2016 ANNUAL EEO PUBLIC FILE REPORT

MAX MEDIA OF HAMPTON ROADS LLC
(MHR LICENSE LLC)

Stations:	WGH(AM), Newport News, VA WGH-FM, Newport News, VA WVBW(FM), Suffolk, VA WVHT(FM), Norfolk, VA WVSP-FM, Yorktown, VA
Reporting Period:	May 22, 2015 – May 21, 2016
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

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):

*Participated in **job fair(s)** by station personnel who have substantial responsibility in making hiring decisions.*	(1) General Manager participated in the 2016 Christopher Newport University Spring Career and Graduate School Fair on January 27, 2016 from 10AM – 3PM. (2) Business Manager and Digital Manager participated in the 2016 Job Fair at Tidewater Community College on March 31, 2016 from 10AM to 1PM.
*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*	(1) Four Programming internships, two summer and two spring, with ESPN's - The Nick Cattles Show. Two students were from Hampton University, one from West Virginia University and another from Old Dominion University. Each student selected for the internship took part in all aspects of our sports-talk radio show, including hands on experience assisting with pre-show production

tasks such as gathering sound, developing show concepts, and researching necessary topics. Additionally, during the show, interns learned to screen phone calls and use the audio board.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

The licensee actively engages the audience through social media such as Facebook and Twitter. See, for example, Facebook pages for 97.3 The Eagle, 92.9 The Wave, Hot 100.5, and 94.1 ESPN.

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

(1) Director of Promotions & Marketing participated in the 2016 King's Form Middle School Career Day on February 17, 2016 from 7:15AM to 10:30AM.

(2) Business Manager and Digital Manager participated in the 2016 Old Dominion University Student Athlete Career Fair on March 30, 2016 from 7PM to 9PM.

(3) Provided station tours to members and parents of the following groups:

- 6/30/15 KinderCare, Virginia Beach. Attended by 27 students (ages 5-13), 2 adults
- 7/7/15 Cerebral Palsy of Virginia Beach. Attended by 15 children, 7 adults
- 7/10/15 Alabaster Box Center of Performing arts of Chesapeake. Attended by 14 children, 2 adults
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*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.*

(1) The stations participate in almost every local fair and 100's of events throughout the year. They also set up 100's of remote broadcasts at different locations. Members of the community stop by the station booths, and staff is available to answer questions about careers in broadcasting and/or job opportunities.

(2) The licensee posted on the Facebook pages for 5 of its stations to recruit for part-time road crew to help with station events.

Approximately 14 individuals responded and attended a group interview session on May 9, 2016. The Promotions director and his staff gave an overview of the broadcasting industry and then more specifically discussed the promotions position in detail. All who were in attendance had the opportunity to introduce themselves and ask questions. Five candidates were selected for hire on May 17, 2016.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	RECRUITMENT SOURCE REFERRING HIREE
3/28/2016	Account Executive	Word of Mouth Referral
1/1/2016	Eagle On-Air Talent	Recruitment by Manager
8/24/2015	Account Executive	Word of Mouth Referral
8/1/2015	Creative Content Coordinator	Word of Mouth Referral
8/1/2015	Traffic Assistant	WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM, & Corporate Websites & Facebook blasts
7/20/2015	Account Executive	Word of Mouth Referral
7/1/2015	Account Executive	Word of Mouth Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 21

RECRUITMENT SOURCES USED IN REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT SOURCE REFERRED
Careerconnection.com	2
Indeed.com	1
Vacancy Posting on Employee Board	2
Virginia Association of Broadcasters (VAB)	2
WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM, & Websites & Facebook blasts	4
Word of Mouth Referral	9
Recruitment by Manager	1
Total	**21**

Note: *Indeed.com picks up and re-publishes job notices from other online sources. The interviewed applicants identified Indeed.com as their recruitment source.*

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: 3/28/16

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Careerconnection.com	N	www.careerconnection.com	N/A	N/A
The Virginian Pilot Newspaper	N	Box 449	Robert Williamson	robert.williamson@pilotonline.com
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Jackie Bales	jbales@maxmediava.com Ph. 757.671.1000 Ext. 207
WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM, & Websites & Facebook	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Jackie Bales	jbales@maxmediava.com Ph. 757.671.1000 Ext. 207
Linked In	N	linkedin.com	N/A	N/A

