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*Please reply to COLIN B. ANDREWS  
candrews@gsblaw.com  
TEL EXT 1736*

March 24, 2015

Our File No. 22663-01200-61

**VIA HAND DELIVERY**

EEO Staff

Attention: Lewis C. Pulley, Assistant Chief

Policy Division, Media Bureau

Federal Communications Commission

445 12<sup>th</sup> Street, S.W.

Washington, DC 20554

Re: WZPR(FM), Nags Head, NC  
Facility ID # 12158  
Hengooch License, LLC  
EEO Audit Response

Dear Mr. Pulley:

On behalf of Hengooch License, LLC, licensee of Radio Station WZPR(FM), Nags Head, North Carolina, I transmit herewith its Response to the EEO Audit in connection with your letter of February 6, 2015, which requested information about WZPR's EEO Program. Please note that the attached Response provides information on behalf of the below-listed stations within the Max Radio of the Carolinas employment unit which is the broker for the Hengooch License, LLC stations.

WCXL(FM), Kill Devil Hills, NC, Facility ID. 55248  
WCMS-FM, Hatteras, NC, Facility ID. 83211  
WQDK(FM), Gatesville, NC, Facility ID. 55247  
WFMZ(FM), Hertford, NC, Facility ID. 39883  
WVOD(FM), Manteo, NC, Facility ID. 50525

Kindly communicate any questions directly with this office.

Very truly yours,

Colin Black Andrews

CBA:cll

Enclosure

cc: Mr. Lewis C. Pulley (pdf copy via email to Lewis.Pulley@fcc.gov)

# **Max Radio Of The Carolinas**

Hengooch License, LLC  
PO Box 1897  
Kill Devil Hills, NC 27948

March 24, 2015

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

Re: WZPR(FM) Nags Head, North Carolina, Facility ID. 12158  
EEO Audit Response

Hengooch License, LLC (“Hengooch”), licensee of commercial FM broadcast station WZPR, Nags Head, North Carolina, hereby responds to the letter dated February 6, 2015 from Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau. Hengooch is currently programmed under a Local Marketing Agreement “LMA” with Max Radio of the Carolina Licenses, LLC (“Max”), licensee of FM Stations WCXL, Kill Devil Hills, North Carolina, WCMS-FM, Hatteras, North Carolina, and WQDK, Gatesville, North Carolina. During the 2013 Reporting Period, Hengooch operated as a separate employment unit with separate facilities and employed under five full-time employees and was therefore not subject to the FCC’s EEO Rules. On May 1, 2014, due to an expiring lease and in an effort to better serve Max and Hengooch’s community, Hengooch and Max consolidated their employment units and facilities into one unit with over five full-time employees (the “Unit”).

The following are our responses to the questions in part 3 of the audit letter for the 2014 reporting period, from July 22, 2013 to July 21, 2014, during which the Unit was formed.

*(a) Copies of the Unit’s two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit’s most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the*

*unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 73.2080(c)(6).*

Hengooch is exempt from the 2013 Annual EEO Report requirement because the station did not employ five or more full-time employees.

Exhibit 1 contains the Unit's 2014 Annual EEO Public File Report that covers the period from July 22, 2013, to July 21, 2014, as amended.

The most recent annual EEO Public File Report is linked to the station's website at <http://www.yourclassicrock.com/>. It can be found by scrolling to the bottom of the home page and clicking the link labeled "Max Radio EEO Report."<sup>1</sup> A direct link to the report is at:

[http://www.mediafire.com/view/b42daehc4s769db/2014\\_Annual\\_EEO\\_Public\\_File\\_Report\\_for\\_Max\\_Radio\\_of\\_the\\_Carolinas\\_Rev\\_4.pdf](http://www.mediafire.com/view/b42daehc4s769db/2014_Annual_EEO_Public_File_Report_for_Max_Radio_of_the_Carolinas_Rev_4.pdf)

During the time that Hengooch was subject to the EEO rules, it did not hire any employees. During the same period for Max, the only position filled was an Account Executive. This individual was hired on November 1, 2013.

*(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

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<sup>1</sup> The 2014 EEO Report was amended after review by counsel in preparation for this audit response in order to correct a clerical error. Hengooch stations were included in initiatives and recruitment throughout the report, but not included in the stations listed at the beginning of the report.

The North Carolina Employment Security Commission is the only employer that has requested that the Unit provide it with a notice of all job vacancies. Exhibit 2 contains invoices and copies of ads relating to the recruitment for the Account Executive position filled on November 1, 2013, including the notification to the North Carolina Employment Security Commission.

*(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.*

Total number of individuals interviewed for the Account Executive position: 5

|  |   |
|--|---|
| The Daily Advance:                             | 1 |
| North Carolina Employment Security Commission: | 1 |
| Announcements over Radio Stations:             | 3 |

*(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.*

WZPR's community of license is Nags Head, North Carolina, which is in the Kill Devil Hills, NC Metropolitan Statistical Area. ("MSA"). The Kill Devil Hills MSA has a 2010 population of 38,327.<sup>2</sup> Because WZPR is located in a metropolitan area with a population of fewer than 250,000, it is only required to engage in two initiatives over a

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<sup>2</sup> MSA population was from <http://www.census.gov/population/www/cen2010/cph-t/CPH-T-5.pdf> based on the 2010 census, last visited March 19, 2015.

two year period. See 46 C.F.R. 73.2080 (c)(2). Hengooch has engaged in the following initiatives:

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities:

Exhibit 3 documents Max's role as an official sponsor of the Outer Banks Chamber of Commerce "OBX Success Job & Career Fair." The exhibit includes the text and air times of spots aired on Max and Hengooch stations for the Fair and minutes from the Outer Banks Chamber of Commerce Hospitality & Tourism Committee discussing Max's involvement in the Fair.

Exhibit 4 documents Max's role as an official sponsor of the Currituck Chamber of Commerce's "Business Expo and Job Fair." The exhibit includes the text of promotional spots aired by Max stations, a letter from the President of the Currituck Chamber of Commerce commending Max's help with the Fair, and documents handed out at the Fair showing Max's logo and the location of a booth manned by the General Sales Manager and Account Executive.

*(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.*

The Unit has not received any complaints alleging unlawful discrimination during the current license term.

*(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.*

The Unit has an Employee Handbook that details all employee policies, and every employee is required to sign a certification stating that they have received the Handbook. The Handbook recites the Unit's Equal Employment Opportunity policy: "It is the policy of the Company to accord equal opportunity for employment to all individuals regardless of race, religion, color, sex, national origin, age, mental or physical disability or any other protected status." The EEO policy applies to all conditions of employment with the Unit, including "recruiting [and] hiring."

Both Max and Hengooch also maintain EEO Bulletin Boards with EEO information in each studio's kitchen.

Attached as Exhibit 5 are pages of the Employee Handbook relevant to the Unit's EEO Policy.

*(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

As discussed in response to question 3(f) above, the Unit has an EEO policy governs all aspects of hiring in an effort to foster diversity among its employees. The Unit's policy states that the company "welcomes female, minority, disabled and veteran applicants at all levels and encourages their hire and promotion."

The Unit's EEO policy states that Hengooch is also "committed to establishing and maintaining a work environment free from discrimination, coercion, and harassment." To further this policy, the Handbook defines various kinds of harassment and outlines a complaint procedure in to deal with any such complaints.

In addition, the Unit engages communications counsel to review and evaluate its annual EEO public file reports and to recommend changes to station management if problems were found in that review. Counsel's recommendations are then implemented for future openings and recruitment initiatives.

*(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

All salaries for full-time staff are governed by the Employee Handbook, relevant pages of which are attached as Exhibit 5. The Handbook requires annual evaluations for all Unit staff, where employees and supervisors are given the opportunity to discuss job tasks, identify any weaknesses and strengths, and discuss approaches for meeting performance goals in the future. While there are no automatic pay raises for employees, a pay adjustment may be awarded in an effort to recognize positive employee performance, as evidenced by performance reviews.

The Unit does not have any agreement with a union.

*(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.*

The licensee is not a religious broadcaster.

The undersigned declares under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Allen Rider", is written over a horizontal line.

Allen Rider  
Manager  
**Hengooch License, LLC**



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## **Exhibit 1:**

# **2014 EEO Report**

## 2014 ANNUAL EEO PUBLIC FILE REPORT

### Max Radio of the Carolinas Licenses, LLC

|                             |   |
|-----------------------------|---|
| Stations:                   | WCXL(FM), Kill Devil Hills, NC<br>WCMS-FM, Hatteras, NC<br>WQDK(FM), Gatesville, NC<br>WGAI(AM), Elizabeth City, NC<br>WZPR(FM), Nags Head, NC<br>WFMZ(FM), Hertford, NC<br>WVOD(FM), Manteo, NC <sup>1</sup> |
| Reporting Period:           | July 22, 2013 – July 21, 2014   |
| No. of Full-time Employees: | More than 10  |
| Small Market Exemption:     | Yes   |

During the Reporting Period, 1 full time position was 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):

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

On March 1st, 2014 – Max Radio of the Carolinas was one of the official sponsors of the Currituck Business Expo and Job Fair. As part of our sponsorship Max Radio promoted this event on WCXL Beach 104, WCMS 94.5 Water Country, News Radio 560 WGAI, and 99.3 Q Country WQDK, as well as the Hengooch License, LLC stations WVOD – 99.1 The Sound, WFMZ/WZPR – Classic Hits 104.9 & 92.3, and WYND – ESPN Radio 97.1\*\*.

WCXL, Beach 104, did a two hour live remote broadcast, and provided prizes for the event.

