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GARVEY SCHUBERT BARER

A PARTNERSHIP OF PROFESSIONAL CORPORATIONS

Please reply to MELODIE A. VIRTUE  
mvirtue@gsblaw.com  
direct dial: (202) 298-2527

June 24, 2013

Our File No. 22663-00700-61

**VIA HAND DELIVERY**

RECEIVED - FCC

EEO Staff  
Policy Division, Media Bureau  
Federal Communications Commission  
445 12<sup>th</sup> Street, S.W.  
Washington, DC 20554

JUN 24 2013  
Federal Communications Commission  
Bureau / Office

**STAMP & RETURN**

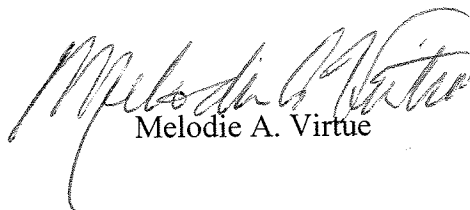
Re: MHR License LLC, FRN 0012576385  
WGH(AM), Newport News, VA, Facility I.D. No. 72103  
WGH-FM, Newport News, VA, Facility I.D. No. 72102  
WVBW(FM), Suffolk, VA, Facility I.D. No. 64000  
WVHT(FM), Norfolk, VA, Facility I.D. No. 71287  
WVSP-FM, Yorktown, VA, Facility I.D. No. 19836  
2013 Response to EEO Reporting Conditions

Ladies and Gentlemen:

On behalf of MHR License LLC, licensee of the above-referenced radio stations, I transmit herewith its Response to the EEO Reporting Conditions imposed in *MHR License LLC*, 26 FCC Rcd. 17144, 17148 (2011).

Kindly communicate any questions directly with this office.

Very truly yours,

  
Melodie A. Virtue

Enclosure  
MAV:cil

MHR License LLC  
900 Laskin Road  
Virginia Beach, VA 23451  
(757) 437-9800

June 24, 2013

EEO Staff, Policy Division  
Media Bureau  
Federal Communications Commission  
445 12<sup>th</sup> Street, SW  
Washington, DC 20554

Re: MHR License LLC, FRN 0012576385  
EEO Reporting in Response to DA 11-2094

Ladies and Gentlemen:

In the *Memorandum Opinion and Order and Notice of Apparent Liability for Forfeiture*, DA 11-2094, released December 30, 2011, the Chief of the Media Bureau ordered MHR License LLC to submit the information listed below, which the licensee has provided in the attached exhibits on behalf of the following stations in its employment unit:

WGH(AM), Newport News, VA, Facility I.D. No. 72103  
WGH-FM, Newport News, VA, Facility I.D. No. 72102  
WVBW(FM), Suffolk, VA, Facility I.D. No. 64000  
WVHT(FM), Norfolk, VA, Facility I.D. No. 71287  
WVSP-FM, Yorktown, VA, Facility I.D. No. 19836

No other stations are in that employment unit.

Exhibit A – the unit’s most recent EEO public file report;

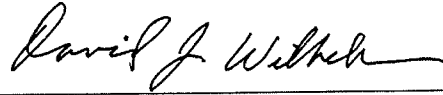
Exhibit B – dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing each full-time vacancy for the preceding reporting year;

Exhibit C – the recruitment source that referred the hiree for each full-time vacancy and the job title of each full-time vacancy;

Exhibit D – the total number of interviewees for each full-time vacancy for the preceding reporting year and the referral source for each interviewee; and

Exhibit E – the sources contacted by the Licensee for each of its full-time openings during the reporting year.

The undersigned declares under penalty of perjury under the laws of the United States of America that the foregoing is true and correct based on documentation provided by the Unit's Business Manager.

A handwritten signature in black ink, reading "David J. Wilhelm". The signature is fluid and cursive, with a long horizontal stroke at the end.

---

David J. Wilhelm  
Vice President / Assistant Secretary

Attachments (5)

cc: Local Public Inspection Files

## EXHIBIT A

## 2013 ANNUAL EEO PUBLIC FILE REPORT

### MAX MEDIA OF HAMPTON ROADS LLC (MHR LICENSE LLC)

|                             |  |
|-----------------------------|--|
| Stations:                   | WGH(AM), Newport News, VA<br>WGH-FM, Newport News, VA<br>WVBW(FM), Suffolk, VA<br>WVHT(FM), Norfolk, VA<br>WVSP-FM, Yorktown, VA |
| Reporting Period:           | May 22, 2012 – May 21, 2013  |
| No. of Full-time Employees: | More than 10   |
| Small Market Exemption:     | No   |

During the Reporting Period, seven full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

- (1) Three students from Virginia Wesleyan College interned between May 21, 2012 and January 23, 2013 for periods ranging from 2 to 14 weeks. These students worked with management in various departments including Sales, Interactive and Promotions.
- (2) Three students from Old Dominion University interned between May 22, 2012 and May 6, 2013 for periods ranging from 6 to 12 weeks. Two worked in programming/ESPN and one worked with management in various departments including Sales, Interactive and Promotions.
- (3) One student from Norfolk State University interned from August 28, 2012 to December 1, 2012 working with our Promotions Directors to satisfy a Mass Communications internship program.
- (4) One student from Liberty University interned from August 30, 2012 to December 15, 2012 working with management in various departments including Sales, Interactive and Promotions to satisfy a Communications internship program.

- (5) Two students placed in our program by the Virginia Association of Broadcasters interned from June 4, 2012 to July 27, 2017 working with management in various departments including Sales, Interactive and Promotions and Programming.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

- (1) A volunteer student from VCU was mentored/trained by our Interactive Department Management team from May 23, 2012 to August 15, 2012. In 2013, the volunteer applied and was hired for a part-time Interactive Media Coordinator position. She received further mentoring and training and moved into a full-time Interactive Media Coordinator position supporting multiple offices.

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LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE                     | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-------------------------------|------------------------------------|
| 7/2/12       | Senior Account Executive      | Word of Mouth Referral             |
| 7/10/12      | Sports Talk Host              | Allaccess.com                      |
| 11/19/12     | Entry Level Account Executive | Word of Mouth Referral             |
| 11/26/12     | Entry Level Account Executive | Word of Mouth Referral             |
| 1/14/13      | Business Manager              | CareerConnection.com               |
| 03/25/13     | Interactive Media Coordinator | Vacancy Posting on Employee Board  |
| 4/29/13      | Account Executive             | Employee Referral                  |

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 30

| Recruitment Sources Used in Reporting Period                   | Number of Persons Interviewed that the Source Referred |
|--|--|
| Hampton University   | 0  |
| Thomas Nelson Community College                                | 0  |
| Norfolk State University                                       | 0  |
| Tidewater Community College                                    | 0  |
| Alliance for Women in Media                                    | 0  |
| The Virginian Pilot  | 1  |
| WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM On-Air Announcements | 0  |
| Word of Mouth Referral   | 9  |
| Vacancy Posting on Employee Board                              | 2  |
| Washington Post  | 0  |
| Allaccess.com  | 11   |
| Craigslist.com   | 1  |
| Virginia Employment Commission                                 | 1  |
| CareerBuilder.com  | 2  |
| Daily Press  | 0  |
| Careerconnection.com   | 2  |
| Simplyhired.com  | 1  |
| Virginia Wesleyan College                                      | 0  |
| Old Dominion University  | 0  |
| <b>Total</b>   | <b>30</b>  |

# RECRUITING SOURCES USED

Job Title of Position: Senior Account Executive

Date of Hire: 7/02/12

| REFERRAL SOURCE  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE   |
|--|---|--|--------------------------|---|
| Alliance for Women in Media                                    | N | 1760 Old Meadow Road, Suite 500, McLean VA 22102                       | Amy Lotz                 | 703-506-3290  |
| The Virginian Pilot Newspaper                                  | N | Box 449 Norfolk, VA 23501-0449   | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455  |
| WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM On-Air Announcements | N | 5589 Greenwich Rd, Suite 200, Virginia Beach, VA 23462                 | Anne Goldberg            | <a href="mailto:agoldberg@maxmediav.com">agoldberg@maxmediav.com</a><br>757.671.1000 ext. 207 |
| Vacancy Posting on Employee Board                              | N | 5589 Greenwich Road Suite 200 Va. Beach, VA 23462                      | Anne Goldberg            | <a href="mailto:agoldberg@maxmediav.com">agoldberg@maxmediav.com</a><br>757-671-1000 ext 207  |
| Virginia Employment Commission                                 | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>       | N/A                      | N/A   |
| Careerconnection.com   | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a> | N/A                      | N/A   |

Job Title of Position: Sports Talk Host

Date of Hire: 7/10/12

| REFERRAL SOURCE | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|-----------------|---|--|--------------------------|--|
| Washington Post | N | <a href="http://Classified.washpost.com">Classified.washpost.com</a> | N/A                      | <a href="mailto:jobsmajoraccounts@washpost.com">jobsmajoraccounts@washpost.com</a> |
| Allaccess.com   | N | <a href="http://www.allaccess.com">www.allaccess.com</a>             | N/A                      | N/A  |

Job Title of Position: Entry Level Account Executive

Date of Hire: 11/19/12

Job Title of Position: Entry Level Account Executive

Date of Hire: 11/26/12

| REFERRAL SOURCE                 | * | ADDRESS OF SOURCE                      | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|---------------------------------|---|--|--------------------------|--|
| Thomas Nelson Community College | N | 99 Thomas Nelson Dr. Hampton, VA 23666 | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882 |
| Norfolk State University        | N | Student Services Center,               | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a>                   |



|                                   |   |   |               |  |
|-----------------------------------|---|---|---------------|--|
|                                   |   | Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504       |               | 757-823-8462   |
| Tidewater Community College       | N | 1428 Cedar Road,<br>Chesapeake, VA 23322                | Babi Brock    | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a><br>757-822-7228                           |
| The Virginian Pilot Newspaper     | N | Box 449<br>Norfolk, VA 23501-0449                       | Ashlee Vogl   | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455 |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462 | Anne Goldberg | <a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a><br>757-671-1000 ext 207   |

Job Title of Position: Business Manager

Date of Hire: 1/14/13

| REFERRAL SOURCE                   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|-----------------------------------|---|---|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center<br>111 Wigwam E<br>Hampton, VA 23668    | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampson.edu">Andre.ledoux@hampson.edu</a><br>757-727-5331       |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                     | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882                 |
| Norfolk State University          | N | Student Services Center,<br>Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                   |
| Tidewater Community College       | N | 1428 Cedar Road,<br>Chesapeake, VA 23322                                      | Babi Brock               | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a><br>757-822-7228                           |
| Alliance for Women in Media       | N | 1760 Old Meadow Road,<br>Suite 500, McLean VA<br>22102                        | Amy Lotz                 | 703-506-3290   |
| The Virginian Pilot Newspaper     | N | Box 449<br>Norfolk, VA 23501-0449   | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455 |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                       | Anne Goldberg            | <a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a><br>757-671-1000 ext 207   |
| Virginia Employment Commission    | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>              | N/A                      | N/A  |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>              | N/A                      | N/A  |
| Careerconnection.com              | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a>        | N/A                      | N/A  |
| Simplyhired.com                   | N | <a href="http://www.simplyhired.com">www.simplyhired.com</a>                  | N/A                      | N/A  |

Job Title of Position: Interactive Media Coordinator

Date of Hire: 3/25/13

| REFERRAL SOURCE                   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|-----------------------------------|---|--|--------------------------|--|
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462          | Anne Goldberg            | <a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a><br>757-671-1000 ext 207 |
| Craigslist.com                    | N | <a href="http://www.craigslist.com">www.craigslist.com</a>       | N/A                      | N/A  |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> |                          |  |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>       | N/A                      | N/A  |
| Virginia Wesleyan College         | N | 1584 Wesleyan Dr, Norfolk, VA 23502                              | LaShay Wyatt             | Ph: 757.455.3200<br><a href="mailto:lw Wyatt@vwc.edu">lw Wyatt@vwc.edu</a>                 |
| Old Dominion University           | N | 5115 Hampton Blvd, Norfolk, VA 23529                             | Caleb Holland            | Ph: 757.683.3000<br><a href="mailto:cahollan@odu.edu">cahollan@odu.edu</a>                 |

