

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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 |
|-------------------------------|--|-------------------------------|
| Outside Sales - Hampton Roads | 1-23 | 10 |
| Outside Sales - Hampton Roads | 1-23 | 9 |

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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 | Bryan & Straton College 301 Centre Pointe Drive Virginia Beach, Virginia 23462 Phone : 757-499-7900 Email : eaharrell@bryantstratton.edu Eric Harrell | Y | 0 |
| 2 | College of William & Mary PO Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3329 Email : hirethetribe@wm.edu Career Services | Y | 0 |
| 3 | ECPI Coleege of Technology 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : 757-490-9090 Email : careerservices@ecpi.edu Kim Wood | Y | 0 |
| 4 | 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 |
| 5 | Employee Referral | N | 2 |
| 6 | 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 |
| 7 | 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 |

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|------------------|---|--|---|
| 8 | 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 | 1 |
| 9 | iHM Human Capital Acquisition | N | 1 |
| 10 | Indeed.com - Not directly contacted by SEU | N | 2 |
| 11 | LinkedIn - Not directly contacted by SEU | N | 1 |
| 12 | NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Email : norfolkbranchnaacp@gmail.com Mrs Hutchison | Y | 0 |
| 13 | Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Benjamin Ellis | Y | 0 |
| 14 | Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Email : cds@odu.edu Charlotte Pandi | Y | 0 |
| 15 | On-Air Announcement (One or More SEU Stations) | N | 1 |
| 16 | Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6791 Email : rbrown@pdc.edu R Brown | Y | 0 |

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|--|---|--|---|
| 17 | 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 |
| 18 | Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Email : careercenter@tncc.edu. Dawn Roe | Y | 0 |
| 19 | Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Email : bbrock@tcc.edu Babi Broch | Y | 0 |
| 20 | Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 Email : career2tt@tidewatertechtrades.edu AnnaBelle Sanders | Y | 0 |
| 21 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |
| 22 | Virginia Wesleyan College/Career Services 1584 Wesleyan DR Norfolk, Virginia 23502 Phone : 757-455-3107 Email : jharrington@vwu.edu J Harrington | Y | 0 |
| 23 | 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: | | | 10 |

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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 | 4/13/2023 | Participation in Job Fairs | On April 13, 2023, our SEU participated in a Career Job Fair hosted by Norfolk State University Department of Communication for current students. Station participants, including our Market President, and On-Air Talent for WHBT-FM, WOWI- FM & WNOH-FM spoke with attendees about career opportunities at iHeartMedia. As part of the program, our SEU's participants answered questions from attendees in designated room and encouraged students to apply for Account Executive & Digital positions. | 2 | Market president On Air talent |
| 2 | 5/22/2023 | Provision of training to management | On May, 22, 2023 our SEU's Market president took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace. | 1 | Market president |
| 3 | 5/22/2023 | Provision of training to management | On May, 22, 2023, our SEUs Market president took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions. | 1 | Market president |
| 4 | 5/22/2023 | Provision of training to management | On May, 22, 2023 our SEU's Market president took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce. | 1 | Market president |

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|---|-------------|--|---|-------------------------------------|--------------------------|
| 5 | 5/26/2023 | Provision of training to management | In May, 2023, our SEU's Market President 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 |