Also as a sponsor, Max Radio of the Carolinas manned a booth with advertising and employment information and met with the public the entire day. The General Sales Manager and an Account

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<sup>1</sup> Max Radio of the Carolinas, LLC operates stations WZPR, WFMZ and WVOD, licensed to Hengooch License, LLC, under a time brokerage agreement.

Executive represented the stations at the event.

On March 28-29, 2014 – Max Radio of the Carolinas was one of the official sponsors of the Outer Banks Chamber of Commerce OBX Success Job & Career Fair. As part of our sponsorship Max Radio promoted this event on WCXL Beach 104, WCMS 94.5 Water Country, News Radio 560 WGAI, and 99.3 Q Country WQDK, as well as the Hengooch License, LLC stations WVOD – 99.1 The Sound, WFMZ/WZPR – Classic Hits 104.9 & 92.3, and WYND – ESPN Radio 97.1\*\*.

WCXL, Beach 104, did a two hour live remote broadcast on Friday, March 28th, and provided prizes for the event.

VP/GM Michael Smith was on site meeting with the public and providing information on employment.

*Participated in **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

On March 14, 2014, Bob Davis, General Sales Manager presented at the Currituck High School Career Forum sponsored by Currituck High School and the Currituck Chamber of Commerce. This forum is for ninth graders. It gives them an opportunity to speak with representatives of local businesses about the opportunities in those industries.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

On Saturday, May 3<sup>rd</sup> a tour of the radio stations was given to Manteo, NC Boy Scout Troup 501. Several members of the troop were interviewed during “The Other Side Of Fishing” program on WCXL and WCMS. The troop members were working on their “radio” merit badge. Visiting a broadcast station fulfills one of the requirements.

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LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE         | RECRUITMENT SOURCE REFERRING HIREE  |
|--------------|-------------------|-------------------------------------|
| 11/1/2013    | Account Executive | Max Radio of the Carolinas Radio Ad |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

| Recruitment Sources Used in Reporting Period   | Number of Persons Interviewed that the Source Referred |
|--|--|
| The Daily Advance Newspaper, Elizabeth City  | 1  |
| NC Employment Security Commission  | 1  |
| Monster Dot Com  | 0  |
| Broadcast Announcements over Max Radio of the Carolinas and Hengooch Licensee** stations | 3  |

## RECRUITING SOURCES USED

Job Title of Position: Account Executive      Date of Hire: 11/1/13

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE                           | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|------------------------------|---------------------------------------|
| Daily Advance Newspaper   | N | PO Box 588, Elizabeth City, NC 27909        | Classified Advertising Dept. | 252-355-8076                          |
| Monster Dot Com   | N | 2701 Alex Lee Blvd<br>Florence, SC 29506    | Customer Service             | 843-773-8300                          |
| NC Employment Security Commission   | Y | 2522 South Croatan Hwy, Nags Head, NC 27959 | Liz Gottermeyr, Manager      | 252-480-0121                          |
| Broadcast announcements over WCXL-FM, WCMS-FM, WQDK-FM, WGAI-AM                     | N | PO Box 1897<br>Kill Devil Hills, NC 27948   | Michael Smith, VP/GM         | 252-449-6074                          |
| Hengooch Licensee** broadcast announcements over WVOD-FM, WZPR-FM, WFMZ-FM, WYND-FM | N | PO Box 1897<br>Kill Devil Hills, NC 27948   | Michael Smith, VP/GM         | 252-449-6074                          |

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

\*\*Max Radio of the Carolinas, LLC operates the Hengooch License, LLC radio stations under a time brokerage agreement.

The report was prepared and posted to the unit's public files and stations' websites prior to August 1, 2014. Edits were subsequently made on advice of counsel.

GSB:5055393.1

## **Exhibit 2:**

# **Documents Pertaining to the Account Executive Recruitment**



Max Radio of the Carolinas is looking an advertising sales person. Media sales and outside sales experience is preferred but not required. You will help our clients develop effective marketing plans and help their businesses grow! Max Radio of the Carolinas has plenty for you to sell, including 5 different radio stations, The Outer Banks Voice website, and a growing line of video, print and digital products. Email your resume and cover letter to [careers@beach104.com](mailto:careers@beach104.com), or mail to PO Box 1897, Kill Devil Hills, NC 27948. Join the winning team today, at Max Radio of The Carolinas, an EEO.

Max Radio of the Carolinas is looking an Advertising Sales Person. Media sales and outside sales experience is preferred but not required. You will help our clients develop effective marketing plans and help their businesses grow! Max Radio of the Carolinas has plenty for you to sell, including 5 different radio stations, The Outer Banks Voice website, and a growing line of video, print and digital products. Email your resume and cover letter to [careers@beach104.com](mailto:careers@beach104.com), or mail to PO Box 1897, Kill Devil Hills, NC 27948. Join the winning team today, at Max Radio of The Carolinas, an EEO.



## Michael Smith

---

**From:** Michael Smith <[REDACTED]>  
**Sent:** Monday, June 02, 2014 2:27 PM  
**To:** 'Lisa Bailey'  
**Subject:** RE: Max Radio Classified Ad

Approved. I will pay with a company credit card.

Mike Smith  
Regional Vice President  
Max Media  
North Carolina  
PO Box 1897  
Kill Devil Hills, NC 27948

[REDACTED] Office

[REDACTED] Fax  
[REDACTED]

### Disclaimer

"The information in this email, including attachments, is confidential and may be legally privileged. It is intended solely for the addressee and access to this email by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful."

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**From:** Lisa Bailey [REDACTED]  
**Sent:** Monday, June 02, 2014 1:31 PM  
**To:** Michael Smith  
**Subject:** Re: Max Radio Classified Ad

Cost & proof below...I need approval and payment by 2pm today and I can start it tomorrow. You can pay with a debit/credit card if you like.

**\$349.60--7 days in print, online, monster jobs, featured for 3 days, 1 run in Perquimans Weekly & Chowan Herald and 30 days after college website.**

CALL 336-5870

# CLASSIFIED

DailyAdvance.com

## TRANSPORTATION

### Antique & Classic Cars

WANTED: 1967-69 Camaro, 1946-75 Chevy or GM Convertible, 1970-76 Chevy or GM 2 door hardtop or 1970-75 Chevy Convertible. Fast cash, any condition. 330-722-5853

### SUVs

FORD EDGE SEL 2010. Fully loaded, silver exterior, black leather interior. Excellent condition. Senior owned. Bank financed. assume loan. 252-330-4418

### Trucks

DODGE RAM 3/4 TON '84. Camper shell, less than 90K actual miles. \$1,300. Call 252-338-1684.

### Vans

1998 DODGE CONVERSION VAN. AC works great, ac unit on top/heater. V8. White in color. \$3500 Call 757-285-7288

### Boats & Motors

BULLY BOAT CENTER CONSOLE '87, 16ft. SHIP Mercury outboard, trailer, new seats, fish finder, trolling motor, fully loaded. \$3,500. Can be seen in E. City. Call 757-285-7268.

### Campers/RVs

PLUGGRIM CAMPER TRAILER '06. Exc. cond. Open floor plan, 12ft electric slide out, sleeps 6, full bath, extra clean, no leaks, good storage, ready to go. \$10,300/obo. Call 252-339-5916.

### Motorcycles/ATVs

## TODAY'S FEATURED ADS

### EMPLOYMENT

Max Radio of the Carolinas is looking an Advertising Sales Person. Media sales and outside sales experience is preferred but not required. See ad for details.

### EMPLOYMENT

Pasquotank County Seeking FT Deputy Director of Elections and 2 PT Housekeepers FMI go to [www.co.pasquotank.nc.us](http://www.co.pasquotank.nc.us)

### Garage/Yard Sale

2002 N ROAD ST (US17 N) EC Habit for Humanity Yard Sale. Saturday, 7:30 - 11. 2006 CEDAR POINT CR. (Summerfield NYS) Sat. 7-1. Dolphin figurines, clothes, wall hangings, a little of everything. 201 SHIRLEY ST. Saturday, 7-12. Antiques, barber shop fans, ball, stoking equip, misc. 210 CANAL DR. S. Milk, Fri. & Sat. 7-11. Lawnmower, patio turn, hand tools, chainsaws, garden tilters, bicycles, Home Interior and much, much more.

### Pets & Supplies

Missing Cat lost! Camden Whitehall Shores, Azalea Dr./Magnolia vicinity. Black female longhair Tortoiseshell. Skinny with scraggy fur tufts. Return her, or convince me you'll provide a loving home and keep her. A reward is yours either way! 252-338-1160

PURE BRED GERMAN SHEPHERD PUPPIES Not registered. Parents on site. 1st shots, dewormed. \$200. 252-264-4502

STOP SCRATCHING & GNAWING. Professional healing & hair growth. Stamp out ITCH/HAIR/ALLERGY Shampoo with Happy Jack! No More. apply SkinBalm® add Tonkole to diet. KENYON BAILEY SUPPLY (335-5882). ([www.happyjackinc.com](http://www.happyjackinc.com))

### COMMERCIAL REAL ESTATE

### Business For Sale

HARPERS THIRTY STORE AND MORE, business and contents for sale. Contact Rev. Harper at 757-636-8182

### REAL ESTATE FOR SALE

### Houses For Sale

159 EAGLETON CIR. Moyock, NC \$269,999 Beautifully decorated home on golf course 2,766sqft. Ann Chandley 252-338-1684

## Legal Notices

### NOTICE OF ACTION

#### BEFORE THE BOARD OF NURSING

IN RE: The license to Nursing Meeka D. Barrow, R.N. 455 Snowden Road, Moyock, NC 27958-9636 And 2407 Azalea Garden Drive, Dunnwoody, Georgia 30338

CASE NO.: 2013-02113 & 2013-01106 LICENSE NO.: R.N. 5307849

The Department of Health has filed an Administrative Complaint against you, a copy of which may be obtained by contacting, Judi Ann V. Livingston, Assistant General Counsel, Prosecution Services Unit, 4052 Bald Cypress Way, Bin H-65, Tallahassee, Florida 32399-3265, (850) 245-4444.