Job Title of Position: Account Executive

Date of Hire: 4/29/13

| REFERRAL SOURCE                   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|-----------------------------------|---|---|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center<br>111 Wigwam E<br>Hampton, VA 23668    | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampton.edu">Andre.ledoux@hampton.edu</a><br>757-727-5331     |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                     | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882               |
| Norfolk State University          | N | Student Services Center,<br>Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                 |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                       | Anne Goldberg            | <a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a><br>757-671-1000 ext 207 |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>              | N/A                      | N/A  |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>                    | N/A                      | N/A  |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

## EXHIBIT B

**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Senior Account Executive**

**Date of Hire: 7/02/12**

| Referral Source  | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source             |
|--|---|--|--------------------------|---|
| Alliance for Women in Media                                    | N | 1760 Old Meadow Road, Suite 500, McLean VA 22102                       | Amy Lotz                 | 703-506-3290                                      |
| The Virginian Pilot Newspaper                                  | N | Box 449<br>Norfolk, VA 23501-0449                                      | Ashlee Vogl              | Ashlee.Vogl@pilotonline.com<br>757-622-1455       |
| WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM On-Air Announcements | N | 5589 Greenwich Rd, Suite 200, Virginia Beach, VA 23462                 | Anne Goldberg            | agoldberg@maxmediava.com<br>757.671.1000 ext. 207 |
| Vacancy Posting on Employee Board                              | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                | Anne Goldberg            | agoldberg@maxmediava.com<br>757-671-1000 ext 207  |
| Virginia Employment Commission                                 | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>       | N/A                      | N/A   |
| Careerconnection.com   | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a> | N/A                      | N/A   |

**Notes:**

1. By posting in the Virginian Pilot newspaper the ad is automatically posted on Careerconnection.com.

Max Media of Hampton Roads, WGH-FM, WVBW, WVSP, WVHT and WGH-AM has a unique opportunity for a Senior Account Representative to handle a well established account list. This position requires strong communication, organizational, customer service and selling skills as well as the ability to work in a competitive and diverse market. Full service radio sales experience is required. Submit resume to [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com). EOE

## Anne Goldberg

---

**From:** AWM Career Center <system@jobcontrolcenter.com>  
**Sent:** Saturday, July 07, 2012 5:34 AM  
**To:** Anne Goldberg  
**Subject:** AWM Career Center Job Posting Status



Thank you for using AWM Career Center.

Listed below are the job posting(s) that have recently expired or are scheduled to expire this week.

| Job Title  | ID      | Closed / Closing     |
|--|---------|----------------------|
| 1. <u>Senior Account Representative</u> (Virginia Beach, VA USA) | 4798861 | Saturday, 07-07-2012 |

To renew a Job Ad, you must copy the current or expired Job Ad.

### To copy a **CURRENT** Job Ad:

1. Login to your company account at <http://careers.allwomeninmedia.org/hr/>.
2. Click on "Active Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

The original job ad will expire as scheduled and the new copy will remain on the site for a full posting cycle.

### To copy an **EXPIRED** Job Ad:

1. Login to your company account at <http://careers.allwomeninmedia.org/hr/>
2. Click on "Inactive Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

---

This is a system-generated message. Please do not reply.

**AWM Career Center**  
<http://careers.allwomeninmedia.org>

671166/773274



AWM Career Center

Secure Checkout

|                   |                     |         |
|-------------------|---------------------|---------|
| Payment<br>Method | Confirm<br>Purchase | Receipt |
|-------------------|---------------------|---------|



**Your job has been posted. It will appear online within the next hour.  
Thank you for posting at AWM Career Center**

The charge on your Visa statement will appear as "Boxwood Technology, Inc."

Please print this confirmation page for your records using the print button above.

A copy of this receipt/confirmation has been sent to **agoldberg@maxmediava.com**.

**Invoice #:** 1703376  
**Date Posted:** Wednesday, June 06, 2012  
**Job Package Used:** Single 30-day Online Job Posting Package  
**Job ID:** 4798861  
**Postings Remaining:** 0 of 1  
**Credit Card:** \*\*\*\*\*2004  
**Charge:** \$350.00 USD  
**Appears As:** Boxwood Technology, Inc.

**Invoice Detail (1703376)**

Max Media of Hampton Roads LLC  
Anne Goldberg  
5589 Greenwich Road Suite 200  
Virginia Beach, VA 23462 USA  
757-671-1000 ext 207  
agoldberg@maxmediava.com

Wednesday, June 6, 2012  
**Invoice #:** 1703376  
**Aged:** PAID  
**Total:** \$350.00 USD  
**Balance:** \$0.00 USD  
**PO Number:** -

| Type    | Date        | Amount     | Description                              |
|---------|-------------|------------|--|
| Invoice | Jun 6, 2012 | \$350.00   | Single 30-day Online Job Posting Package |
| Payment | Jun 6, 2012 | \$(350.00) | Paid by Visa card ending in 2004         |

Any credit card charges appear on your statement as "Boxwood Technology, Inc."

[Back to Account Overview](#)[Post Another Job](#)

[View Posting](#)

Customer Service: 1-888-491-8833 Ext. 2270 (Extension Required)



ABOUT SSL  
CERTIFICATES

Customer Service: 1-888-491-8833 Ext. 2270 (Extension Required)

Alliance for Women in Media



## Anne Goldberg

**From:** AWM Career Center <billing@boxwoodtech.com>  
**Sent:** Wednesday, June 06, 2012 4:40 PM  
**To:** Anne Goldberg  
**Subject:** Your receipt



**Your job has been posted. It will appear online within the next hour.  
Thank you for posting at AWM Career Center**

The charge on your Visa statement will appear as "Boxwood Technology, Inc."

|                            |  |
|----------------------------|--|
| <b>Invoice #:</b>          | 1703376                                  |
| <b>Date Posted:</b>        | Wednesday, June 06, 2012                 |
| <b>Job Package Used:</b>   | Single 30-day Online Job Posting Package |
| <b>Job ID:</b>             | 4798861                                  |
| <b>Postings Remaining:</b> | 0 of 1                                   |
| <b>Credit Card:</b>        | *****2004                                |
| <b>Charge:</b>             | \$350.00 USD                             |
| <b>Appears As:</b>         | Boxwood Technology, Inc.                 |

### Invoice Detail (1703376)

Max Media of Hampton Roads LLC  
Anne Goldberg  
5589 Greenwich Road Suite 200  
Virginia Beach, VA 23462 USA  
757-671-1000 ext 207  
agoldberg@maxmediava.com

|                            |
|----------------------------|
| Wednesday, June 6, 2012    |
| <b>Invoice #:</b> 1703376  |
| <b>Aged:</b> PAID          |
| <b>Total:</b> \$350.00 USD |

|  |             |            |  |            |
|--|-------------|------------|--|------------|
|  |             |            | Balance:                                 | \$0.00 USD |
|  |             |            | PO Number:                               | -          |
| Type   | Date        | Amount     | Description                              |            |
| Invoice  | Jun 6, 2012 | \$350.00   | Single 30-day Online Job Posting Package |            |
| Payment  | Jun 6, 2012 | \$(350.00) | Paid by Visa card ending in 2004         |            |
| Any credit card charges appear on your statement as "Boxwood Technology, Inc." |             |            |  |            |

Customer Service: 1-888-491-8833 Ext. 2270 (Extension Required)

Note: This is a system-generated e-mail. Please do not respond.

---

**Anne Goldberg**

**From:** Ashlee Locklear <ashlee.locklear@pilotonline.com>  
**Sent:** Wednesday, June 06, 2012 8:53 AM  
**To:** Anne Goldberg  
**Subject:** Re: Ad Placement

Hi Anne,

Thanks for your patience with my system being down :)

- 2 Sundays in print with 7 days online **\$659.15**
- Sunday & Wednesday in print with 7 days online **\$546.07**

**Senior Account Representative**

Max Media of Hampton Roads, WGH-FM, WWBW, WVSP, WVHT and WGH-AM has a unique opportunity for a Senior Account Representative to handle a well established account list. This position requires strong communication, organizational, customer service and selling skills as well as the ability to work in a competitive and diverse market. Full service radio sales experience is required. Submit resume to [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com). EOF

Please let me know if you have any questions or concerns :)

Thanks,

*Ashlee Locklear*

**Pilot Media Companies**

Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



On Tue, Jun 5, 2012 at 3:49 PM, Ashlee Locklear <[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)> wrote:  
Hi Anne,

We are having some system issues right now with our quoting system, as soon as it is up and running I will send you several quotes and proof :)

I should be able to send you this information before 5pm today.

Thanks,

*Ashlee Locklear*

**Pilot Media Companies**

Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



On Tue, Jun 5, 2012 at 2:27 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Hello Ashlee,

I need to run another ad for an open Senior Account Representative position. I am attaching what should run. You can find us under Hampton Roads Radio or our billed account number is 10266868. I would like the ad to run in the paper over two Sundays or one Sunday and a few weekdays. Can you let me know which is the less expensive of those options? Thanks, Anne

Anne Goldberg

Business Manager

Max Media of Hampton Roads LLC

POSTED 6-6-12 ag

Employee Board

Max Media of Hampton Roads, WGH-FM, WVBW, WVSP, WVHT and WGH-AM has a unique opportunity for a Senior Account Representative to handle a well established account list. This position requires strong communication, organizational, customer service and selling skills as well as the ability to work in a competitive and diverse market. Full service radio sales experience is required. Submit resume to [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com). EOE

REMOVE POSTING: 6-15-12

# Virginia Job Order Print Document

Job Order: 294552

Print Date: 6/7/2012 4:30:36 PM

Office: VEC-Norfolk

LWIA/Region: Hampton Roads

**Employer Information:**

Employer Name: Max Media Of Hampton Roads LLC

How to Apply: Via Email

Company Website: <http://www.eagle97.com>

Application Comments: Send resume to [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com)

**Location:**

Main Address:

Max Media Of Hampton Roads LLC  
5589 Greenwich Road Suite 200

Mailing Address:

5589 GREENWICH RD STE 200

Virginia Beach, VA 23462

VIRGINIA BCH, VA 23462

**Contact:**

Contact: Keith Barton

Title: Director of Sales

Phone: (757) 671-1000  
x226

Fax:

Email: [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com)

**Job Details:**

Occupational Code: 41309900 Sales Representatives, Services, All Other

Job Title: Senior Account Representative

Industry Code: 515112 - This U.S. industry comprises establishments primarily engaged in broadcasting aural programs by radio to the public. Programming may originate in their own studio, from an affiliated network, or from external sources.

Number of Positions: 1

Referrals: 15

Earliest Date to Display: 6/7/2012

Last Date Job Order Will Display: 6/15/2012

Type of Job: Regular

Job Time Type: Full Time (30 Hours or More)

Duration: Over 150 Days

Special Job Category:

**Job Duties and Skills:**

Description:

Max Media of Hampton Roads LLC, WGH-FM, WVBW-FM, WVSP-FM, WVHT-FM, WGH-AM has a unique opportunity for a Senior Account Representative to handle a well established account list.

Special Software/Hardware Skills Needed: No

Special Skills:

Position requires strong communication, organizational, customer service and selling skills as well as the ability to work in a competitive and diverse market. Full service radio sales experience is required.

