation in Job Fairs	On October 24, 2018, our SEU participated in a job fair at ECPI University in Virginia Beach. Our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our Senior VP of Programming and our Marketing & Promotions Director.	2	SVP of Programming Marketing and Promotions Deaprtment

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/28/2019	Participation in events or programs sponsored by educational institutions	On March 28, 2019, our SEU's Market President participated in the 4H House career fair, attended by 70 female students from Maryland. At the event, our SEU's Market President collected resumes and discussed career opportunities in broadcasting with attendees.	1	Market President
7	4/27/2019	Participation in events or programs sponsored by educational institutions	On April 27, 2019, our SEU's participated in the Jack & Jill of America career fair at the Chesapeake Regional Library. At the event, our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our Market President.	1	Market President
8	5/31/2019	Provision of training to management	On May 31, 2019, our SEU's Market President took the Value 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
9	5/31/2019	Participation in Job Fairs	On May 31, 2019, our SEU participated in a iHM Norfolk job fair at Norfolk Square. At the event, our SEU collected resumes and discussed career opportunities in broadcasting with attendees. SEU participants included our SVP of Programming and Marketing and Promotions Director.	2	SVP of Proqraming Marketing and Promotions Director