If no contest has been made by you concerning the above by June 27, 2014, the matter of the Administrative Complaint will be presented at an ensuing meeting of the Nursing in an informal proceeding.

In accordance with the Americans with Disabilities Act, persons needing a special accommodation to participate in this proceeding should contact the individual or agency sending this notice not later than seven days prior to the proceeding at the address given on the notice. Telephone: (850) 245-4444, 1-800-955-8771 (TDD) or 1-800-955-8770 (V), via Florida Relay Service. 5/16, 23, 30, 6/6

### NOTICE OF ADMINISTRATION

#### NORTH CAROLINA PASQUOTANK COUNTY

Having qualified as Executrix of the Estate of Sueella Dew of Pasquotank County, North Carolina, this is to notify all persons having claims against the said estate to present them to the undersigned on or before the 21st day of August, 2014 or this Notice will be pleaded in bar of their recovery. All persons indebted to said Estate, please make immediate payment.

This the 13th day of May, 2014, Annita Cowell, Executrix 319 Ivy Neck Road Camden, NC 27921 EVID 75 30 6/6

## Legal Notices

### NOTICE OF FILING OF APPLICATION FOR CAMA MAJOR DEVELOPMENT PERMIT

NCDEMR hereby gives public notice as required by NCGS 113A-119(b) that an application for a development permit in an AEC as designated under the CAMA was received on 05/21/14. John and Sarah Pugh propose to construct a boat lift and relocate a floating dock at 900 Riverside Avenue in Elizabeth City, Pasquotank County.

A copy of the entire application may be reviewed at the office of the Division of Coastal Management, located at 1367 US 17 South, Elizabeth City, NC, 255-264-3901 during normal business hours. Comments mailed to Braxton Davis, Director, DCM, 400 Commerce Avenue, Morehead City, NC 28557, prior to 06/26/14, will be considered in making the permit decision. Later comments will be considered up to the time of permit decision. Project modification may occur based on review & comment by the public, state & federal agencies. Notice of the permit decision in this matter will be provided upon written request.

### NOTICE OF FILING OF APPLICATION FOR CAMA MAJOR DEVELOPMENT PERMIT

NCDEMR hereby gives public notice as required by NCGS 113A-119(b) that an application for a development permit in an AEC as designated under the CAMA was received on 05/23/14. The Town of Hertford proposes to construct a nine-slip docking facility, with a pier, finger piers, and a pump-out station adjacent Punch Alley in Hertford, Perquimans County.

A copy of the entire application may be reviewed at the office of the Division of Coastal Management, located at 1367 US 17 South, Elizabeth City, NC, 255-264-3901 during normal business hours. Comments mailed to Braxton Davis, Director, DCM, 400 Commerce Avenue, Morehead City, NC 28557, prior to 06/26/14, will be considered in making the permit decision. Later comments will be considered up to the time of permit decision. Project modification may occur based on review & comment by the public, state & federal agencies. Notice of the permit decision in this matter will be provided upon written request.



Max Radio Sales Opening

June 2014

:30 Sec

Max Radio of the Carolinas is looking for the next member to join our successful sales team. Our business is growing and our sales team needs to grow as well. Some media sales experience is preferred but not required. What is required is a very confident, self-motivated individual who enjoys talking to people about their business. You will help our clients develop effective marketing plans and help their businesses grow! Max Radio of the Carolinas has plenty for you to sell, including 5 different radio stations, The Outer Banks Voice, and a growing line of video, print and digital products. Join one of the most professional and successful advertising organizations in North East North Carolina. Email your resume and cover letter to [careers@beach104.com](mailto:careers@beach104.com), or mail to PO Box 1897, Kill Devil Hills, NC 27948. Join the winning team today, at Max Radio of The Carolinas, an equal opportunity employer.

# Confirmation



Max Radio of the Carolinas  
324 Broadway St  
Cape Girardeau MO 63701

Contract # 974  
Date Entered 06/02/2014  
Sales Person Mike Smith  
Billing Cycle Calendar  
Revenue Source Non-Billable\*  
Conflict 1 Station Promo  
Estimate # SALES OPENING  
P.O. # REGULAR  
Contract 06/03/2014 - 06/22/2014  
Comment SALES OPENING

MAX RADIO OF THE CAROLINAS  
P O BOX 1897  
KILL DEVIL HILLS NC 27948

| Station | Date Range            | Time Range   | Schedule                   | Len   | Comment          | Avail Type | Rate | Qty | Total |
|---------|-----------------------|--------------|----------------------------|-------|------------------|------------|------|-----|-------|
| WCXL-FM | 06/03/2014-06/22/2014 | 6:00a-10:00a | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 30  | 0.00  |
| WCMS-FM | 06/03/2014-06/22/2014 | 6:00a-10:00a | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 32  | 0.00  |
| WVOD-FM | 06/03/2014-06/22/2014 | 6:00a-10:00a | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 40  | 0.00  |
| WFMZ-FM | 06/03/2014-06/22/2014 | 6:00a-10:00a | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 34  | 0.00  |
| WCXL-FM | 06/03/2014-06/22/2014 | 10:00a-3:00p | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 31  | 0.00  |
| WCMS-FM | 06/03/2014-06/22/2014 | 10:00a-3:00p | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 34  | 0.00  |
| WVOD-FM | 06/03/2014-06/22/2014 | 10:00a-3:00p | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 40  | 0.00  |
| WFMZ-FM | 06/03/2014-06/22/2014 | 10:00a-3:00p | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 35  | 0.00  |
| WCXL-FM | 06/03/2014-06/22/2014 | 3:00p-7:00p  | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 28  | 0.00  |
| WCMS-FM | 06/03/2014-06/22/2014 | 3:00p-7:00p  | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 35  | 0.00  |
| WVOD-FM | 06/03/2014-06/22/2014 | 3:00p-7:00p  | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 37  | 0.00  |
| WFMZ-FM | 06/03/2014-06/22/2014 | 3:00p-7:00p  | 2,2,2,2,2,2,2<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 31  | 0.00  |
| WCXL-FM | 06/03/2014-06/22/2014 | 7:00p-11:59p | 4,4,4,4,4,4,4<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 43  | 0.00  |
| WCMS-FM | 06/03/2014-06/22/2014 | 7:00p-11:59p | 4,4,4,4,4,4,4<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 49  | 0.00  |
| WVOD-FM | 06/03/2014-06/22/2014 | 7:00p-11:59p | 4,4,4,4,4,4,4<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 51  | 0.00  |
| WFMZ-FM | 06/03/2014-06/22/2014 | 7:00p-11:59p | 4,4,4,4,4,4,4<br>All Weeks | 00:30 | SALES<br>OPENING | Commercial | 0.00 | 61  | 0.00  |
| Total   |                       |              |                            |       |                  |            |      |     | 0.00  |

| Station Summary |       |       |       |
|-----------------|-------|-------|-------|
|                 | Count | Gross | Total |
| WCXL-FM         | 132   | 0.00  | 0.00  |
| WCMS-FM         | 150   | 0.00  | 0.00  |
| WVOD-FM         | 168   | 0.00  | 0.00  |
| WFMZ-FM         | 161   | 0.00  | 0.00  |

| Projected Billing |       |       |       |
|-------------------|-------|-------|-------|
|                   | Count | Gross | Total |
| June              | 611   | 0.00  | 0.00  |
| 2014              | 611   | 0.00  | 0.00  |

**Max Radio Of The Carolinas**  
PO Box 1897, Kill Devil Hills, NC, 27948

6/2/2014

**FAX**

**To:** Liz or Kenny

**Phone:** [REDACTED]

**Company Name:** Dare County Office - NC Employment Security  
Commission

**Fax:** 480-0121

**From:** Moose

**Phone:** [REDACTED]

**Company Name:** Max Radio Of The Carolinas

**Fax:** [REDACTED]

**Number of Pages:** Cover Plus 1

**Urgent:** No

**Action Requested:**



Max Radio of the Carolinas is looking an advertising sales person. Media sales and outside sales experience is preferred but not required. What is required is a very confident, self-motivated individual who isn't afraid of a little hard work. You will help our clients develop effective marketing plans and help their businesses grow! Max Radio of the Carolinas has plenty for you to sell, including 5 different radio stations, The Outer Banks Voice website, and a growing line of video, print and digital products. Join one of the most professional and successful advertising organizations in North East North Carolina. Email your resume and cover letter to [careers@beach104.com](mailto:careers@beach104.com), or mail to PO Box 1897, Kill Devil Hills, NC 27948. Join the winning team today, at Max Radio of The Carolinas, an EEO.

## **Exhibit 3:**

# **Documents Pertaining to the OBX Success Job & Career Fair**



Outer Banks Chamber

OBX Success 2014

:60

The Outer Banks Chamber of Commerce invites you to OBX Success; a job search training and job fair March twenty-eighth and twenty-ninth at Jeanette's Pier in Nags Head. The weekend kicks off Friday at four pm with the Chamber hosting several education sessions to help job seekers. Outer Banks businesses will be on hand on Saturday, March twenty-ninth with a chance for those who are looking for a job to talk with potential Outer Banks employers. If you're looking for work or to freshen your résumé in preparation for an interview join the Outer Banks Chamber for this event. Business owners are invited to a part of this weekend long event by reserving a space to showcase your business and what it has to offer. The OBX Success Job and Career Fair, sponsored in part by Northeastern Workforce Development Board and Max Radio of the Carolinas, Friday and Saturday March twenty-eighth and twenty-ninth. Workshops start Friday the twenty-eighth at four thirty. The Job and Career Fair will be ten am 'til three pm on Saturday the twenty-ninth. For more information on either event call the Chamber at four four one eighty one forty four. Four four one eighty one forty four. Or log onto Outer Banks Chamber dot com.