**Job Requirements:**

Minimum Age:

Test Done By: No test required

Required Tests: NA

Hiring Requirements:

Hiring Requirements Other:

Education Level: Bachelor's Degree

Months of Experience: 36

Requires a Drivers License: Yes, Operator License

Near Public Transportation: No

Drivers License Certification:

Drivers License Endorsements: No Endorsements

**Compensation and Hours:**Minimum Salary: **35000.00 Year**Maximum Salary: **120000.00 Year**Pay Comments: **DOE (Depends on Experience)**Supplemental Compensation: **No**Hours per Week: **Hours Vary**

Actual Hours:

Shift: **Other, see job description**Benefits: **Medical, Dental, Life Insurance, Vacation, Holidays, Sick Leave, 401K, Short/Long Term Disability**Other Benefits: **No Benefits Listed****Job Order Information to be Displayed Online:**Job Order Information Online: **Job details, employer name and contact information will be displayed online.****Other Information:**Green Job: **No**Subsidized by ARRA (Stimulus): **No**Featured Job: **No**In an Enterprise Zone: **No**Federal Contractor: **No**Court Ordered Affirmative Action: **No****Staff Information:**Category: **Regular (Non Domestic)**Job Developer Mandatory Listing: **NA**Status: **Pending Employer Verification**Employer Status: **Open and available**Reason: **NA**

Future Release From Hold:

Job Order Followup: **6/17/2012**





Recruiting Sources Used  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Sports Talk Host**

**Date of Hire: 7/10/12**

| Referral Source | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------|---|--|--------------------------|--|
| Washington Post | N | Classified.washpost.com                                  | N/A                      | <a href="mailto:jobsmajoraccounts@washpost.com">jobsmajoraccounts@washpost.com</a> |
| Allaccess.com   | N | <a href="http://www.allaccess.com">www.allaccess.com</a> | N/A                      | N/A  |



Washington Post Media

The Washington Post  
1150 15th Street NW  
Washington, DC 20071  
202.334.6000

Date: Thursday, April 26, 2012  
To: Anne Goldberg, Max Media of Hampton Roads, LLC  
From: Maureen O'Connell, JOBS  
Re: Receipt

Thank you for your purchase of a recruitment ad (Sports Talk Host) for publication on April 22, 2012, in **JOBS**. The total cost of your purchase was \$954.00. A VISA card with the last four digits of 1998, and an expiration date of 2/2014, was used to pay for this purchase. If you have any questions or concerns, please call or email me.

Maureen O'Connell  
JOBS Advertising Unit  
(202) 334-7018  
[oconnellmn@washpost.com](mailto:oconnellmn@washpost.com)

## Anne Goldberg

**From:** The Washington Post Classified Advertising <employads@washpost.com>  
**Sent:** Wednesday, April 25, 2012 10:07 AM  
**To:** Anne Goldberg  
**Subject:** Washington Post Jobs Renewal Notice

News  
Advertising  
Subscriptions



**Dear Washington Post Advertiser,**

Thank you for running your classified ad (#0011495665) in The Washington Post. Your ad run is complete.

**Run this ad again**

**Run again without changes**

If you'd like to renew your ad, click "Renew As-Is". A customer service representative will contact you to confirm run-dates and payment information.



**Run again with changes**

If you'd like to make changes to your ad text, schedule, or classification, click "Renew with changes".



**Please Note:**

To place another ad, visit [classified.washpost.com](http://classified.washpost.com)

If you do not wish to renew at this time, you do not need to take any action. Please do not reply to this email.

If you have any questions give us a call at 202-334-4100 or [visit our web site](#).

Deadline for Sunday Jobs is 1PM the Friday prior to publication.

**Account Information:**

**Account Number:**

2010199386

**Email:**

agoldberg@maxmediava.com

**About ad # 0011495665**

**Classification:**

00000905

**Created By:**

OCONNELLMN

**Price:**

\$954.00

**Text of ad:**

Media SPORTS TALK HOST Locally-owned and operated, ESPN network-affiliated, Top 50 market radio station in the Middle Atlantic is looking for a Sports Talk host who knows that being on the radio is MORE than just being on the radio. We want someone who is proficient in the use of social media and web content. This person can go beyond the headlines and create compelling content in a ppm world ... a hustler who comes with some, and has the ability to develop, key local and national contacts. If this is you, please send a resume, an MP3 of your latest air work and anything else to backup your case to hrsportsradio757@gmail.com

**Run dates:**

• 2012-04-22

**Thank You**  
Sincerely,



The Washington Post Classifieds

202-334-4100

If you would prefer not to receive renewal notices when you place ads, [click here](#) to be removed from our list.

This message contains an advertisement from The Washington Post, 1150 15th St. NW, Washington, DC 20071. If you do not wish to receive any such e-mail from The Washington Post, please [click here](#) to be removed from our list.

Media

## SPORTS TALK HOST

Locally-owned and operated, ESPN network-affiliated, Top 50 market radio station in the Middle Atlantic is looking for a Sports Talk host who knows that being on the radio is MORE than just being on the radio. We want someone who is proficient in the use of social media and web content. This person can go beyond the headlines and create compelling content in a PPM world ... a hustler who comes with some, and has the ability to develop, key local and national contacts.

*If this is you, please send a resume, an MP3 of your latest air work and anything else to backup your case to [hreportradio757@gmail.com](mailto:hreportradio757@gmail.com)*

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**Anne Goldberg**

**From:** John Shomby  
**Sent:** Tuesday, April 17, 2012 7:31 AM  
**To:** Anne Goldberg  
**Subject:** FW: stealth job opening

For your files, here is the All Access ad.

---

**From:** Nicole DeRosa [mailto:nderosa@allaccess.com]  
**Sent:** Monday, April 16, 2012 6:18 PM  
**To:** John Shomby  
**Subject:** RE: stealth job opening

Hi John,

Your Stealth Ad post has now been added to the All Access website.

To view your ad please use this link: <http://www.allaccess.com/forum/viewtopic.php?f=26&t=25740>

Thank you!

Nicole DeRosa

All Access Music Group  
28955 Pacific Coast Highway, Suite 210  
Malibu, CA 90265  
tel: 310.457.6616  
fax: 310.457.8058

---

**From:** John Shomby [mailto:jshomby@maxmediava.com]  
**Sent:** Monday, April 16, 2012 7:44 AM  
**To:** nderosa@allaccess.com  
**Subject:** stealth job opening



Nicole,

I'd like this posted for the next two weeks, if at all possible, in the stealth openings. All materials should be sent to: [hrrsportsradio757@gmail.com](mailto:hrrsportsradio757@gmail.com).  
Let me know if you need anything else.

John Shomby  
Director of Programming and Operations  
Max Media of Hampton Roads, LLC  
WGH-AM, WGH-FM, WVBW-FM, WVHT-FM, WVSP-FM  
5589 Greenwich Rd.  
Suite 200  
Virginia Beach, VA 23462  
"Chase Perfection"



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Welcome to AllAccess.com, the web's largest radio and music industry community. Sign up now!

search by keyword ...

Home > All Forums > Job Market > Stealth Jobs

## Forums

Search

Forum Rules

FAQ

## Sports Talk Host needed for ESPN network-affiliated radio

### Forum rules

To reply to a **Stealth Job Opening**, just click [stealth@allaccess.com](mailto:stealth@allaccess.com) in the ad. Please include in the subject line the BOX # and position to which your MP3 and resume are going or we cannot deliver them properly. Please, do not call or email All Access about information regarding these Stealth Job searches as we will not be able to give you any details. To post a new **Stealth Job Opening**, send all the job info and the email address to which you'd like the audio and resumes forwarded, to Nicole DeRosa at [nderosa@allaccess.com](mailto:nderosa@allaccess.com).  
Post a reply

Search this topic...

Search

1 post • Page 1 of 1

## Sports Talk Host needed for ESPN network-affiliated radio

by nicolederosa » Mon Apr 16, 2012 3:17 pm

Locally-owned and operated, ESPN network-affiliated, Top 50 market radio station in the Middle Atlantic is looking for a Sports Talk host who knows that being on the radio is MORE than just being on the radio. We want someone who is proficient in the use of social media and web content. This person can go beyond the headlines and create compelling content in a PPM world.. A hustler who comes with some, and has the ability to develop, key local and national contacts. If this is you, please send a resume, an MP3 of your latest air work and anything else to backup your case.

**How To Apply:** It's important to put: "BOX # 150 Stealth Search For: Sports Talk Host needed for ESPN network-affiliated, Top 50 market radio station" in the subject line; attach air check - mp3 demos and your resume to [stealth@allaccess.com](mailto:stealth@allaccess.com) and it will be forwarded to the station for this EOE position.  
nicolederosa

Posts: 33

Joined: Wed Feb 08, 2012 12:07 pm

Top

Post a reply

1 post • Page 1 of 1

Return to Stealth Jobs

Jump to:

Stealth Jobs

Go

Board index

The team • All times are UTC - 8 hours [ DST ]

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**ATTENTION  
TALENT!**  
**ARE YOU?**  
**A GREAT TALENT?**  
**A GREAT  
MORNING SHOW?**  
**YOU NEED A  
GREAT  
AGENT!**  
  
Contact  
**Lee Strasser**  
Grand Visions, Inc.  
[1kstasser@gmail.com](mailto:1kstasser@gmail.com)  
561-371-0323



**HyperLocal Website Featuring UP-TO-THE-MINUTE  
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**216-831-3761 | HIGH SCHOOL SPORTS@ENVISIONRADIO.COM**

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Top 40/R  
Triple A  
Urban/UAC

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**SongDish****Forums**

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Promo/Marketing  
Internet/Digital  
Sales & Mgmt  
Engineering/Tech  
Research Doctor

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Song Charts  
Airplay Add Board  
RateTheMusic  
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Blg Champagne  
Stock Index

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I have an Industry Directory update  
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I'd like to contribute content

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Suite 210  
Malibu, CA 90265  
310.457.6616 (P)  
310.457.8058 (F)

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PD Chronicles  
The Letter

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## Recruiting Sources Used

Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/19/12**

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/26/12**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------------------------|---|--|--------------------------|--|
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                  | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882                   |
| Norfolk State University          | N | Student Services Center, Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                     |
| Tidewater Community College       | N | 1428 Cedar Road, Chesapeake, VA 23322                                      | Babi Brock               | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a><br>757-822-7228                             |
| The Virginian Pilot Newspaper     | N | Box 449<br>Norfolk, VA 23501-0449  | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455   |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                    | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a><br>757-671-1000 ext 207 |

## **Anne Goldberg**

---

**From:** Anne Goldberg  
**Sent:** Friday, September 28, 2012 9:24 AM  
**To:** albertinif@tncc.edu  
**Subject:** Job Opportunity  
**Attachments:** POSITION OPENING ENTRY LEVEL AE SEPT 2012.doc

Please post the attached open position today or at your earliest convenience. This should remain posted until October 12, 2012. Would you be so kind as to send me a confirmation of the posting?

Thank you,

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC

## **POSITION OPENING**

Max Media of Hampton Roads LLC has an open position for an entry level Account Executive responsible for selling on air and digital advertising for 5 radio properties. College degree preferred. Send resume to [cbryant@maxmediava.com](mailto:cbryant@maxmediava.com). No phone calls.

**Anne Goldberg**

---

**To:** jtallmadge@nsu.edu  
**Subject:** Job Opportunity  
**Attachments:** POSITION OPENING ENTRY LEVEL AE SEPT 2012.doc

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**Anne Goldberg**

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**Subject:** Job Opportunity  
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## Anne Goldberg

---

**From:** Babi Brock <bbrock@tcc.edu>  
**Sent:** Friday, September 28, 2012 12:32 PM  
**To:** Anne Goldberg  
**Subject:** RE: Job Opportunity

Good Afternoon:

Your job opportunity has been posted. Thank you for advertising the posting for student at TCC with Career and Employment Services. Take care!

Babi

---

**From:** Anne Goldberg [mailto:agoldberg@maxmediava.com]  
**Sent:** Friday, September 28, 2012 9:49 AM  
**To:** Babi Brock  
**Subject:** Job Opportunity

Please post the attached open position today or at your earliest convenience. This should remain posted until October 12, 2012. Would you be so kind as to send me a confirmation of the posting?

Thank you,

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC

---

CONFIDENTIALITY NOTICE: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information or otherwise be protected by law. Any access, use, disclosure or distribution of this email message by anyone other than the intended recipient(s) is unauthorized and prohibited. If you are not an intended recipient (or an agent acting on an intended recipient's behalf), please contact the sender by reply email and immediately destroy all copies of the original message. Virus scanning is recommended on all email attachments.

## Anne Goldberg

---

**From:** Ashlee Locklear <ashlee.locklear@pilotonline.com>  
**Sent:** Thursday, September 27, 2012 3:59 PM  
**To:** Anne Goldberg  
**Subject:** Re: Employment recruitment ad

All set :)

Thanks,

*Ashlee Locklear*

### Pilot Media Companies

Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



On Thu, Sep 27, 2012 at 3:56 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Great. Let's do it.