Job Title of Position: Eagle On-Air Talent Date of Hire: 1/1/16

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Allaccess.com	N	www.allaccess.com	N/A	N/A
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Washington Post	N	Classified.washpost.com	Marsha Bell	marsha.bell@washpost.com or jobsmajoraccounts Ph: 202-334-7016

Note: *Search was to replace on-air morning team. No suitable candidates yielded from this outreach. Station attempted to fill position with internal candidates but performance did not meet expectations. Ultimately, management recruited specific talent outside station market area. This process was kept confidential to avoid disruption in programming.*

Job Title of Position: Creative Content Coordinator Date of Hire: 8/1/15

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Careerconnection.com	N	www.careerconnection.com	N/A	N/A
Hampton Univ.	N	Career Counseling and Planning Center111 Wigwam E, Hampton, VA 23668	Courtney Walker	courtney.walker@hamptonu.edu Ph. 757-727-5331
Norfolk State University	N	Student Services Center, Suite 318, 700 Park Avenue, Norfolk, VA 23504	James Tallmadge	jtallmadge@nsu.edu Ph. 757-823-8462
Old Dominion University	N	5115 Hampton Blvd, Norfolk, VA 23529	Caleb Holland	cahollan@odu.edu Ph: 757.683.3000
The Virginian Pilot Newspaper	N	Box 449	Robert Williamson	robert.williamson@pilotonline.com
Thomas Nelson Community College	N	99 Thomas Nelson Dr., Hampton VA 23666	Franz Albertini	albertinif@tncc.edu Ph. 757.865.5882
Tidewater Community College	N	1428 Cedar Road, Chesapeake, VA 23322	Babi Brock	bbrock@tcc.edu Ph. 757-822-7228
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Jackie Bales	jbales@maxmediava.com Ph. 757.671.1000 Ext. 207
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Virginia Wesleyan College	N	1584 Wesleyan Dr, Norfolk, VA 23502	LaShay Wyatt	lwyatt@vwc.edu Ph: 757.455.3200
WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM, & Websites & Facebook	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Jackie Bales	jbales@maxmediava.com Ph. 757.671.1000 Ext. 207

Job Title of Position: Traffic Assistant Date of Hire: 8/1/15

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Careerconnection.com	N	www.careerconnection.com	N/A	N/A
Hampton Univ.	N	Career Counseling and Planning Center111 Wigwam E, Hampton, VA 23668	Courtney Walker	courtney.walker@hamptonu.edu Ph. 757-727-5331
Norfolk State University	N	Student Services Center, Suite 318, 700 Park Avenue, Norfolk, VA 23504	James Tallmadge	jtallmadge@nsu.edu Ph. 757-823-8462
Old Dominion University	N	5115 Hampton Blvd, Norfolk, VA 23529	Caleb Holland	cahollan@odu.edu Ph: 757.683.3000
The Virginian Pilot Newspaper	N	Box 449	Robert Williamson	robert.williamson@pilotonline.com
Thomas Nelson Community College	N	99 Thomas Nelson Dr., Hampton VA 23666	Franz Albertini	albertinif@tncc.edu Ph. 757.865.5882
Tidewater Community College	N	1428 Cedar Road, Chesapeake, VA 23322	Babi Brock	bbrock@tcc.edu Ph. 757-822-7228
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Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Virginia Wesleyan College	N	1584 Wesleyan Dr, Norfolk, VA 23502	LaShay Wyatt	lwyatt@vwc.edu Ph: 757.455.3200
WGH-FM, WVSP-FM, WVBW-FM, WVHT-FM, WGH AM, & Websites & Facebook	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Jackie Bales	jbales@maxmediava.com Ph. 757.671.1000 Ext. 207

Job Title of Position: Account Executive Date of Hire: 8/24/15
Job Title of Position: Account Executive Date of Hire: 7/20/15
Job Title of Position: Account Executive Date of Hire: 7/1/15

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Careerconnection.com	N	www.careerconnection.com	N/A	N/A
Hampton Univ.	N	Career Counseling and Planning Center111 Wigwam E, Hampton, VA 23668	Courtney Walker	courtney.walker@hamptonu.edu Ph. 757-727-5331
Norfolk State University	N	Student Services Center, Suite 318, 700 Park Avenue, Norfolk, VA 23504	James Tallmadge	jtallmadge@nsu.edu Ph. 757-823-8462
Old Dominion University	N	5115 Hampton Blvd, Norfolk, VA 23529	Caleb Holland	cahollan@odu.edu Ph: 757.683.3000
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Linked In	N	linkedin.com	N/A	N/A

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