## Contract Confirmation

WVOD-FM CONTRACT CONFIRMATION  
as of 2/26/14 Revision: 1 Page: 1

Account Number: 16441 Contract: 4214  
A/R Description:  
Account Name: OBX CHAMBER OF COMMERCE TR  
Estimate Number:  
Product/Cust: /  
Air Dates: 2/7/14-3/15/14  
Salesperson: SMITH, MIKE  
Account Telephone: 252-441-8144  
Co-op Script: No  
Calendar/Broadcast: Calendar  
Business Type: R&I

ANGIE  
OBX CHAMBER OF COMMERCE TR  
PO BOX 1757  
KILL DEVIL HILLS, NC 27948

|   | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| A | 2/07/14- 2/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| B | 2/07/14- 2/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| C | 2/07/14- 2/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| D | 2/07/14- 2/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt |     |     |     |     | 4   | 4   | 4   | All     | 12     | 12       | 0.00     |
|   |                  |               |     | Totals:    |     |     |     |     | 10  | 10  | 10  | 1Week   | 30     | 30       |          |
| A | 2/10/14- 2/16/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| B | 2/10/14- 2/16/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| C | 2/10/14- 2/16/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| D | 2/10/14- 2/16/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 28       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 1Week   | 70     | 70       |          |
| A | 2/17/14- 2/23/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| B | 2/17/14- 2/23/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| C | 2/17/14- 2/23/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| D | 2/17/14- 2/23/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 3   | 4   | 4   | All     | 27     | 27       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 9   | 10  | 10  | 1Week   | 69     | 69       |          |
| A | 2/24/14- 3/02/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| B | 2/24/14- 3/02/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| C | 2/24/14- 3/02/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| D | 2/24/14- 3/02/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 5   | 4   | 4   | 4   | All     | 29     | 29       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 11  | 10  | 10  | 10  | 1Week   | 71     | 71       |          |
| A | 3/03/14- 3/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| B | 3/03/14- 3/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |

**Accepted By**

Client Signature

**Accepted By**

Station Signature

**Today's Date**

**Today's Date**

Wicks Broadcast Solutions, LLC. Laz E-Forms™

324 Broadway  
 Cape Girardeau MO 63701  
 Phone: 252-480-4655  
 Fax: 252-441-4827

### Contract Confirmation

as of 2/26/14 Revision: 1 Page: 2

Account Number: 16441 Contract: 4214  
 Account Name: OBX CHAMBER OF COMMERCE TR

|   | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| C | 3/03/14- 3/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 14       | 0.00     |
| D | 3/03/14- 3/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 28       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 1Week   | 70     | 70       |          |
| A | 3/10/14- 3/15/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| B | 3/10/14- 3/15/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| C | 3/10/14- 3/15/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| D | 3/10/14- 3/15/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   |     | All     | 24     | 24       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  |     | 1Week   | 60     | 60       |          |

CONTRACT TOTAL: \$0.00 370 Units

| Month | Units | Total  | Month | Units | Total  |
|-------|-------|--------|-------|-------|--------|
| Feb14 | 220   | \$0.00 | Mar14 | 150   | \$0.00 |

**Accepted By**

Client Signature

**Today's Date**

**Accepted By**

Station Signature

**Today's Date**

Wicks Broadcast Solutions, LLC. Laz E-Forms™



324 Broadway  
Cape Girardeau MO 63701  
Phone: 252-480-4655  
Fax: 252-441-4827

## Contract Confirmation

WFMZ-FM CONTRACT CONFIRMATION  
as of 2/7/14 Revision: Orig Page: 1

Account Number: 16441 Contract: 3180  
A/R Description:  
Account Name: OBX CHAMBER OF COMMERCE TR  
Estimate Number:  
Product/Cust: /  
Air Dates: 2/7/14-3/15/14  
Salesperson: SMITH, MIKE  
Account Telephone: 252-441-8144

ANGIE  
OBX CHAMBER OF COMMERCE TR  
PO BOX 1757  
KILL DEVIL HILLS, NC 27948

|   | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| A | 2/07/14- 2/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| B | 2/07/14- 2/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| C | 2/07/14- 2/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| D | 2/07/14- 2/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt |     |     |     |     | 4   | 4   | 4   | All     | 12     | 12       | 0.00     |
|   |                  |               |     | Totals:    |     |     |     |     | 10  | 10  | 10  | 1Week   | 30     | 30       |          |
| A | 2/10/14- 3/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| B | 2/10/14- 3/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| C | 2/10/14- 3/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| D | 2/10/14- 3/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 112      | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 4Weeks  | 70     | 280      |          |
| A | 3/10/14- 3/15/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| B | 3/10/14- 3/15/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| C | 3/10/14- 3/15/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| D | 3/10/14- 3/15/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   |     | All     | 24     | 24       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  |     | 1Week   | 60     | 60       |          |

CONTRACT TOTAL: \$0.00 370 Units

| Month | Units | Total  | Month | Units | Total  |
|-------|-------|--------|-------|-------|--------|
| Feb14 | 220   | \$0.00 | Mar14 | 150   | \$0.00 |

**Accepted By**

Client Signature

**Today's Date**

**Accepted By**

Station Signature

**Today's Date**

Wicks Broadcast Solutions, LLC. Laz E-Forms™



324 Broadway  
Cape Girardeau MO 63701  
Phone: 252-480-4655  
Fax: 252-441-4827

## Contract Confirmation

WVOD-FM CONTRACT CONFIRMATION  
as of 2/7/14 Revision: Orig Page: 1

Account Number: 16441 Contract: 4214  
A/R Description:  
Account Name: OBX CHAMBER OF COMMERCE TR  
Estimate Number:  
Product/Cust: /  
Air Dates: 2/7/14-3/15/14  
Salesperson: SMITH, MIKE  
Account Telephone: 252-441-8144

ANGIE  
OBX CHAMBER OF COMMERCE TR  
PO BOX 1757  
KILL DEVIL HILLS, NC 27948

|   | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| A | 2/07/14- 2/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| B | 2/07/14- 2/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| C | 2/07/14- 2/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| D | 2/07/14- 2/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt |     |     |     |     | 4   | 4   | 4   | All     | 12     | 12       | 0.00     |
|   |                  |               |     | Totals:    |     |     |     |     | 10  | 10  | 10  | 1Week   | 30     | 30       |          |
|   |                  |               |     |            |     |     |     |     |     |     |     |         |        |          |          |
| A | 2/10/14- 3/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| B | 2/10/14- 3/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| C | 2/10/14- 3/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| D | 2/10/14- 3/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 112      | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 4Weeks  | 70     | 280      |          |
|   |                  |               |     |            |     |     |     |     |     |     |     |         |        |          |          |
| A | 3/10/14- 3/15/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| B | 3/10/14- 3/15/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| C | 3/10/14- 3/15/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| D | 3/10/14- 3/15/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   |     | All     | 24     | 24       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  |     | 1Week   | 60     | 60       |          |

CONTRACT TOTAL: \$0.00 370 Units

| Month | Units | Total  | Month | Units | Total  |
|-------|-------|--------|-------|-------|--------|
| Feb14 | 220   | \$0.00 | Mar14 | 150   | \$0.00 |

Accepted By

Client Signature

Today's Date

Accepted By

Station Signature

Today's Date

Wicks Broadcast Solutions, LLC. Laz E-Forms™



324 Broadway Cape Girardeau MO 63701  
Phone: 252-480-4655 Fax: 252-441-4827

## Contract Confirmation

WCXL CONTRACT CONFIRMATION

as of 2/7/14 Revision: Orig Page: 1

Account Number: 67977 Contract: 8406  
A/R Description:  
Account Name: OBX CHAMBER OF COMMERCE TR  
Estimate Number:  
Product/Cust: /  
Air Dates: 2/7/14-3/15/14  
Salesperson: TRADE  
Account Telephone: 252-441-8144

ANGIE  
OBX CHAMBER OF COMMERCE TR  
PO BOX 1757  
KILL DEVIL HILLS, NC 27948

|         | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---------|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| A       | 2/07/14- 2/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| B       | 2/07/14- 2/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| C       | 2/07/14- 2/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| D       | 2/07/14- 2/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt |     |     |     |     | 4   | 4   | 4   | All     | 12     | 12       | 0.00     |
| Totals: |                  |               |     |            |     |     |     |     | 10  | 10  | 10  | 1Week   | 30     | 30       |          |
|         |                  |               |     |            |     |     |     |     |     |     |     |         |        |          |          |
| A       | 2/10/14- 3/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| B       | 2/10/14- 3/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| C       | 2/10/14- 3/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| D       | 2/10/14- 3/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 112      | 0.00     |
| Totals: |                  |               |     |            | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 4Weeks  | 70     | 280      |          |
|         |                  |               |     |            |     |     |     |     |     |     |     |         |        |          |          |
| A       | 3/10/14- 3/15/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| B       | 3/10/14- 3/15/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| C       | 3/10/14- 3/15/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| D       | 3/10/14- 3/15/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   |     | All     | 24     | 24       | 0.00     |
| Totals: |                  |               |     |            | 10  | 10  | 10  | 10  | 10  | 10  |     | 1Week   | 60     | 60       |          |