**From:** Ashlee Locklear [mailto:[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)]  
**Sent:** Thursday, September 27, 2012 3:50 PM

**To:** Anne Goldberg  
**Subject:** Re: Employment recruitment ad

Sorry the only reason I ask is because your account was set up before I started here and the company name is Hampton Roads Radio with a phone number of 757-671-1000. So when I type in

Max Media in our system to process your ad nothing comes up and I never can remember the name its under.

- Sunday & Wednesday in print with 7 days online \$347.54

### **Account Executive**

Entry level, for Max Media of Hampton Roads LLC.  
Responsible for selling on air and digital advertising for 5 radio properties. College degree preferred.  
Send resume to [cbryant@maxmediava.com](mailto:cbryant@maxmediava.com).

Thanks,

*Ashlee Locklear*

#### **Pilot Media Companies**

Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



On Thu, Sep 27, 2012 at 3:43 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

You would think by now I would know to provide that before you have to ask. It is 10266868

**From:** Ashlee Locklear [mailto:[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)]

**Sent:** Thursday, September 27, 2012 3:36 PM

**To:** Anne Goldberg

**Subject:** Re: Employment recruitment ad

Hi Anne,

whats the account number again?

Thanks,

*Ashlee Locklear*

**Pilot Media Companies**

Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
**PilotOnline.com | CareerConnection.com**



On Thu, Sep 27, 2012 at 3:10 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Good Afternoon Ashlee,

We would like to run an advertisement for a position we have open. Below is the copy. Can you give me the cost to run this on Sunday, Sept 30 and Wednesday October 3 in print with the 7 days online?

Max Media of Hampton Roads LLC has an opening for an entry level Account Executive responsible for selling on air and digital advertising for 5 radio properties. College degree preferred. Send resume to [cbryant@maxmediava.com](mailto:cbryant@maxmediava.com).

## Anne Goldberg

---

**From:** Anne Goldberg  
**Sent:** Thursday, September 27, 2012 3:48 PM  
**To:** 'Ashlee Locklear'  
**Subject:** RE: Employment recruitment ad

Great. Let's do it.

**From:** Ashlee Locklear [mailto:ashlee.locklear@pilotonline.com]  
**Sent:** Thursday, September 27, 2012 3:50 PM  
**To:** Anne Goldberg  
**Subject:** Re: Employment recruitment ad

Sorry the only reason I ask is because your account was set up before I started here and the company name is Hampton Roads Radio with a phone number of 757-671-1000. So when I type in Max Media in our system to process your ad nothing comes up and I never can remember the name its under.

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Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
**PilotOnline.com | CareerConnection.com**



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[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



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*Ashlee Locklear*

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Recruitment Inside Sales Executive  
Office 757.222.5462 • Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)

150 W. Brambleton Ave., Norfolk, VA 23510  
[PilotOnline.com](http://PilotOnline.com) | [CareerConnection.com](http://CareerConnection.com)



On Thu, Sep 27, 2012 at 3:10 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Good Afternoon Ashlee,

We would like to run an advertisement for a position we have open. Below is the copy. Can you give me the cost to run this on Sunday, Sept 30 and Wednesday October 3 in print with the 7 days online?

Max Media of Hampton Roads LLC has an opening for an entry level Account Executive responsible for selling on air and digital advertising for 5 radio properties. College degree preferred. Send resume to [cbryant@maxmediava.com](mailto:cbryant@maxmediava.com).

POSTED ON EMPLOYEE BOARD 9-27-12

## POSITION OPENING

Max Media of Hampton Roads LLC has an open position for an entry level Account Executive responsible for selling on air and digital advertising for 5 radio properties. College degree preferred. Send resume to [cbryant@maxmediava.com](mailto:cbryant@maxmediava.com). No phone calls.



**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Business Manager**

**Date of Hire: 1/14/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------------------------|---|--|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center<br>111 Wigwam E<br>Hampton, VA 23668 | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampton.edu">Andre.ledoux@hampton.edu</a><br>757-727-5331         |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                  | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882                   |
| Norfolk State University          | N | Student Services Center, Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                     |
| Tidewater Community College       | N | 1428 Cedar Road, Chesapeake, VA 23322                                      | Babi Brock               | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a><br>757-822-7228                             |
| Alliance for Women in Media       | N | 1760 Old Meadow Road, Suite 500, McLean VA 22102                           | Amy Lotz                 | 703-506-3290   |
| The Virginian Pilot Newspaper     | N | Box 449<br>Norfolk, VA 23501-0449  | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455   |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                    | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a><br>757-671-1000 ext 207 |
| Virginia Employment Commission    | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>           | N/A                      | N/A  |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>           | N/A                      | N/A  |
| Careerconnection.com              | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a>     | N/A                      | N/A  |
| Simplyhired.com                   | N | <a href="http://www.simplyhired.com">www.simplyhired.com</a>               | N/A                      | N/A  |

**Notes:**

1. By posting in the Virginia Pilot newspaper the same ad is automatically posted on Careerconnection.com.
2. We did not directly post on simplyhired.com but by posting to other sources it was available on this site and was a source for one of the candidates interviewed.

Max Media of Hampton Roads LLC is seeking a Business Manager. A bachelor's degree in business or accounting is preferred, but not required. Qualifications include 2 years professional accounting experience, ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. Qualified candidates should e-mail resume to [dpaulus@maxmediava.com](mailto:dpaulus@maxmediava.com).

MMHR is an Equal Opportunity Employer



**Anne Goldberg**

---

**To:** andre.ledoux@hamptonu.edu; albertinif@tncc.edu; jtallmadge@nsu.edu; bbrock@tcc.edu  
**Subject:** Job Posting  
**Attachments:** Business Manager posting.doc

Good Afternoon,

I sent an e-mail earlier today asking that you post the position we have open for a Business Manager for Max Media of Hampton Roads LLC. Unfortunately, I had the incorrect e-mail address on that posting. Please substitute the attached for the one you received from me earlier today. Sorry for the inconvenience. I would appreciate an e-mail confirmation when you post the position.

Thank you,

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC

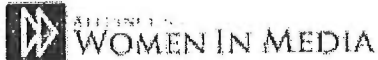
**Anne Goldberg**

---

**To:** andre.ledoux@hamptonu.edu; albertinif@tncc.edu; jtallmadge@nsu.edu; bbrock@tcc.edu  
**Subject:** Job Posting  
**Attachments:** Business Manager posting.doc

Please post the attached on or before Monday, November 19, 2012. I would appreciate a confirmation of the posting sent to [agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com).  
Thank you.

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC



**Your job has been posted. It will appear online within the next hour.**  
**Thank you for posting at AWM Career Center**

The charge on your Visa statement will appear as "Boxwood Technology, Inc."

**Invoice #:** 1786632  
**Date Posted:** Thursday, November 15, 2012  
**Job Package Used:** Single 30-day Online Job Posting Package  
**Job ID:** 4996415  
**Postings Remaining:** 0 of 1  
**Credit Card:** \*\*\*\*\*2004  
**Charge:** \$350.00 USD  
**Appears As:** Boxwood Technology, Inc.

#### Invoice Detail (1786632)

Max Media of Hampton Roads LLC  
 Anne Goldberg  
 5589 Greenwich Road Suite 200  
 Virginia Beach, VA 23462 USA  
 757-671-1000 ext 207  
 agoldberg@maxmediava.com

Thursday, November 15, 2012

**Invoice #:** 1786632

**Aged:** PAID

**Total:** \$350.00 USD

**Balance:** \$0.00 USD

**PO Number:** -

| Type    | Date         | Amount     | Description                              |
|---------|--------------|------------|--|
| Invoice | Nov 15, 2012 | \$350.00   | Single 30-day Online Job Posting Package |
| Payment | Nov 15, 2012 | \$(350.00) | Paid by Visa card ending in 2004         |

Any credit card charges appear on your statement as "Boxwood Technology, Inc."

*Called on 11-16 @ 10:20 A & SPOKE WITH  
 HEATHER. SHE CHANGED THE E-MAIL ADDRESS  
 IN THE AD TO bizmanager@maxmediava.com*  
 Customer Service: 1-888-491-8833 Ext. 2270 (Extension Required)

## Anne Goldberg

**From:** AWM Career Center <system@jobcontrolcenter.com>  
**Sent:** Saturday, December 15, 2012 4:37 AM  
**To:** Anne Goldberg  
**Subject:** AWM Career Center Job Posting Status



Thank you for using AWM Career Center.

Listed below are the job posting(s) that have recently expired or are scheduled to expire this week.

| Job Title   | ID      | Closed / Closing     |
|---|---------|----------------------|
| 1. <u>Business Manager</u> (Virginia Beach, VA USA) | 4996415 | Saturday, 12-15-2012 |

To renew a Job Ad, you must copy the current or expired Job Ad.

### To copy a CURRENT Job Ad:

1. Login to your company account at <http://careers.allwomeninmedia.org/hr/>.
2. Click on "Active Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

The original job ad will expire as scheduled and the new copy will remain on the site for a full posting cycle.

### To copy an EXPIRED Job Ad:

1. Login to your company account at <http://careers.allwomeninmedia.org/hr/>
2. Click on "Inactive Jobs" in the JOBS box.
3. Select the "Copy" icon, listed under the "Action" column, on the line of the job you wish to copy.
4. Make any edits, "Preview" the job, and then "Post."

---

This is a system-generated message. Please do not reply.

**AWM Career Center**

<http://careers.allwomeninmedia.org>

671166/773274

# ADVERTISING INVOICE AND STATEMENT

Page 1 of 1



Pilot Media  
P.O. Box 449  
Norfolk, Virginia 23501-0449

Questions regarding your current charges? Please call (757) 446-2717

| INVOICE NUMBER | STATEMENT PERIOD    | ADVERTISER/CLIENT NAME |
|----------------|---------------------|------------------------|
| 2488565        | 01/01/13 - 01/31/13 | HAMPTON ROADS RADIO    |
| DUE DATE       | TOTAL AMOUNT DUE    |                        |
|                | .00                 |                        |

|                               |   |
|-------------------------------|---|
| TO VIEW AND PAY ONLINE GO TO: | <a href="http://vapilot.billtrust.com">http://vapilot.billtrust.com</a> |
| USE THIS ENROLLMENT CODE:     | PRK TMB PKS   |



## SAVE TIME AND MONEY WITH OUR FREE E-BILLING INVOICING SERVICE!

You can now receive Advertising bills much faster with our email bill delivery! With email delivery, your Advertising bills are sent once per day in one, easy to open file. You can even download our invoice data directly into your accounting package (such as QuickBooks®). To sign up, please proceed to <https://vapilot.billtrust.com>.

| DATE     | AD NUMBER | DESCRIPTION     | BILLED UNITS | GROSS AMOUNT | CHARGES / DISCOUNTS | NET AMOUNT |
|----------|-----------|-----------------|--------------|--------------|---------------------|------------|
| 12/31/12 |           | Balance Forward |              |              |                     | 916.77     |
| 01/23/13 | 0         | 00006118        |              |              |                     | -916.77    |

### STATEMENT OF ACCOUNT AGING OF PAST DUE AMOUNTS

\*UNAPPLIED AMOUNTS ARE INCLUDED IN TOTAL AMOUNT

| CURRENT NET AMOUNT | 30 DAYS | 60 DAYS | OVER 90 DAYS | TOTAL AMOUNT DUE |
|--------------------|---------|---------|--------------|------------------|
| 0.00               | 0.00    | 0.00    | 0.00         | 0.00             |

▲ PLEASE DETACH AND RETURN LOWER PORTION WITH YOUR PAYMENT ▲



Pilot Media  
P.O. Box 449  
Norfolk, Virginia 23501-0449

| STATEMENT PERIOD       | BILLING DATE      | INVOICE NUMBER     |
|------------------------|-------------------|--------------------|
| 01/01/13 - 01/31/13    | 01/31/13          | 2488565            |
| ADVERTISER/CLIENT NAME |                   | BILLED ACCOUNT NO. |
| HAMPTON ROADS RADIO    |                   | 10266868           |
| TOTAL AMOUNT DUE       | REMITTANCE AMOUNT | CHECK NO.          |
| 0.00                   |                   |                    |

### BILL TO:

345 1 AV 0.360 E0180X ID402 D624055725 P1331575 0001:0002



HAMPTON ROADS RADIO  
5589 GREENWICH RD STE 200  
VIRGINIA BEACH VA 23462-6565



### REMIT TO:



Pilot Media  
P.O. Box 79917  
Baltimore, MD 21279-0917

0002488565000000000008

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**Anne Goldberg**

**From:** Ashlee Locklear <ashlee.locklear@pilotonline.com>  
**Sent:** Friday, November 16, 2012 8:32 AM  
**To:** Anne Goldberg  
**Subject:** Re: Business Manager ad

Same price, please review ad to make sure correct.

