

## 2013 ANNUAL EEO PUBLIC FILE REPORT

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

Stations: WGH(AM), Newport News, VA  
WGH-FM, Newport News, VA  
WVBW(FM), Suffolk, VA  
WVHT(FM), Norfolk, VA  
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> 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> 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> 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> 757-865-5882
Norfolk State University	N	Student Services Center,	James Tallmadge	<a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a>

		Suite 318 700 Park Avenue Norfolk, VA 23504		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> 757-822-7228
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> 757-622-1455
Vacancy Posting on Employee Board	N	5589 Greenwich Road Suite 200 Va. Beach, VA 23462	Anne Goldberg	<a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a> 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 111 Wigwam E 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. 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 318 700 Park Avenue Norfolk, VA 23504	James Tallmadge	<a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a> 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> 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 Norfolk, VA 23501-0449	Ashlee Vogl	<a href="mailto:Ashlee.Vogl@pilotonline.com">Ashlee.Vogl@pilotonline.com</a> 757-622-1455
Vacancy Posting on Employee Board	N	5589 Greenwich Road Suite 200 Va. Beach, VA 23462	Anne Goldberg	<a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a> 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 Suite 200 Va. Beach, VA 23462	Anne Goldberg	<a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.com</a> 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 lwyatt@vwc.edu
Old Dominion University	N	5115 Hampton Blvd, Norfolk, VA 23529	Caleb Holland	Ph: 757.683.3000 cahollan@odu.edu

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 111 Wigwam E Hampton, VA 23668	Andre Ledoux	<a href="mailto:Andre.ledoux@hampden.edu">Andre.ledoux@hampden.edu</a> 757-727-5331
Thomas Nelson Community College	N	99 Thomas Nelson Dr. 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 318 700 Park Avenue 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 Suite 200 Va. Beach, VA 23462	Anne Goldberg	<a href="mailto:agoldberg@maxmedia.com">agoldberg@maxmedia.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

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