CONTRACT TOTAL: \$0.00 370 Units

| Month | Units | Total  | Month | Units | Total  |
|-------|-------|--------|-------|-------|--------|
| Feb14 | 220   | \$0.00 | Mar14 | 150   | \$0.00 |

Accepted By

Client Signature

Accepted By

Station Signature

Today's Date

Today's Date

Wicke Broadcast Solutions, LLC. Laz E-Forms™



324 Broadway Cape Girardeau MO 63701  
Phone: 252-480-4655 Fax: 252-441-4827

## Contract Confirmation

WCMS CONTRACT CONFIRMATION

as of 2/7/14 Revision: Orig Page: 1

Account Number: 41911 Contract: 8184  
A/R Description:  
Account Name: OBX CHAMBER OF COMMERCE TR  
Estimate Number:  
Product/Cust: /  
Air Dates: 2/7/14-3/15/14  
Salesperson: SMITH, MIKE  
Account Telephone: 252-441-8144

ANGIE  
OBX CHAMBER OF COMMERCE TR  
PO BOX 1757  
KILL DEVIL HILLS, NC 27948

|   | Date Range       | Dayparting    | Len | Rate       | Mon | Tue | Wed | Thu | Fri | Sat | Sun | WeeksOn | WkUnit | TotlUnit | TotalAmt |
|---|------------------|---------------|-----|------------|-----|-----|-----|-----|-----|-----|-----|---------|--------|----------|----------|
| A | 2/07/14- 2/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| B | 2/07/14- 2/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| C | 2/07/14- 2/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt |     |     |     |     | 2   | 2   | 2   | All     | 6      | 6        | 0.00     |
| D | 2/07/14- 2/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt |     |     |     |     | 4   | 4   | 4   | All     | 12     | 12       | 0.00     |
|   |                  |               |     | Totals:    |     |     |     |     | 10  | 10  | 10  | 1Week   | 30     | 30       |          |
| A | 2/10/14- 3/09/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| B | 2/10/14- 3/09/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| C | 2/10/14- 3/09/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   | 2   | All     | 14     | 56       | 0.00     |
| D | 2/10/14- 3/09/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   | 4   | All     | 28     | 112      | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  | 10  | 4Weeks  | 70     | 280      |          |
| A | 3/10/14- 3/15/14 | 6:00a-10:00a  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| B | 3/10/14- 3/15/14 | 10:00a- 3:00p | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| C | 3/10/14- 3/15/14 | 3:00p- 7:00p  | 60s | \$0.00/spt | 2   | 2   | 2   | 2   | 2   | 2   |     | All     | 12     | 12       | 0.00     |
| D | 3/10/14- 3/15/14 | 7:00p-12:00a  | 60s | \$0.00/spt | 4   | 4   | 4   | 4   | 4   | 4   |     | All     | 24     | 24       | 0.00     |
|   |                  |               |     | Totals:    | 10  | 10  | 10  | 10  | 10  | 10  |     | 1Week   | 60     | 60       |          |

CONTRACT TOTAL: \$0.00 370 Units

| Month | Units | Total  | Month | Units | Total  |
|-------|-------|--------|-------|-------|--------|
| Feb14 | 220   | \$0.00 | Mar14 | 150   | \$0.00 |

Accepted By

Client Signature

Accepted By

Station Signature

Today's Date

Today's Date

Wicks Broadcast Solutions, LLC. Laz E-Forms™



**Outer Banks Chamber of Commerce  
Hospitality & Tourism Committee  
February 19, 2014**

**Attending:**

Lori Clark  
Kenny Kee  
Lee Nettles  
Dana Grimstead

**Staff Present**

Angie Brady-Daniels

Angie opened the meeting by stating that Chair Becky Fitzwater had moved from the area. Lori Clark and Josh Roseberry have agreed to co-chair this committee.

**Job Fair Update:** Lori and Angie reported that a number of booths have been sold to date: Exercise and Healthy Eating; Village Realty; The Outer Banks Inn, Colonial Inn, Sanderling Resort, Sunset Grille, Kitty Hawk Kites, Seaside Vacations, Davis Cleaning of the OBX, Inc., T-Tops Superstore, Kellogg Design Center, The Cottage Shop and Tanger Outlets.

Radio spots are active and newspaper articles, facebook event invites, banner ads on the Chamber's website are in place. Flyers are printed and being distributed. Thanks to Laurie, Jamie and Tracy, the workshop schedule has been confirmed (see attached). Cost to attend the workshops (entire evening) will be \$10 for reasons of commitment. Scholarships are available to those who cannot afford to attend but the registration fee is helpful for planning.

The Dare County Library will participate with us with a display on resources available at your library on both Friday and Saturday during the Job Fair Weekend. A display promoting both the fair and the programs of the Chamber will be up during the month of March.

Pepsi has agreed to provide complimentary beverages for both vendors and guests, Friday and Saturday. A food sponsor or partner is still being sought.

**Smiles in Action:** Lori reported that our first award has been presented to Max Dutton and was presented at the February Chamber Morning Schmooze at Manteo Furniture and Appliance.

B&N Designs provided the graphic design work and Outer Banks Inn & Colonial Inn paid for the first 2,500 Smiles in Action nomination cards. Cards were shared at the meeting and are now available to display in area businesses. Before this first batch is depleted, we will need a sponsor to cover the next printing. Committee members brainstormed possible partners. Costs estimates are outlined below:

|        |         |              |
|--------|---------|--------------|
| 1,000  | \$192   | \$0.19 each  |
| 2,500  | \$310   | \$0.124 each |
| 5,000  | \$444   | \$0.088 each |
| 10,000 | \$770   | \$0.077 each |
| 15,000 | \$1,135 | \$0.075 each |

Lori added that she has new Smile nomination radio spots that will go live within the next two weeks. Lee Nettles shared some ideas and will work with Lori as needed.

Due to the absence of many committee members and the small list of nominations for the March

Smiles in Action winner, the vote will be taken by e-mail. Deadline for submissions will be February 25<sup>th</sup> with the vote complete by February 28<sup>th</sup>. Based on winner and their schedule, a March Chamber event will be chosen for the presentation.

Committee members agreed to encourage nominations, to distribute cards, to use social media and other resources as a way to remind others about the program. Dana added that the Outer Banks Visitors Bureau had e-mailed the information out twice and will continue to partner.

**Community Outreach:** Lee updated the committee on plans for the Tourism Summit to be held May 7 & 8, 2014 at Roanoke Island Festival Park. There will be tours of Roanoke Island Attractions, a reception at the Avenue Waterfront Grille, presentations and panel discussions on tourism topics. Lee added that he would love the May Smiles in Action Award to be presented at the Tourism Summit, invited a recognition opportunity for committee members and time to talk about the program. More information will follow but please save the date of May 8, 2014 at Roanoke Island Festival Park. Event registration will open at 8:15 a.m., program around 9:00 a.m. and the award presentation mid-morning.

Angie added that breakfast program on the J-1 Summer Visa Program was well received and shared a summary of the information presented (see attached). A follow-up meeting is being scheduled for March 17, 2014, 11 a.m. – 1 p.m. (location to be determined). While this is not a Chamber Committee, the Chamber will participate and assist with a communication role. Those interested in participating but not already on the list should ask Angie to be added.

The next meeting was set for 11:00 a.m., Tuesday, March 25, 2014 at the Chamber office. At this meeting the April award recipient will be voted on.

There being no further business, the meeting was adjourned at 11:45 a.m.



**Outer Banks Chamber of Commerce  
Hospitality & Tourism Committee  
March 25, 2014**

**Attending:**

Lori Clark  
Kenny Kee  
Paul Manning  
Dana Grimstead  
Josh Rosenberry

**Staff Present**

Angie Brady-Daniels

Meeting was called to order at 11:03 a.m.

**Job Fair Update:** As of today, 30 businesses have registered to be job vendors (list attached). We have met our revenue goal but still have space available to sell if others are interested.

The Job Fair radio spots have been changed to target job seekers. Max Radio will have a live remote from Jennette's Pier starting around 3:00 p.m. on Friday afternoon as a reminder of our workshops and the Job Fair on Saturday.

Pepsi has agreed to provide complimentary beverages for both vendors and guests, Friday and Saturday. Front Porch Café will donate coffee for vendors and will seek donut sponsor.

Jamie shared the workshop schedule and set-up was discussed. Kenny, Paul, and Josh's maintenance man will assist Angie, Jamie and Tracy with Friday set-up (need to be at pier no later than 3 pm) and Saturday set-up (after workshops end at 7 pm Friday night). Lori is working a remote that day but will help with last minute details and help welcome guests.

Items for Friday night participants are encouraged such as pencils, note pads, thumb drives, calendars, etc. Items should be given to Angie prior to Friday or brought to the workshops on Friday.

Angie is promoting the Job Fair at Manteo High School on Wednesday and at First Flight High School on Thursday. Josh agreed to help Angie fill the Thursday shift at First Flight due to a noon ribbon cutting.

Kenny added that he had distributed over 100 flyers to those utilizing the services of his agency.

***Smiles in Action:***

We need more nominations! Lori shared a new commercial that will begin airing promoting the Smiles program (attached). Distribution assistance is needed to make nomination cards more easily accessible. Lori will add the pickup locations to radio spots as a tag line if we can provide her the information. Committee members should let Angie know where cards are available and she will keep Lori updated. Dana added that the welcome center has incorporated sharing the cards into their conversations with visitors.