### **Business Manager**

For Max Media of Hampton Roads LLC. A bachelor's degree in business or accounting is preferred, but not required. Qualifications include 2 years professional accounting experience, ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. Qualified candidates should e-mail resume to [bizmanager@maxmediava.com](mailto:bizmanager@maxmediava.com)  
MMHR is an Equal Opportunity Employer

Thanks,

**Ashlee Locklear**  
***Pilot Media Companies***  
Recruitment Inside Sales Executive  
Office 757.222.5462 Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)  
150 W.Brambleton Ave., Norfolk VA 23510  
PilotOnline.com | CareerConnection.com

On Thu, Nov 15, 2012 at 4:27 PM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Hi Ashlee,

I have attached the ad we want to run with the correct e-mail address. Please use this for the paper and on line.

Thanks,

Anne Goldberg

Business Manager

Max Media of Hampton Roads LLC



**Anne Goldberg**

---

**From:** Anne Goldberg  
**Sent:** Thursday, November 15, 2012 4:18 PM  
**To:** Ashlee Locklear (Ashlee.Locklear@pilotonline.com)  
**Subject:** Business Manager ad  
**Attachments:** Business Manager posting.doc

Hi Ashlee,

I have attached the ad we want to run with the correct e-mail address. Please use this for the paper and on line.

Thanks,

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC

Max Media of Hampton Roads LLC is seeking a Business Manager. A bachelor's degree in business or accounting is preferred, but not required. Qualifications include 2 years professional accounting experience, ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. Qualified candidates should e-mail resume to [bizmanager@maxmediava.com](mailto:bizmanager@maxmediava.com).

MMHR is an Equal Opportunity Employer

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**Anne Goldberg**

**From:** Ashlee Locklear <ashlee.locklear@pilotonline.com>  
**Sent:** Thursday, November 15, 2012 9:18 AM  
**To:** Anne Goldberg  
**Subject:** Re: Ad for Business Manager  
**Attachments:** Business Manager.pdf

All set Anne, thank you for your business with Pilot Media :)

Thanks,

**Ashlee Locklear**  
***Pilot Media Companies***  
Recruitment Inside Sales Executive  
Office 757.222.5462 Fax 757.446.2036  
[ashlee.locklear@pilotonline.com](mailto:ashlee.locklear@pilotonline.com)  
150 W.Brambleton Ave., Norfolk VA 23510  
PilotOnline.com | CareerConnection.com

On Thu, Nov 15, 2012 at 9:14 AM, Anne Goldberg <[agoldberg@maxmediava.com](mailto:agoldberg@maxmediava.com)> wrote:

Good Morning Ashlee,

We would like to run this ad for 2 Sundays and 2 Wednesdays in print with the 7 days on line for \$916.77. Please start this to on Sunday, November 24, 2012. I am attaching the copy. Let me know if you need any more information from me. As a reminder we are listed with you under the name of Hampton Roads Radio. Thanks, Anne

Anne Goldberg

Business Manager

Max Media of Hampton Roads LLC

**Anne Goldberg**

---

**To:** Ashlee Locklear (Ashlee.Locklear@pilotonline.com)  
**Subject:** Ad for Business Manager  
**Attachments:** Business Manager posting.doc

Good Morning Ashlee,

We would like to run this ad for 2 Sundays and 2 Wednesdays in print with the 7 days on line for \$916.77. Please start this to on Sunday, November 24, 2012. I am attaching the copy. Let me know if you need any more information from me. As a reminder we are listed with you under the name of Hampton Roads Radio. Thanks, Anne

Anne Goldberg  
Business Manager  
Max Media of Hampton Roads LLC

## POST ON EMPLOYEE BOARD

Max Media of Hampton Roads LLC is seeking a Business Manager. A bachelor's degree in business or accounting is preferred, but not required. Qualifications include 2 years professional accounting experience, ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. Qualified candidates should e-mail resume to [bizmanager@maxmediava.com](mailto:bizmanager@maxmediava.com).

MMHR is an Equal Opportunity Employer

REMOVE POSTING: 12-10-12

**Virginia.gov**

- Online Services |
- Commonwealth Sites |
- Help |
- Governor

For help click the question mark icon.

Job Order Number: 331029

**Job Title and Occupation**

Job Title: Business Manager  
Occupation: Accountants (13201101)  
Typical Employment Data: [View Typical Job and Employment Data for Accountants](#)

[ [Edit Job Title and Occupation](#) ]

**Location of this Job (worksite)**

Max Media of Hampton Roads LLC  
5589 Greenwich Road Suite 200  
Virginia Beach , VA 23462  
US

To change the location of this job order, please click the Select Another Location for this job. If other locations do not exist, you will have the opportunity to add a new location which can then be attached to the job order.

[ [Edit this Location of this Job](#) ] [ [Select Another Location for this Job](#) ]

**Contact Person for this Job**

Anne Goldberg  
Tel: (757) 671-1000  
[bizmanager@maxmediava.com](mailto:bizmanager@maxmediava.com)

[ [Edit Contact Person for this Job](#) ] [ [Select Another Contact Person for this Job](#) ]

**Job order information to be displayed online**

Option 1 - Job details, employer name and contact information will be displayed online.

[ [Edit Online Options](#) ]

**Job Details**

Number of open positions for this job order: 1  
Earliest date to display this job order on the system: 11/26/2012  
Last date this job order will be displayed on the system: 12/16/2012  
Job order follow up date: 12/6/2012  
Anticipated hire date: 1/7/2013  
Type of job: Regular  
Full-Time or Part-Time: Full Time (30 Hours or More)  
Anticipated job duration: Over 150 Days  
Maximum number of applicants you would like to consider at this time: 25

[ [Edit Job Details](#) ]

**Job Description**

Job Description:

Business Manager: A/R, A/P, budgets, month end closing, fixed assets, forecasting, payroll, Human Resources.

[ [Edit Job Description](#) ]

**Skills**

Listed below are the skills that are associated with this occupation.

1. maintain account records
2. use accounting or bookkeeping software
3. use accounting terminology
4. use spreadsheet software
5. verify bank or financial transactions
6. analyze financial data
7. analyze financial information to project future revenues or expenses
8. compile data for financial reports
9. compute financial data
10. make revenue forecasts
11. note discrepancies in financial records
12. perform general financial analysis

[ [Edit Skills](#) ]

Special Software/Hardware skills needed: No

Other specific skills required:

Bachelor's degree in business or accounting preferred, but not required. Two years professional accounting experience. Ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. MMHR is an Equal Opportunity Employer.

[ [Edit Other Skills](#) ]



**Hiring Requirements**

Hiring Requirements:

- Reference Checks

Test Requirement:

No test required

[\[ Edit Hiring Requirements \]](#)**Minimum Education, Experience, & Age Requirements**

Minimum education required: High School Diploma or Equivalent

Typical Education Required: [View Typical Education Requirements for Accountants](#)Minimum Months of Experience 24  
in Selected Occupation:Typical Experience Required: [View Typical Work Experience Requirements for Accountants](#)[\[ Edit Minimum Education, Experience, & Age Requirements \]](#)**Drivers License Requirements**

Is this job accessible by public transportation? No

Is a driver's license required for this position? No

[\[ Edit Drivers License Requirements \]](#)**Compensation and Hours**

For an exact salary, not a range, enter the same amount in the minimum and maximum salary fields below.

Minimum Salary: \$40,000.00

Maximum Salary: \$50,000.00

Basis for unit of salary/pay: Year

Typical Labor Market Rates: [View Typical Labor Market Rates for Accountants](#)

Pay Comments: DOE (Depends on Experience)

Is Supplemental Compensation  
offered? No

Hours Per Week: Hours Not Specified

Shift: Day Shift

[\[ Edit Compensation and Hours \]](#)**Benefits Offered**

Benefits offered for this job: Benefits provided outlined below

- Medical
- Dental
- Life Insurance
- Vacation
- Holidays
- Sick Leave
- 401K
- Short/Long Term Disability

**A brief description of other benefits you may offer:**

[ [Edit Benefits Offered](#) ]

#### Job Application Methods Accepted

**Check the methods that individuals may use to apply for this job:**

- Via Email (bizmanager@maxmediava.com)

[ [Edit Job Application Methods Accepted](#) ]

#### Job Applicant Questions

**Interview Question Set:** (This job does not have a question set tied to it.)

[ [Edit Job Applicant Questions](#) ]

#### Applicant Notification Method

Job applicants can be viewed by selecting the Manage Jobs option and clicking on the number in the applicants column or the applicants link.

**Would you like to be notified when a job seeker applies for this No job?**

[ [Edit Applicant Notification Method](#) ]

#### Job Order Upload Options

**Which sites would you like to upload your job to?**

[ [Edit Job Order Upload Options](#) ]

#### Other Information

|  |    |
|--|----|
| <b>Is Veterans Preference given to this job order?</b>   | No |
| <b>Is this a Green Job?</b>  | No |
| <b>Is this job order for work subsidized by the American Recovery &amp; Reinvestment Act (The Stimulus Package)?</b> | No |

**Are you a Federal Contractor?** No  
**Does a court ordered affirmative action plan require posting this job order?** No  
**Does this job order require security clearance?** No  
**Is this job order for an Enterprise Zone?** No  
**Is this a mandatory job order being filed in connection with an application to the Department of Labor to employ H-2B, temporary non-agricultural, guest workers in the United States?** No

[ [Edit Other Information](#) ]

[ [View Applicants](#) | [Preview Job Listing](#) | [View Job Order History](#) ]

---

## Anne Goldberg

**From:** CareerBuilder Trust and Site Security <CSI@careerbuilder.com>  
**Sent:** Thursday, November 15, 2012 10:15 AM  
**To:** Anne Goldberg  
**Subject:** Thanks for Your CareerBuilder Order



Hi Anne,

Thank you for your recent order with CareerBuilder! We're looking forward to helping you attract, engage and retain the best people. At this time, your order has been submitted successfully and is in pending status. Please allow up to two hours for your transaction to be processed completely.

Please be aware that any orders that are submitted outside of normal business hours, including weekends, will not be processed until the following day. Normal business hours are Monday - Friday from 8:30 a.m. to 8:30 p.m. ET.

We value your business and we always welcome the opportunity to assist you. If you need any further assistance, please contact our Customer Care team at 1-800-891-8880.

Please Note: This is an automated message. Please reach out to us with any questions.

Sincerely,  
The CareerBuilder Team



[Privacy Policy](#) | [Site Security](#)

CareerBuilder  
200 N. LaSalle Street, Suite 1100  
Chicago, IL 60601

[Your Sales Contact](#)[Your Support Specialist](#)

Welcome, Anne

[Credit Card](#)[Sign Out](#)Robert Half Technology  
Call today for IT pros.

1.800.793.5533

[Home](#)[My CareerBuilder](#)[Products](#)[Solutions](#)[Resources](#)[\\$0.00Checkout](#)[Site Security](#)[Help](#)

## Order Confirmation

[Your Cart](#)[Sign In](#)[Billing & Payment](#)[Order Confirmation](#)

Your Transaction Has Been Completed Successfully.

