

WHBT-FM, WMOV-FM, WNOH, WOWI
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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 Account Executive	1-26	13
Outside Account Executive	1-26	23
Outside Account Executive	1-26	5
Outside Account Executive	1-4, 7-9, 12-16, 18-19, 21-26	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 College 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	Glassdoor - Not directly contacted by SEU	N	1
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
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

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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	1
10	iHM Human Capital Acquisition	N	3
11	Indeed.com - Not directly contacted by SEU	N	2
12	James Madison University MSC 7009 Harrisonburg, Virginia 22807 Phone : 540-568-6706 Fax : 1-540-568-6519 Barbara Daniels	N	0
13	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	6
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
16	Old Dominion University 2202 Webb Center Norfolk, Virginia 23529 Phone : 757-683-4388 Email : cds@odu.edu Charlotte Pandi	Y	0

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17	On-Air Announcement (One or More SEU Stations)	N	1
18	Paul D Camp Community College PO Box 500 Suffolk, Virginia 23439 Phone : 757-569-6791 Email : rbrown@pdc.edu R Brown	Y	0
19	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
20	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, Virginia 23666 Phone : 757-865-5876 Email : careercenter@tncc.edu. Dawn Roe	Y	0
21	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23452 Phone : 757-822-7172 Email : bbrock@tcc.edu Babi Broch	Y	0
22	Tidewater Tech 932 Venture's Way Chesapeake, Virginia 23320 Phone : 757-549-2121 x343 Email : career2tt@tidewatertechtrades.edu AnnaBelle Sanders	Y	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	6
24	Urban League 840 Church St, Ste 1 Norfolk, Virginia 23510 Phone : 757-627-0864 Fax : 1-757-966-9613 Jocelyn Sims	Y	0

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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 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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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	3/6/2025	Participation in Job Fairs	On March 6, 2025, our SEU participated in the University of Delaware Virtual Communications Marketing & Media Career Meet Up. Our Market President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Market President