We are still looking for our next printing sponsor. Costs estimates are outlined below:

|               |                |                     |
|---------------|----------------|---------------------|
| <b>1,000</b>  | <b>\$192</b>   | <b>\$0.19 each</b>  |
| <b>2,500</b>  | <b>\$310</b>   | <b>\$0.124 each</b> |
| <b>5,000</b>  | <b>\$444</b>   | <b>\$0.088 each</b> |
| <b>10,000</b> | <b>\$770</b>   | <b>\$0.077 each</b> |
| <b>15,000</b> | <b>\$1,135</b> | <b>\$0.075 each</b> |

March winner is Resort Realty. Angie is working with them to coordinate a time to present the plaque and take promotional pictures.

The April recipient will be chosen via e-mail and the May recipient will be recognized at the Outer Banks Visitors Bureau Tourism Summit, May 8, 2014 at Roanoke Island Festival Park. Dana shared the event schedule and reported that time of presentation is approximately 10:15 a.m. This is a powerful opportunity to promote the program, recognize an outstanding community individual and for the committee to be recognized publicly for the partnership. Committee members were encouraged to attend this event.

The next meeting was set for 9:30 a.m., Tuesday, April 8, 2014 at Poor Richard's in Manteo. This immediately follows the Chamber Morning Schmooze event there.

There being no further business, the meeting was adjourned at 11:45 a.m.

## **Exhibit 4:**

# **Documents Pertaining to the Business Expo and Job Fair**



## **Currituck Chamber Expo and Job Fair**

MUSIC: UPBEAT

BE A PART OF THE 13<sup>TH</sup> ANNUAL CURRITUCK CHAMBER OF COMMERCE'S BUSINESS EXPO AND JOB FAIR AS THEY JOIN FORCES WITH THE HOME BUILDERS ASSOCIATION OF NORTH EAST NORTH CAROLINA AT CURRITUCK COUNTY HIGH SCHOOL MARCH 1<sup>ST</sup> FROM 10 TO 3. COME EXPERIENCE WHAT NORTH EAST NORTH CAROLINA'S BUSINESSES AND ORGANIZATIONS HAVE TO OFFER. NEED A JOB? MANY BUSINESSES WILL HAVE APPLICATIONS ON HAND. THIS YEAR'S SPECIAL EVENT WILL INCLUDE BUILDING WITH LEGO BLOCKS FOR AGES 5 TO 8 AND 9 TO 12. C'MON KIDS, THIS IS YOUR CHANCE TO SHOW THE AREA HOW TO BUILD A LEGO BUSINESS. EVERYONE GETS A PARTICIPATION CERTIFICATE AND WINNERS RECEIVE EXCITING PRIZES. REGISTRATION FOR 5 TO 8 YEAR OLDS BEGINS AT 11 AND 9 TO 12 YEAR OLDS AT 1:00. THERE WILL ALSO BE A SILENT AUCTION, RAFFLE, FOOD AND LOTS OF FREE STUFF. THE AMERICAN RED CROSS WILL BE HAVING A BLOOD DRIVE FROM 9 TO 2. SPACE AND SPONSORSHIPS ARE STILL AVAILABLE. VISIT THE CHAMBER ON THE WEB AT CURRITUCK CHAMBER DOT ORG. FOR MORE INFORMATION.

# Confirmation



Max Radio of the Carolinas  
324 Broadway St.  
Cape Girardeau, MO 63701  
252-480-4655

Date Entered 02/12/2014  
Sales Person HOUSE  
Billing Cycle Calendar  
Revenue PUBLIC SERVICE  
CONFLICT EVENT  
ESTIMATE # CHAMBER EXPO AND JOB FAIR 2014  
Estimate # R&I  
DATES 02/17/2014 - 3/1/2014

CURRITUCK CHAMBER OF COMMERCE  
111D Currituck Commercial Drive  
MOYOCK, NC 27958

| Station           | Date Range     | Time       | Schedule   | Len   | Comment | Avail Type | Rate  | Qty   | Total |
|-------------------|----------------|------------|------------|-------|---------|------------|-------|-------|-------|
| WCXL-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F     | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| WCMS-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F     | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| WVOD-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F     | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| WFMZ-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F     | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| WGAI-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F     | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| WQDK-F            | 2/17/14-3/1/14 | 6:00a-8:00 | 15XM-F SSu | 00:60 |         | Commercial | 0.00  | 15    | 0.00  |
| M                 |                | p          | All Weeks  |       |         |            |       |       |       |
| Subtotal          |                |            |            |       |         |            |       |       | 0.00  |
| Agency Commission |                |            |            |       |         |            |       |       | 0.00  |
| Total             |                |            |            |       |         |            |       |       | 0.00  |
| Projected Billing |                |            |            |       |         | Count      | Gross | Total |       |
| MARCH             |                |            |            |       |         | 2014       | 90    | 0.00  | 0.00  |





**CURRITUCK**  
**CHAMBER of COMMERCE**  
*Currituck County, North Carolina*

March 10, 2015

To Whom It May Concern:

Max Radio of the Carolinas has been a very supportive business for the Currituck Chamber of Commerce. Max Radio has provided promotional advertising for our events free of charge for years. One such event that took place just a few days ago was our Business Expo and Job Fair. This event helped local businesses tell the community what services they have to offer. This event also allowed companies who are hiring to take applications and resumes from job seekers. We offered a job search station to help individuals with their job searches online. Without the promotional efforts of Max Radio few in the public would have known about this event.

Anytime we have asked, Max Radio has allowed us to come into the studio to promote our events in an interview. This has helped us to raise money for causes such as the Senior Nutrition Program (Meals on Wheels), the Corolla Wild Horse Fund, and the Currituck Free Dental Clinic. Max Radio has helped us reach out to the wider community. Max Radio staff member, Lynn Davis, serves as a volunteer Ambassador for the Currituck Chamber of Commerce. In this capacity she calls local businesses to let them know about upcoming events and classes to help them. She has also volunteered at events such as the Under the Oaks Art Festival, where she helped us raise money to preserve and protect the historic Whalehead Club.

We could not be successful in our efforts to help the community if Max Radio did not provide the promotion help to us. We are grateful for all the Max Radio of the Carolinas does to help our community.

Sincerely,

Josh Bass  
President  
Currituck Chamber of Commerce

111D Currituck Commercial Dr. / Mailing: P.O. Box 937 Moyock, NC 27958  
(252) 453-9497 Fax (252) 453-2349  
[www.currituckchamber.org](http://www.currituckchamber.org) [info@currituckchamber.org](mailto:info@currituckchamber.org)

# Save The Date

The Chamber Spring Social Dinner Dance

April 26, 2014

7:00pm till 11:00pm

Sanctuary Vineyards Winery, Jarvisburg

Catering by Kelly's

Music by The Crowd

Cocktail Attire



*We look forward to seeing you next year at the*

*14th Annual*

*Currituck Business Expo*



*Welcome to the 13th Annual*

*Currituck*

*Business Expo &*

*Home Show*

*March 1st, 2014 10am to 3pm*

*Currituck County*

*High School*



*Thank you to our Sponsors who helped  
make this event possible!*

## Gold Sponsors



## Silver Sponsors



*The Best Bankers. HomeTown Banking.*



**CURRITUCK INTERNAL MEDICINE DAILY  
AND FAMILY PRACTICE**



**dailyadvance.com**



## Sponsors

Albemarle Hospice





## This years exhibitors

### Chamber members are in bold listing

| BusinessName   | Phone          | Space |
|--|----------------|-------|
| Albemarle Home Care & Albemarle Hospice                | (252) 338-4066 | B10   |
| American Red Cross Greater Albemarle Area              | (252) 335-2185 | B20   |
| Animal Lovers Assistance League                        | (252) 457-0011 | T13   |
| Atha Financial Solutions                               | (252) 562-6580 | B25   |
| Barry Nelms for Commissioner                           | (252) 453-4153 | T17   |
| Bliss Marketing  | (252) 202-5468 | B1    |
| Brindley Beach Vacations & Sales                       | (252) 453-3335 | BB27  |
| Builder's Discount Center/Elizabeth City               | (252) 338-2034 | B31   |
| C.E.R.T.   |                | T22   |
| CenturyLink  | (252) 757-3200 | B22   |
| Coastal Carolina Water                                 | (252) 491-8333 | B24   |
| College of The Albemarle                               | (252) 335-0821 | B19   |
| Corbo Custom Homes                                     | (252) 202-6761 | B26   |
| Currituck Economic Development                         | (252) 232-6015 | BB21  |
| Currituck Buy Local & Tourism                          | (252) 435-2938 | BB21  |
| Currituck Chamber of Commerce                          | (252) 453-9497 | B33   |
| Currituck Co. Commissioner - At-Large - Paul Martin    |                | T14   |
| Currituck Co. Commissioner - District 3 - Butch Petrey | (252) 982-6065 | B7    |
| Currituck County Democratic Party                      | (252) 453-2863 | B18   |
| Currituck County Republican Party                      | (252) 232-3514 | B11   |
| JP Knapp Early College High School                     | (252) 232-3107 | BB9   |
| Currituck Family YMCA                                  | (252) 453-9632 | T8    |
| Currituck Fraternal Order of Police #89                |                | B15   |
| Currituck Free Dental Clinic                           | 252 202 2060   | B3    |
| Currituck Internal Medicine & General Practice         | (252) 435-6621 | B28   |
| Currituck Kids Fund                                    | (252) 232-0832 | T3    |
| Currituck Wild Goose Rotary Club-/food court           | (252) 455-0635 | T12   |
| The Daily Advance                                      | (252) 335-8110 | B30   |
| Donnie Norrell for Sheriff                             |                | T5    |
| Douglas 4 Sheriff 2014 - Bob Douros                    | (252) 435-0669 | T7    |
| Flat Fish Marketing                                    | 252-599-6855   | B5    |
| FOCUS252   | (252) 453-2550 | B2    |

### The 2014 Currituck Chamber of Commerce

#### Board of Directors, Ambassadors & Staff

##### Board

**Tameron Kugler, Chair**

Coastal Carolina Water

**Theresa Dozier, Vice chair**

Townebank of Currituck

**Karen Gresham, Treas.**

TowneBank of Currituck

**Judy Vassar, Sec.**

Currituck Travel & Tourism

**Lori London**

Outer Banks Beach Rentals & Sales

**Mike Florez**

Florez Design Studio

**Dean Dowdy**

Coastal Rehabilitation

**Gena Martin**

Platinum Party Planning

**John Morrison**

Twiford Law Firm

**Janice Farr**

Sun Realty

**Raymond Burnell**

Twiddy & Co. Realtors

**Candace Wright**

Cotton Gin

**Diane Nordstrom, Ex Officio**

Currituck Travel & Tourism

**Peter Bishop, Ex Officio**

Currituck Economic Dev.