Thanks you for your purchase. You may now post your job at your convenience. Please note that there may be a delay between when you complete the posting process and when your job becomes live on the website while your posting is reviewed by our security team. This delay should not exceed two hours during normal business hours (Monday-Friday 8:30AM to 8:30PM ET).  
Your Order # CT-2651315

An invoice will automatically be sent via email within 2 hours of completing the transaction.

**Order Summary:**

|               |                 |
|---------------|-----------------|
| 1 Job Posting | \$419.00        |
| <b>Total</b>  | <b>\$419.00</b> |

**Other Customers Also Used**

|                 |          |
|-----------------|----------|
| Job Enhancement | \$199.00 |
| Cross Posting   | \$89.00  |
| Company Profile | \$480.00 |

**Advanced Hiring Tools****Source & Screen Management**

Using data intelligence and media strategies like targeted e-mails and social networking sites, we advertise for you in the most effective mediums for each particular position to drive the most relevant traffic to your Job Postings.

[Post Your Job Now](#)[Product Details](#)**Your Account**

- [View Your Purchased Items](#)
- [View & Edit Your Account Setting](#)
- [Update Contact / Billing Info](#)

**Current Account**

Credit Card  
My Sales Contact  
Casual Cobrand 800-891-8880  
My Support Specialist  
Casual Online 800-891-8880

**Product Help**[Sign-Up for a How To Webinar](#)[Knowledge Base](#)**Hiring Insights**[CareerBuilder's Expert Research](#)[The Hiring Site - A Community of Hiring professional](#)

SPOKE WITH KIANA ON 11-16, SHE CHANGED  
THE EMAIL ADDRESS IN THE AD TO  
bizmanager@maxmedia.ca.com

Help | Customer Service: 800-891-8880 | Sales: 877-FILL-A-JOB (877-345-6256)

CareerBuilder Info  
[About Us](#)  
[Work at CareerBuilder](#)  
[Affiliate Program](#)  
[Advertising Info](#)  
[Privacy](#)  
[Fraud](#)  
[Terms & Conditions](#)

Employers and Recruiters  
[Employers Home](#)  
[Post a Job](#)  
[Resource Center](#)  
[Source & Screen](#)  
[Recruitment Software](#)  
[Empowering Employment](#)  
[The Hiring Site \(Blog and Articles\)](#)

CareerBuilder International  
[United Kingdom](#)  
[Canada](#)  
[Germany](#)  
[France](#)  
[Netherlands](#)  
[Sweden](#)  
[Greece](#)

Partner Sites  
[MSN.com](#)  
[AOL.com](#)  
[USAToday.com](#)  
[Univision.com](#)  
[Tribune Company](#)  
[McClatchy Company](#)  
[Gannett Company](#)

[Connect via Social Media](#)

[Employer Sales: 877-FILL-A-JOB](#)

[India](#)

[Spain](#)

[See All International](#)

[Full Partner List](#)

[Your Sales Contact](#)[Your Support Specialist](#)

Welcome, Anne

[Credit Card](#)[Sign Out](#)**Access your account for free on your iPhone®**

Contact applicants, browse and save applications, or receive alerts for new applications all on the new CareerBuilder Employer App.

© 2012 CareerBuilder, Inc. All rights reserved. App Store is a service mark of Apple Inc.[Home](#) [My CareerBuilder](#)[Products](#)[Solutions](#)[Resources](#)[\\$0.00Checkout](#) [Site Security](#) [Help](#)[Jobs & Applications](#)[Resume Search](#)[Talent Intelligence Portal](#)[Account Tools](#)[Jobs & Applications](#) > [View My Jobs](#) > **Business Manager Jobs in Virginia Beach, Virginia - Max Media of Hampton Roads LLC**

Account: Credit Card

[Post a Job](#)[View My Jobs](#)[Screeners](#)[Applications](#)[Candidate Controls](#)[My Templates](#)

Your Job [ Business Manager ] has been successfully posted. It will be active on the CareerBuilder.com website in less than 2 hours during business hours (9am-9pm Mon-Fri)

**Business Manager**[Job Posting](#) [View Applications](#) [About This Job](#)[New](#)[Edit](#)[More](#)**Pending****Job Details:****Business Manager****Max Media of Hampton Roads LLC**[Apply Now >>](#)[Save It](#) | [Email It](#) | [Print It](#)[Report this job](#)**Job Snapshot****Location :****Employee Type :**

Full-Time

**Industry :**

Advertising

**Manages Others :**

Yes

**Job Type :**

Accounting

**Education :**

None

**Experience :**

At least 2 year(s)

**Travel :**

None

**Relocation Covered :**

No

**Post Date :**

1/1/1970

**Contact Information****Contact :**

Anne Goldberg

**Phone :**

757-671-1000

**Fax :**

757-671-1034

**Description****Business Manager****Requirements**

Bachelor's degree in business or accounting is preferred, but not required. Qualifications include 2 years professional accounting experience, ability to multi-task and solid MS Office software experience. Knowledge of Great Plains accounting software a plus. Qualified candidates should e-mail resume to [\[Click Here to Email Your Resume\]](#). MMHR is an Equal Opportunity Employer.

[Find Business Manager Salary Information >>](#) [Click Here to See Training Courses related to this Job >>](#)

|                                    |   |                                 |
|------------------------------------|---|---------------------------------|
| <a href="#">Apply Now &gt;&gt;</a> | <a href="#">Save It</a>   <a href="#">Email It</a>   <a href="#">Print It</a> | <a href="#">Report this Job</a> |
|------------------------------------|---|---------------------------------|

**CareerBuilder.com Advice**

For your privacy and protection, when applying to a job online:  
 Never give your social security number to a prospective employer, provide credit card or bank account information, or perform any sort of monetary transaction. [Learn More >>](#)

By applying to a job using CareerBuilder.com you are agreeing to comply with and be subject to the CareerBuilder.com Terms and Conditions for use of our website. To use our website, you must agree with the Terms and Conditions and both meet and comply with their provisions.

Help | Customer Service: 800-891-8880 | Sales: 877-FILL-A-JOB (877-345-5256)

|                          |                                     |                             |                   |
|--------------------------|-------------------------------------|-----------------------------|-------------------|
| CareerBuilder Info       | Employers and Recruiters            | CareerBuilder International | Partner Sites     |
| About Us                 | Employers Home                      | United Kingdom              | MSN.com           |
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| Affiliate Program        | Resource Center                     | Germany                     | USAToday.com      |
| Advertising Info         | Source & Screen                     | France                      | Univision.com     |
| Privacy                  | Recruitment Software                | Netherlands                 | Tribune Company   |
| Fraud                    | Empowering Employment               | Sweden                      | McClatchy Company |
| Terms & Conditions       | The Hiring Site (Blog and Articles) | Greece                      | Gannett Company   |
| Connect via Social Media | Employer Sales: 877-FILL-A-JOB      | India                       | Full Partner List |
|                          |                                     | Spain                       |                   |
|                          |                                     | See All International       |                   |





Recruiting Sources Used  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Interactive Media Coordinator**

**Date of Hire: 3/25/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source         |
|-----------------------------------|---|--|--------------------------|---|
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462          | Jackie Kearney           | jkearney@maxmedia.com<br>757-671-1000 ext 207 |
| Craigslist.com                    | N | <a href="http://www.craigslist.com">www.craigslist.com</a>       | N/A                      | N/A   |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> |                          |   |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>       | N/A                      | N/A   |
| Virginia Wesleyan College         | N | 1584 Wesleyan Dr, Norfolk,<br>VA 23502                           | LaShay Wyatt             | Ph: 757.455.3200<br>lwyatt@vwc.edu            |
| Old Dominion University           | N | 5115 Hampton Blvd, Norfolk,<br>VA 23529                          | Caleb Holland            | Ph: 757.683.3000<br>cahollan@odu.edu          |

Notes:

1. By posting in the Daily Press newspaper the same ad was automatically posted on Careerbuilder.com for 30 days.

Posted 3/14/13 - 3/21/13

Employee Board

## **Interactive Media Coordinator (Virginia Beach)**

Work within the Interactive Department on coordinating various web components. Implement and facilitate digital packages and sales orders. Work with the sales team to brainstorm solutions for clients. Create and edit graphics and videos for web. Work with both our Norfolk and Denver offices.

Requirement - Must have a BS/BA in Marketing or similar. Photoshop experience is necessary. Knowledge of video editing and web development software a plus.

Max Media is an Equal Opportunity Employer. This company does not and will not discriminate in employment and personnel practices on the basis of race, sex, age, handicap, religion, national origin or any other basis prohibited by applicable law. Hiring, transferring and promotion practices are performed without regard to the above listed items.

Please email your resume and cover letter to Jeff Rimmer - [jrimmer@maxmediava.com](mailto:jrimmer@maxmediava.com). No phone calls please.

## Jackie Kearney

---

**From:** Jeff Rimmer  
**Sent:** Tuesday, March 12, 2013 5:39 PM  
**To:** Jackie Kearney; Erin Galant  
**Cc:** Jeff Rimmer  
**Subject:** Craigslist posting

Attached and link below.

<http://norfolk.craigslist.org/med/3677081808.html>

[CL > norfolk > all jobs > art/media/design jobs](#)

[Reply](#) [jng63-3677081808@job.craigslist.org](mailto:jng63-3677081808@job.craigslist.org) <sup>(2)</sup>

flag <sup>(2)</sup>: [miscategorized](#) [prohibited](#) [spam](#) [best of](#)

Posted: 2013-4

### Interactive Media Coordinator (Virginia Beach)

Work within the Interactive Department on coordinating various web components. Implement and facilitate the sales team to brainstorm solutions for clients. Create and edit graphics and videos for web. Work with bo

Requirement - Must have a BS/BA in Marketing or similar. Photoshop experience is necessary. Knowledge of software a plus.

Respond to this posting with your resume and cover letter.

Max Media is an Equal Opportunity Employer. This company does not and will not discriminate in employment on the basis of race, sex, age, handicap, religion, national origin or any other basis prohibited by applicable law. Hiring, training and promotion will be performed without regard to the above listed items.

- Location: Virginia Beach
- Compensation: based on experience
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

Posting ID: 3677081808    Posted: 2013-03-12, 5:35PM EDT    [email to a friend](#)



If you want to stand out from the crowd, you have to make a difference.

Welcome Jacqueline Kearney | [EDIT PROFILE](#) | [LOGOUT](#)[CREATE AN AD](#) [BROWSE AD CATEGORIES](#) [HOW IT WORKS](#) [ADVERTISEMENT TYPES AND SIZES](#) [ADVERTISING REACH](#) [FAQ](#) [CONTACT US](#)[Draft Ads](#) [Ordered Ads](#) [Build New Ad](#)**Ad Summary** (start new ad)

Advertiser type: *Business*  
 Category: *Employment*  
 Classification: *Sales and Marketing*  
 Package: *BRONZE - 8 days*  
 Price: \$310.00

**Print Ad Preview**

**RADIO BROADCASTING** DP23713  
 Interactive Media Coordinator to support our local & Denver offices. BS/BA required. Experience in Photoshop, video editing & web development software. Email jrimmer@maxmediava.com. No phone calls. MMHR is an equal opportunity employer.

**Online Ad Preview**

**Job Snapshot**  
 Location: Virginia Beach, VA 23462  
 Employee Type:  
 Industry: Sales - Marketing IND061  
 Job Type: Marketing JN009  
 Experience: College  
 Description

**Thank You, Jacqueline Kearney**

for placing an order with the Daily Press.

Please read your ad carefully the first time it runs. Any errors must be reported the first day of publication. The Daily Press reserves the right to cancel any ad deemed unacceptable at any time.

**Contact details**

Full name: Jacqueline Kearney  
 Phone number: 757/6711000 \* 207  
 Email address: jkearney@maxmediava.com

**Order details**

Your unique reference number is: 0080028799.