**Dave Whitmer, Ex Officio**

Northeast Workforce

Development Board

##### Ambassadors

**Judy Vassar**

Currituck Travel & Tourism

**Krista Templeton**

Village Realty

**Raymond Burnell**

Twiddy & Co. Realtors

**Bailey Gray**

Twiddy & Co. Realty

**Lynn Davis**

Max Radio of the Carolinas

**Becky Howard**

Currituck Democratic Party

**Tameron Kugler**

Coastal Carolina Water

**Alice James**

Matress Direct

##### Staff

**Josh Bass**

Chamber President

**Mary Krawiec**

Membership Director

**Thank you to**

CCHS Principal Newbern,  
Currituck County Schools,  
and all of the business's  
and organizations who  
participated to make this  
event a success!



Not a Chamber Member? Ask about membership today!



## CURRITUCK CHAMBER of COMMERCE

*Currituck County, North Carolina*



### Partners in Business

#### Elite Partners:



#### Premium Partners:

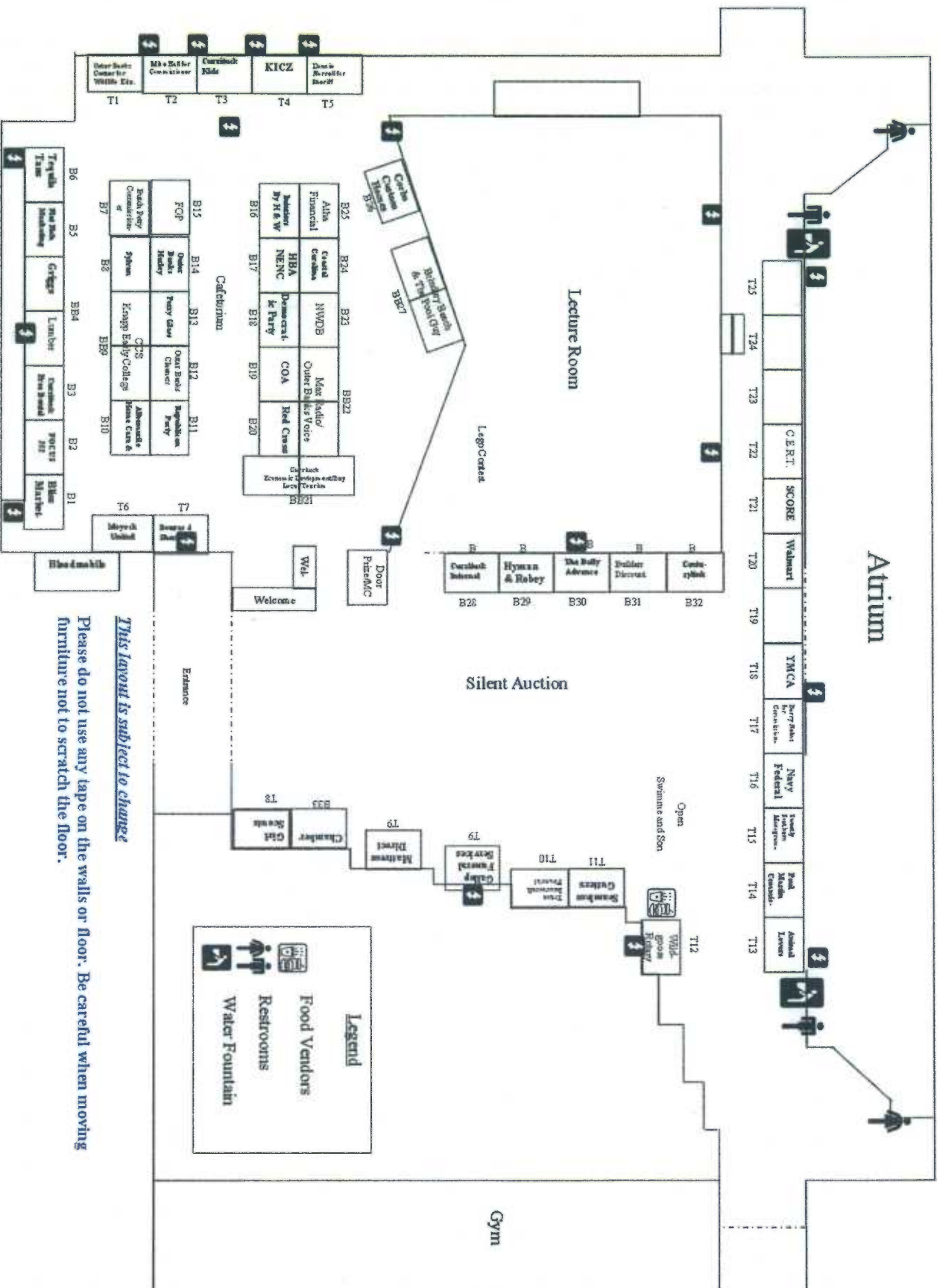


#### Select Partners:



| Business Name                               | Phone          | Space |
|---|----------------|-------|
| Gallop Funeral Services                     | (252) 449-8695 | T9    |
| Girl Scout Council of Colonial Coast        | (757) 547-4405 | T8    |
| Griggs Lumber Company                       | (252) 264-2323 | BB4   |
| Home Builders Association of NENC           | (252) 453-6668 | B17   |
| Hyman & Robey, PC                           | (252) 338-2913 | B29   |
| Interiors by H&W, Inc.                      | (252) 335-9679 | B16   |
| K.I.C.Z. Maintenance & Remodeling Inc.      | (252) 619-2599 | T4    |
| Mattress Direct                             | (252) 435-2400 | T9    |
| Max Radio of the Carolinas                  | (252) 480-4655 | BB22  |
| Michael Hall for Commissioner               | (252) 232-3514 | T2    |
| The New Moyock United Methodist Church      | (252) 455-7117 | T6    |
| Navy Federal Credit Union                   | 252-435-1400   | T16   |
| Northeastern Workforce Development Board    | 252-426-5753   | B23   |
| Outer Banks Center for Wildlife Education   | (252) 453-0221 | T1    |
| Outer Banks Cleaners, Inc.                  | 252-261-1180   | B12   |
| Outer Banks Harley-Davidson                 | (252) 491-2091 | B14   |
| Perry Glass Co.                             | (252) 335-4353 | B13   |
| S.C.O.R.E.                                  |                | T21   |
| Sweetly Southern Monogramming, LLC          | (252) 312-9945 | T15   |
| Swimme & Son Sunrooms & Remodeling          | (252) 338-8443 | T11   |
| Sylvan Learning Center                      | 252-334-9700   | B8    |
| Tequila Tans                                | (252) 435-6200 | B6    |
| Triton Insurance & Financial Services, Inc. | (252) 232-0701 | T10   |
| WAL-MART                                    |                | T20   |

# 2014 Currituck EXPO Layout



*This layout is subject to change*  
 Please do not use any tape on the walls or floor. Be careful when moving furniture not to scratch the floor.

## **Exhibit 5:**

# **Relevant Pages from Employee Handbook**

# **EMPLOYEE HANDBOOK**

## **TABLE OF CONTENTS**

### **Welcome Statement**

### **Employment Policies**

- 1.1 About This Handbook
- 1.2 Equal Employment Opportunity
- 1.3 Employment at Will
- 1.4 Employment of Relatives
- 1.5 Outside Employment
- 1.6 Conflicts of Interest
- 1.7 Policy Against Harassment
- 1.8 Job Posting
- 1.9 Employment Application
- 1.10 Employment Reference Checks
- 1.11 Employment Records
- 1.12 Classifications of Employment
- 1.13 Getting Acquainted Period

### **Compensation Policies**

- 2.1 Work Hours and Recording Work Hours
- 2.2 Pay Procedures
- 2.3 Administrative Pay Corrections
- 2.4 Overtime Pay
- 2.5 Performance Evaluation

### **Time Off Benefits**

- 3.1 Holidays
- 3.2 Vacations
- 3.3 Sick Leave
- 3.4 Family and Medical Leave
- 3.5 Bereavement
- 3.6 Jury Duty
- 3.7 Military Reserve Duty
- 3.8 Adverse Weather Conditions

### **Employee Benefit Programs**

- 4.1 Group Insurance
- 4.2 Continuation of Benefits

- 4.3 Long Term Disability Insurance
- 4.4 Cafeteria Plan
- 4.5 401K Plan
- 4.6 Workers' Compensation Insurance
- 4.7 Social Security
- 4.8 Unemployment Insurance

### **Employee Conduct**

- 5.1 Guidelines for Appropriate Conduct
- 5.2 Absenteeism and Tardiness
- 5.3 Drug and Alcohol Use
- 5.4 Smoking Policy
- 5.5 Company Vehicles and Equipment
- 5.6 Building Security and Safety
- 5.7 Firearms
- 5.8 Expectation of Privacy
- 5.9 Solicitations/Distributions of Literature
- 5.10 Personal Appearance
- 5.11 Complaint Resolution Procedure
- 5.12 Termination of Employment

### **Acknowledgment of Receipt of Employee Handbook**

### **Driver Agreement**

# **EMPLOYMENT POLICIES**

## **1.1 About this Handbook**

This handbook is designed to provide employees of Max Media LLC and its affiliated companies (the "Company" or "Max Media") with an outline of the policies and procedures of the Company. Each employee is encouraged to thoroughly read the contents and continue to use it as a reference for questions concerning employment.