The price is: \$310.00

**Ad Schedule**

Daily Press March 14, 2013 - March 21, 2013  
 CareerBuilder.com March 14, 2013 - April 12, 2013  
 QuickText March 14, 2013 - April 12, 2013

**Ad Details****NEWSPAPER AD CONTENT**

|                       |                          |                |                             |
|-----------------------|--------------------------|----------------|-----------------------------|
| Industry or Position* | Radio Broadcasting       | Headline       | Interactive Media Coordinat |
| Industry Code 1*      | Sales - Marketing IND061 | Job Type Code* | Marketing JN009             |
| Industry Code 2       |                          | Work Type      |                             |
| Industry Code 3       |                          |                |                             |

**Job Location**

|           |                |         |    |
|-----------|----------------|---------|----|
| City*     | Virginia Beach | State   | VA |
| Zip Code* | 23462          | Country |    |

**Job Requirements**

|           |            |            |         |
|-----------|------------|------------|---------|
| Education | Bachelor   | Experience | College |
| Travel    | Negligible |            |         |

**Compensation**

|              |         |               |              |
|--------------|---------|---------------|--------------|
| Base Pay Per |         | Base Pay Low  | \$           |
| Other Pay    |         | Base Pay High | \$           |
|              | o Bonus |               | o Commission |

**Job Description**

|                         |  |   |
|-------------------------|--|---|
| Primary Ad Description* | to support our local & Denver offices. BS/BA required. Experience in Photoshop, video editing & web development software. Email jrimmer@maxmediava.com. No phone calls. MMHR is an equal opportunity employer. | Optional Additional Online Ad Description |
|-------------------------|--|---|

**Company Information**

|               |                            |             |
|---------------|----------------------------|-------------|
| Company Name* | Max Media of Hampton Roads | Company URL |
|---------------|----------------------------|-------------|

**Email for CareerBuilder's Confirmation**

|                |                        |
|----------------|------------------------|
| Email Address* | jrimmer@maxmediava.com |
|----------------|------------------------|

**Job Contact Information**

|               |  |               |
|---------------|--|---------------|
| Contact Name  |  | Contact Phone |
| Contact Email |  | Contact Fax   |
| Apply URL     |  |               |

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**RADIO BROADCASTING**

**DP23713**

Interactive Media Coordinator to support our local & Denver office. BS/BA required. Experience in Photoshop, video editing & web development software. Email [jrimmer@maxmediava.com](mailto:jrimmer@maxmediava.com). No phone calls. MMHR is an equal opportunity employer.

\*Scheduled to run  
March 14-21 2013  
in Daily Press

Careerbuilder  
# 3/14-4/12/13

## Jackie Kearney

---

**From:** Erin Galant  
**Sent:** Wednesday, March 13, 2013 8:47 AM  
**To:** Jackie Kearney  
**Subject:** FW: Interactive Media Coordinator at Max Media

Here is the email to Virginia Wesleyan for the position.



---

**From:** Microsoft Office User <egalant@maxmediava.com>  
**Date:** Wed, 13 Mar 2013 08:45:41 -0400  
**To:** LaShay Wyatt <lw Wyatt@vwc.edu>  
**Subject:** Interactive Media Coordinator at Max Media

Hi LaShay!

I have another job posting for you if you could please post this, below is our Craig's List ad. Thanks!

## Interactive Media Coordinator (Virginia Beach)

Work within the Interactive Department on coordinating various web components. Implement and facilitate digital packages and sales orders. Work with the sales team to brainstorm solutions for clients. Create and edit graphics and videos for web. Work with both our Norfolk and Denver offices.

Requirement - Must have a BS/BA in Marketing or similar. Photoshop experience is necessary. Knowledge of video editing and web development software a plus.

Respond to this posting with your resume and cover letter.

Max Media is an Equal Opportunity Employer. This company does not and will not discriminate in employment and personnel practices on the basis of race, sex, age, handicap, religion, national origin or any other basis prohibited by applicable law. Hiring, transferring and promotion practices are performed without regard to the above listed items.

- Location: Virginia Beach
- Compensation: based on experience
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.





Erin Galant

Director of Interactive Sales  
Max Media of Hampton Roads  
757-671-1000 ex 225

## Jackie Kearney

---

**From:** Erin Galant  
**Sent:** Wednesday, March 13, 2013 8:46 AM  
**To:** Jackie Kearney  
**Subject:** FW: Interactive Media Coordinator at Max Media

Here is the email to ODU for the position.



---

**From:** Microsoft Office User <egalant@maxmediava.com>  
**Date:** Wed, 13 Mar 2013 08:45:01 -0400  
**To:** "Holland, Caleb A." <cahollan@odu.edu>  
**Subject:** Interactive Media Coordinator at Max Media

Hey Caleb,

I have another job posting for you if you could please post this, below is our Craig's List ad. Thanks!

## Interactive Media Coordinator (Virginia Beach)

Work within the Interactive Department on coordinating various web components. Implement and facilitate digital packages and sales orders. Work with the sales team to brainstorm solutions for clients. Create and edit graphics and videos for web. Work with both our Norfolk and Denver offices.

Requirement - Must have a BS/BA in Marketing or similar. Photoshop experience is necessary. Knowledge of video editing and web development software a plus.

Respond to this posting with your resume and cover letter.

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- Location: Virginia Beach
- Compensation: based on experience
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.



Erin Galant  
Director of Interactive Sales  
Max Media of Hampton Roads  
757-671-1000 ex 225



**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Account Executive**

**Date of Hire: 4/29/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------------------------|---|--|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center<br>111 Wigwam E<br>Hampton, VA 23668 | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampton.edu">Andre.ledoux@hampton.edu</a><br>757-727-5331       |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                  | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882                 |
| Norfolk State University          | N | Student Services Center, Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                   |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                    | Jackie Kearney           | <a href="mailto:jkearney@maxmediava.com">jkearney@maxmediava.com</a><br>757-671-1000 ext 207 |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>           | N/A                      | N/A  |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>                 | N/A                      | N/A  |

**Notes:**

1. I sent a BCC e-mail to the first 3 referral sources so the e-mail does not show their names. The page following the e-mail is a print screen so you can see the BCC line.
2. By posting in the Daily Press newspaper the same ad was automatically posted on Careerbuilder.com for 30 days.

## Jackie Kearney

---

**From:** Jackie Kearney  
**Sent:** Sunday, April 21, 2013 5:40 PM  
**Cc:** Jackie Kearney  
**Subject:** Account Excecutive Position

Hi,

We have an opening for an Account Executive position (details below) that we'd like you to post on your career page. The close date of this position is 4/30. Please let me know if you have any questions or require further information.

### Account Executive Position

Max Media of Hampton Roads has an opening for an Account Executive. This position is responsible for selling on air and digital advertising. Sales experience, strong communication, organization and customer service skills required. Ability to work in a competitive and diverse market. Email [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com). No phone calls. MMHR is an equal opportunity employer.

Thank you,

Jacqueline M. Kearney  
Business Manager  
Max Media of Hampton Roads, LLC  
5589 Greenwich Road, Suite #200  
Virginia Beach, VA 23462  
Ph: 757-671-1000 Ext. 207  
Fx: 757-671-1034





Posted 4/21/13 - 4/30/13

Employee Board

### **Account Executive Position**

Max Media of Hampton Roads has an opening for an Account Executive. This position is responsible for selling on air and digital advertising. Sales experience, strong communication, organization and customer service skills required. Ability to work in a competitive and diverse market. Email [kbarton@maxmediava.com](mailto:kbarton@maxmediava.com). No phone calls. MMHR is an equal opportunity employer.



Welcome Jacqueline Kearney | EDIT PROFILE LOGOUT

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**Ad Summary** [\[start new ad\]](#)

Advertiser type: *Individuals*  
 Category: *Employment*  
 Classification: *Sales and Marketing*  
 Package: *BRONZE - 8 days*  
 Price: \$310.00

**Print Ad Preview**

**RADIO BROADCASTING** DP24264  
 Account Executive responsible for  
 selling on air & digital advertising.  
 Sales experience, strong communica-  
 tion & customer service required.  
 Email: kbarton@maxmediava.com  
 No phone calls. MMHR is an equal  
 opportunity employer.

**Online Ad Preview**

**Job Snapshot**  
 Location: Virginia Beach, VA 23462  
 Employee Type: Full  
 Industry: Sales - Marketing IND061  
 Job Type: Sales JN011  
 Experience:  
 Description

**Thank You, Jacqueline Kearney**

for placing an order with the Daily Press.

Please read your ad carefully the first time it runs. Any errors must be reported the first day of publication. The Daily Press reserves the right to cancel any ad deemed unacceptable at any time.

**Contact details**

Full name: Jacqueline Kearney  
 Phone number: 7576711000 \* 207  
 Email address: jkearney@maxmediava.com

**Order details**Your unique reference number is: **0080029351**.The price is: **\$310.00****Ad Schedule**

Daily Press April 23, 2013 - April 30, 2013  
 CareerBuilder.com April 23, 2013 - May 22, 2013  
 QuickText April 23, 2013 - May 22, 2013

**Ad Details****NEWSPAPER AD CONTENT**

|                       |                          |                |                   |
|-----------------------|--------------------------|----------------|-------------------|
| Industry or Position* | Radio Broadcasting       | Headline       | Account Executive |
| Industry Code 1*      | Sales - Marketing IND061 | Job Type Code* | Sales JN011       |
| Industry Code 2       |                          | Work Type      | Full              |
| Industry Code 3       |                          |                |                   |

**Job Location**

|           |                |         |    |
|-----------|----------------|---------|----|
| City*     | Virginia Beach | State   | VA |
| Zip Code* | 23462          | Country |    |

**Job Requirements**

|           |            |
|-----------|------------|
| Education | Experience |
| Travel    |            |

**Compensation**

|                                |               |                                     |
|--------------------------------|---------------|-------------------------------------|
| Base Pay Per                   | Base Pay Low  | \$                                  |
| Other Pay                      | Base Pay High | \$                                  |
| <input type="checkbox"/> Bonus |               | <input type="checkbox"/> Commission |

**Job Description**

|                         |  |  |
|-------------------------|--|--|
| Primary Ad Description* | responsible for selling on air & digital advertising. Sales experience, strong communication & customer service required. Email kbarton@maxmediava.com. No phone calls. MMHR is an equal opportunity employer. | Optional<br>Additional<br>Online Ad<br>Description |
|-------------------------|--|--|

**Company Information**

|               |                            |             |
|---------------|----------------------------|-------------|
| Company Name* | Max Media of Hampton Roads | Company URL |
|---------------|----------------------------|-------------|

**Email for CareerBuilder's Confirmation**

|                |                        |
|----------------|------------------------|
| Email Address* | kbarton@maxmediava.com |
|----------------|------------------------|

**Job Contact Information**

|               |               |
|---------------|---------------|
| Contact Name  | Contact Phone |
| Contact Email | Contact Fax   |
| Apply URL     |               |

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Welcome Jacqueline Kearney | EDIT PROFILE LOGOUT

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[ADVERTISEMENT TYPES AND SIZES](#)
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[Ordered Ads](#)
[Build New Ad](#)
[Pick Preferences](#)[Build Ad](#)[Select Date](#)[Confirm](#)[Pay](#)**Ad Summary** (start new ad)

Advertiser type  
Category  
Subcategory  
Package  
Content  
Style  
Start date  
Price: \$310.00

[< Previous Step](#)
[Submit](#)
**Confirm Your Order Below**

Please review your order details and select the "Submit" button. To change information use the Ad Summary links on the left.

**Print Ad Preview**

**RADIO BROADCASTING** DP24264  
Account Executive responsible for selling on air & digital advertising. Sales experience, strong communication & customer service required. Email: kbarton@maxmediava.com. No phone calls. MMHR is an equal opportunity employer.