No handbook can answer every question or address every employment situation. Therefore, this handbook is to be used as a guide to understanding the policies of the Company. This handbook does not create contractual obligations of any kind and is not an employment contract. All employees of the Company are employed at-will which means that the term of employment is for an indefinite period of time and either party may terminate the employment at any time for any reason or no reason at all.

From time to time, it will be necessary to amend or delete the policies and procedures contained in this handbook. While the Company will try to provide updated pages of this handbook, there may be times that policy will change before this material can be revised. The Company reserves the right to change, revise or eliminate any of the policies and procedures described in this handbook with or without notice to employees. Employees are invited to suggest changes to improve the quality of any section of this handbook.

If any policy in this handbook conflicts with state or federal laws, the law controls, and the policy or portion of the policy that conflicts with the law will be considered inapplicable to the employees, to the extent it conflicts with the law.

If you work under a collective bargaining agreement, the benefits and working conditions defined in that agreement apply to your employment with the Company. Where applicable, however, you are still obligated to follow the policies contained in this handbook.

This employee handbook supersedes all previous Company policies, practices and benefits, both written and unwritten. These policies are effective immediately, and you are expected to know and comply with them accordingly. Upon termination or resignation of employment, you must return any and all copies of this handbook to the Company.

## **1.2 Equal Employment Opportunity**

It is the policy of the Company to accord equal opportunity for employment to all individuals regardless of race, religion, color, sex, national origin, age, mental or physical disability or any other protected status. Equal Employment Opportunity applies to all conditions of employment, including, but not limited to, recruiting, hiring, training, promotion, termination, leaves of absence, compensation, discipline, performance evaluation, benefits, and transfers.

The Company is committed to establishing and maintaining a work environment free from discrimination, coercion, and harassment. While the Company will not hire or promote any person who is not qualified for a job, we wish for our Company to be known as one that welcomes female, minority, disabled and veteran applicants at all job levels and encourages their hire and promotion.

## **1.3 Employment at Will**

It is our hope that each of our employment relationships is long and mutually satisfactory. However, as an employee at will, your employment is terminable by you or the Company at any time, for any reason or no reason. This at will term of employment cannot be modified except in a writing entitled "Employment Agreement" and signed by the General Manager or someone above the General Manager's level, and approved by the Corporate Office.

## **1.4 Employment of Relatives**

The employment of relatives in the same department of a company can result in charges of favoritism with regard to compensation, performance evaluation, promotions, training, time off and discipline and can potentially have a profoundly negative impact on employee morale. In addition, personal conflicts between relatives within a department can be carried into the workplace.

Therefore, the Company will not allow a supervisor/subordinate relationship to exist among relatives in any department. In addition, any other working relationship among relatives that a Department Head considers to be detrimental to the functioning of the department will not be permitted.



## 1.7 Policy Against Harassment

It is the policy of the Company to promote a productive work environment and not to tolerate verbal or physical conduct by any employee, customer or vendor which harasses, disrupts, or interferes with an employee's work performance or which creates an intimidating, offensive, or hostile environment. No form of harassment will be tolerated.

Guidelines issued by the Equal Opportunity Commission and numerous court decisions confirm that "sexual harassment" is a form of sex discrimination prohibited by Title VII of the Civil Rights Act of 1964. In keeping with Company policy against any form of employment discrimination and with obligations under Title VII and EEOC guidelines, sexual harassment by any of our employees will not be tolerated.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature, when

1. Submission to the conduct is either explicitly or implicitly made a term or condition of an individual's employment;
2. Submission to, or rejection of, the conduct is used as the basis for an employment decision affecting the harassed individual; or
3. The conduct has either the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive work environment.
4. Sexual harassment may include, but is not limited to, unwelcome sexual flirtations or propositions; vulgar language of a sexual nature; derogatory names of a sexual nature; unwelcome touching of another's body; graphic verbal or written comments about an individual's body; displaying sexually explicit or suggestive pictures, photographs, objects, or cartoons; or unwelcome advances of a homosexual nature.

In addition to sexual harassment, the Company strictly prohibits harassment because of other characteristics protected by law. Such harassment includes verbal or physical conduct that belittles or shows hostility or dislike of an individual because of his or her race, color, religion, national origin, age, disability or any other characteristic protected by law when such conduct interferes with an individual's work performance, creates an intimidating, hostile or offensive work environment, or otherwise adversely affects an individual's employment opportunities.

The Company condemns harassment in any form in the workplace and recognizes its duty to provide employees with an environment free from unlawful harassment. All management personnel are responsible for enforcing the Company's harassment policy.



## **COMPLAINT PROCEDURE:**

Any employee or applicant who feels he/she is being (or has been) harassed should immediately report the incident without fear of reprisal. There are no express time limits for initiating complaints regarding alleged harassment, but every effort should be made to file a complaint as soon as possible after an incident occurs while the facts and potential supporting witnesses are readily available. Any information reported will be held in confidence and will only be disclosed on a need-to-know basis in order to investigate and resolve the matter.

If an employee believes he/she is the victim of harassment, and if the employee feels comfortable doing so, the best course of action is to immediately inform the offending person that the conduct is offensive and must stop. An employee will not be retaliated against for taking this action. If an employee does not wish to communicate directly with the offending person, or if direct communication with the offending person is not successful, the employee should contact the offending person's immediate supervisor, the General Manager, or the Company's President at Max Media (hr@maxmediallc.com). If the complaint involves someone in the employee's direct line of supervision, then inform another supervisor of the complaint.

All complaints will be promptly and thoroughly investigated by the Company. In certain circumstances, the investigation may be assisted by or conducted at the discretion of the Company's legal counsel or an outside investigator. In determining whether the complained-of-conduct constitutes prohibited harassment, the totality of the circumstances, including the nature of the harassment and the context in which the incident occurred, will be taken into account.

Harassment is a major disciplinary offense. Any employee found by this procedure to have engaged in conduct in violation of this policy will receive prompt disciplinary sanctions, up to and including discharge.

Any form of retaliatory action against an individual who is seeking redress under this procedure is absolutely prohibited and retaliation will be regarded as a separate and distinct basis for complaining under this procedure. Anyone who retaliates against someone who reports alleged harassment will be subject to disciplinary action, up to and including discharge.

### **1.8 Job Posting**

It is a goal of the Company to develop employees and prepare them for more challenging responsibilities in line with their objectives. Therefore, when a position becomes available within a station, a job description, including job requirements, will be posted for inspection and consideration by employees. The Company will also make available job descriptions and requirements for positions open in other stations within the Company. Employees interested in these positions will then follow all standard hiring procedures (i.e. resume, application, interview).

after the termination date.

### **2.3 Administrative Pay Corrections**

The employer takes all reasonable steps to assure that employees receive the correct amount of pay in each paycheck and that employees are paid promptly on the scheduled payday.

In the unlikely event that there is an error in the amount of pay, the employee should promptly bring the discrepancy to the attention of the employer so that corrections can be made as quickly as possible.

Once an underpayment or overpayment is identified, it will be corrected in the next regular paycheck.

### **2.4 Overtime Pay**

When operating requirements or other needs cannot be met during regular working hours, nonexempt employees may be scheduled to work overtime hours. When possible, advance notification of mandatory overtime assignments will be provided. All overtime work must receive the respective Department Head's prior authorization. Overtime assignments will be distributed as equitably as practical to all employees qualified to perform the required work.

Overtime compensation is paid to all nonexempt employees in accordance with federal and state laws at the following rate(s): One and one-half times straight-time rate for all hours over 40 in a workweek.

As required by law, overtime pay is based on actual hours worked. Time off on sick leave, vacation leave, or any leave of absence will not be considered hours worked for purposes of performing overtime calculations.

Exempt employees do not receive overtime pay.

### **2.5 Performance Evaluation**

Supervisors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis.

In addition to informal discussions of job performance, formal performance reviews are normally conducted on an annual basis to provide both supervisors and employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals. Additional formal reviews may be conducted at the discretion of the Company.

Pay adjustments are awarded in an effort to recognize truly superior employee performance. The decision to award such an adjustment is dependent upon numerous factors, including the information documented by the above discussed formal performance review process. There are no automatic pay raises for any employee, however Max Media strongly believes in rewarding employees for outstanding performance.

**Max Media**

Station\_\_\_\_\_

Employee\_\_\_\_\_

**Driver Agreement**

I have read all of the rules concerning the use of Company-owned vehicles and understand all of the procedures involved in their use. I understand that I am responsible for the security of the vehicles and operating them in accordance with all state laws concerning their use.

In order to aid the Company in making determinations concerning my suitability for continued employment, fitness to operate a Company motor vehicle and/or operate a motor vehicle in the course of my duties, and the safety of fellow employees, I hereby authorize the company, at any time hereafter, to secure any and all records and information concerning my driving history from any source whatsoever, including, without limitation, state motor vehicle departments and other public and private agencies. I acknowledge and understand that information an/or records secured by the Company and/or its representatives pursuant to this authorization will not provide the sole basis for any employment decisions made by the Company.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Driver's License Number

\_\_\_\_\_  
Issuing State

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date