**Online Ad Preview**

**Job Snapshot**  
Location: Virginia Beach, VA 23462  
Employee Type: Full  
Industry: Sales - Marketing IND081  
Job Type: Sales JN011  
Experience:  
Description

**Ad Schedule**

Daily Press April 23, 2013 - April 30, 2013  
careerbuilder.com April 23, 2013 - May 22, 2013  
QuickText April 23, 2013 - May 22, 2013

**Ad Details****NEWSPAPER AD CONTENT**

|                       |                          |                |                   |
|-----------------------|--------------------------|----------------|-------------------|
| Industry or Position* | Radio Broadcasting       | Headline       | Account Executive |
| Industry Code 1*      | Sales - Marketing IND061 | Job Type Code* | Sales JN011       |
| Industry Code 2       |                          | Work Type      | Full              |
| Industry Code 3       |                          |                |                   |

**Job Location**

|           |                |         |    |
|-----------|----------------|---------|----|
| City*     | Virginia Beach | State   | VA |
| Zip Code* | 23462          | Country |    |

**Job Requirements**

|           |            |
|-----------|------------|
| Education | Experience |
| Travel    |            |

**Compensation**

|                                |               |                                     |
|--------------------------------|---------------|-------------------------------------|
| Base Pay Per                   | Base Pay Low  | \$                                  |
| Other Pay                      | Base Pay High | \$                                  |
| <input type="checkbox"/> Bonus |               | <input type="checkbox"/> Commission |

**Job Description**

|                         |  |   |
|-------------------------|--|---|
| Primary Ad Description* | responsible for selling on air & digital advertising. Sales experience, strong communication & customer service required. Email kbarton@maxmediava.com. No phone calls. MMHR is an equal opportunity employer. | Optional Additional Online Ad Description |
|-------------------------|--|---|

**Company Information**

|               |                            |             |
|---------------|----------------------------|-------------|
| Company Name* | Max Media of Hampton Roads | Company URL |
|---------------|----------------------------|-------------|

**Email for CareerBuilder's Confirmation**

|                |                        |
|----------------|------------------------|
| Email Address* | kbarton@maxmediava.com |
|----------------|------------------------|

**Job Contact Information**

|               |               |
|---------------|---------------|
| Contact Name  | Contact Phone |
| Contact Email | Contact Fax   |
| Apply URL     |               |

**Your ad will cost: \$310.00**
[< Previous Step](#)
[Save as draft](#)
[Submit](#)

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Advertiser type

Category

Subcategory

Package

Content

Style

Price: \$310.00

[< Previous Step](#) [Continue >](#)**Ad Style**

Please choose your print ad style from the options below. Customize your ad with a border (if available) and select "Update Print Ad Preview." To see a larger view of your Print Ad Preview click on the + or the image on the left.

**Print Ad Preview**

**RADIO BROADCASTING** DP21564  
Account Executive responsible for  
selling on air & digital advertising.  
Sales experience, strong communica-  
tion & customer service required.  
Email: kbarton@maxmediava.com  
No phone calls. MMHR is an equal  
opportunity employer.

**Online Ad Preview****Job Snapshot**

Location: Virginia Beach, VA 23462

Employee Type: Full

Industry: Sales - Marketing IND061

Job Type: Sales JN011

Experience:

Description

**@ Basic**

Note: If you choose to include a LOGO on the next page, it  
will take up additional lines.

Price: \$310.00

**RADIO BROADCASTING** DP21564  
Account Executive responsible for  
selling on air & digital advertising.  
Sales experience, strong communica-  
tion & customer service required.  
Email: kbarton@maxmediava.com  
No phone calls. MMHR is an equal  
opportunity employer.

**Industry or Position\***

Radio Broadcasting

**Headline**

Account Executive

**Primary Ad Description\***

responsible for selling on air & digital  
advertising. Sales experience, strong  
communication & customer service  
required. Email:  
kbarton@maxmediava.com. No phone  
calls. MMHR is an equal opportunity  
employer.

[Update Print Ad Preview](#)[< Previous Step](#) [Save as draft](#) [Continue >](#)

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## EXHIBIT C

List of Positions Filled  
Reporting Period: 5/22/12 - 5/21/13

| <b>Date of Hire</b> | <b>Job Title</b>              | <b>Recruitment Source Referring Hiree</b> |
|---------------------|-------------------------------|---|
| 7/2/2012            | Senior Account Executive      | Word of Mouth Referral                    |
| 7/10/2012           | Sports Talk Host              | Allaccess.com                             |
| 11/19/2012          | Entry Level Account Executive | Word of Mouth Referral                    |
| 11/26/2012          | Entry Level Account Executive | Word of Mouth Referral                    |
| 1/14/2013           | Business Manager              | CareerConnection.com                      |
| 3/25/2013           | Interactive Media Coordinator | Vacancy Posting on Employee Board         |
| 4/29/2013           | Account Executive             | Employee Referral                         |

## EXHIBIT D

## Interview List for Opening

Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Senior Account Executive**

**Date of Hire: 7/02/12**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 3      | Word of Mouth                         |

Total Number of Persons Interviewed: 3

**Job Title of Position: Sports Talk Host**

**Date of Hire: 7/10/12**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 11     | Allaccess.com                         |
| 1      | Word of Mouth                         |

Total Number of Persons Interviewed: 12

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/19/12**

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/26/12**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 3      | Word of Mouth                         |

Total Number of Persons Interviewed: 3

**Job Title of Position: Business Manager**

**Date of Hire: 1/14/13**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 1      | Virginian Pilot                       |
| 1      | Vacancy Posting on Employee Board     |
| 1      | Virginia Employment Commission        |
| 2      | Careerconnection.com                  |
| 1      | Simplyhired.com                       |

Total Number of Persons Interviewed: 6

**Job Title of Position: Interactive Media Coordinator**

**Date of Hire: 3/25/13**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 1      | Vacancy Posting on Employee Board     |
| 1      | Craigs List                           |
| 1      | Careerbuilder.com                     |

Total Number of Persons Interviewed: 3

## Interview List for Opening

Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Account Executive**

**Date of Hire: 4/29/13**

| Number | Referral Source of Person Interviewed |
|--------|---------------------------------------|
| 2      | Word of Mouth                         |
| 1      | Careerbuilder.com                     |

Total Number of Persons Interviewed: 3



## EXHIBIT E

**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Senior Account Executive**

**Date of Hire: 7/02/12**

| Referral Source  | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source   |
|--|---|--|--------------------------|---|
| Alliance for Women in Media                                    | N | 1760 Old Meadow Road, Suite 500, McLean VA 22102                       | Amy Lotz                 | 703-506-3290  |
| The Virginian Pilot Newspaper                                  | N | Box 449<br>Norfolk, VA 23501-0449                                      | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455        |
| WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM On-Air Announcements | N | 5589 Greenwich Rd, Suite 200, Virginia Beach, VA 23462                 | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a><br><br>757.671.1000 ext. 207 |
| Vacancy Posting on Employee Board                              | N | 5589 Greenwich Road Suite 200<br>Va. Beach, VA 23462                   | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a><br>757-671-1000 ext 207      |
| Virginia Employment Commission                                 | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>       | N/A                      | N/A   |
| Careerconnection.com   | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a> | N/A                      | N/A   |

Recruiting Sources Used  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Sports Talk Host**

**Date of Hire: 7/10/12**

| Referral Source | * | Address of Source  | Contact Person<br>at Source | Tel. No. and E-Mail Address of<br>Source |
|-----------------|---|--|-----------------------------|--|
| Washington Post | N | Classified.washpost.com                                  | N/A                         | jobsmajoraccounts@washpost.co<br>m       |
| Allaccess.com   | N | <a href="http://www.allaccess.com">www.allaccess.com</a> | N/A                         | N/A                                      |

## Recruiting Sources Used

Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/19/12**

**Job Title of Position: Entry Level Account Executive**

**Date of Hire: 11/26/12**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------------------------|---|--|--------------------------|--|
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                  | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a><br>757-865-5882                   |
| Norfolk State University          | N | Student Services Center, Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a><br>757-823-8462                     |
| Tidewater Community College       | N | 1428 Cedar Road, Chesapeake, VA 23322                                      | Babi Brock               | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a><br>757-822-7228                             |
| The Virginian Pilot Newspaper     | N | Box 449<br>Norfolk, VA 23501-0449  | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a><br>757-622-1455   |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                    | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a><br>757-671-1000 ext 207 |

Recruiting Sources Used  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Business Manager**

**Date of Hire: 1/14/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source  |
|-----------------------------------|---|--|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center                                  | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampton.edu">Andre.ledoux@hampton.edu</a>       |
|                                   |   | 111 Wigwam E   |                          | 757-727-5331   |
|                                   |   | Hampton, VA 23668  |                          |  |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                              | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a>                 |
|                                   |   |  |                          | 757-865-5882   |
| Norfolk State University          | N | Student Services Center, Suite 318                                     | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a>                   |
|                                   |   | 700 Park Avenue  |                          | 757-823-8462   |
|                                   |   | Norfolk, VA 23504  |                          |  |
| Tidewater Community College       | N | 1428 Cedar Road, Chesapeake, VA 23322                                  | Babi Brock               | <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a>                           |
|                                   |   |  |                          | 757-822-7228   |
| Alliance for Women in Media       | N | 1760 Old Meadow Road, Suite 500, McLean VA 22102                       | Amy Lotz                 | 703-506-3290   |
| The Virginian Pilot Newspaper     | N | Box 449  | Ashlee Vogl              | <a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a> |
|                                   |   | Norfolk, VA 23501-0449   |                          | 757-622-1455   |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road  | Anne Goldberg            | <a href="mailto:agoldberg@maxmediava.com">agoldberg@maxmediava.com</a>       |
|                                   |   | Suite 200  |                          | 757-671-1000 ext 207   |
|                                   |   | Va. Beach, VA 23462  |                          |  |
| Virginia Employment Commission    | N | <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>       | N/A                      | N/A  |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>       | N/A                      | N/A  |
| Careerconnection.com              | N | <a href="http://www.careerconnection.com">www.careerconnection.com</a> | N/A                      | N/A  |
| Simplyhired.com                   | N | <a href="http://www.simplyhired.com">www.simplyhired.com</a>           | N/A                      | N/A  |

**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Interactive Media Coordinator**

**Date of Hire: 3/25/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source           |
|-----------------------------------|---|--|--------------------------|---|
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462          | Jackie Kearney           | jkearney@maxmediava.com<br>757-671-1000 ext 207 |
| Craigslist.com                    | N | <a href="http://www.craigslist.com">www.craigslist.com</a>       | N/A                      | N/A   |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> |                          |   |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>       | N/A                      | N/A   |
| Virginia Wesleyan College         | N | 1584 Wesleyan Dr, Norfolk,<br>VA 23502                           | LaShay Wyatt             | Ph: 757.455.3200<br>lwyatt@vwc.edu              |
| Old Dominion University           | N | 5115 Hampton Blvd, Norfolk,<br>VA 23529                          | Caleb Holland            | Ph: 757.683.3000<br>cahollan@odu.edu            |

**Recruiting Sources Used**  
Reporting Period: 5/22/12 - 5/21/13

**Job Title of Position: Account Executive**

**Date of Hire: 4/29/13**

| Referral Source                   | * | Address of Source  | Contact Person at Source | Tel. No. and E-Mail Address of Source                                  |
|-----------------------------------|---|--|--------------------------|--|
| Hampton Univ.                     | N | Career Counseling and Planning Center<br>111 Wigwam E<br>Hampton, VA 23668 | Andre Ledoux             | <a href="mailto:Andre.ledoux@hampton.edu">Andre.ledoux@hampton.edu</a> |
|                                   |   |  |                          | 757-727-5331   |
|                                   |   |  |                          |  |
| Thomas Nelson Community College   | N | 99 Thomas Nelson Dr.<br>Hampton, VA 23666                                  | Franz Albertini          | <a href="mailto:albertinif@tncc.edu">albertinif@tncc.edu</a>           |
|                                   |   |  |                          | 757-865-5882   |
| Norfolk State University          | N | Student Services Center, Suite 318<br>700 Park Avenue<br>Norfolk, VA 23504 | James Tallmadge          | <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a>             |
|                                   |   |  |                          | 757-823-8462   |
|                                   |   |  |                          |  |
| Vacancy Posting on Employee Board | N | 5589 Greenwich Road<br>Suite 200<br>Va. Beach, VA 23462                    | Jackie Kearney           | <a href="mailto:jkearney@maxmediava.com">jkearney@maxmediava.com</a>   |
|                                   |   |  |                          | 757-671-1000 ext 207   |
| Careerbuilder.com                 | N | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>           | N/A                      | N/A  |
| Daily Press Newspaper             | N | <a href="http://www.dailypress.com">www.dailypress.com</a>                 | N/A                      | N/A  |