

2021 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, 2020 – May 21, 2021

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):

*Hosted at least one **job fair**.*

We hosted a Virtual Job Fair on March 15, 2021, for a sales promotion and included Max Media of Hampton Roads in the job fair for recruitment. The event was hosted by vFairs a digital platform for Max Media of Hampton Roads by Douglas Arcos our digital manager. This was a Max Media of Hampton Roads sales initiative with 17 other vendors participating. 3 people expressed interest in employment.

*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 **other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in***

Due to COVID restrictions our stations only participated in a limited stations events during this period. With restrictions now being lifted we will return to our pre “COVID” outreach efforts.

broadcasting to job candidates who might otherwise be unaware of such opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
07/27/2020	Account Executive	Word of Mouth
09/14/2020	On Air Talent	Word of Mouth
09/14/2020	Account Executive	jobs@maxmediava.com
09/16/2020	On Air Talent	Word of Mouth
04/01/2021	Chief Engineer	Word of Mouth
04/12/2021	Account Executive	Indeed
05/10/2021	Account Executive	Word of Mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

RECRUITMENT SOURCES USED IN REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Indeed	3
Station Website	1
The Society of Broadcast Engineers (SBE)	2
Word of Mouth Referral	8
Total Number of Persons Interviewed during the Reporting Period:	14

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: 07/27/2021

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Indeed	N	www.indeed.com/job/postings	Tim Meagher	tmeagher@maxmediava.com Ph. 757.671.1000 Ext. 216
Zip Recruiter	N	www.ziprecruiter.com	N/A	N/A
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208

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

Job Title of Position: Air Talent

Date of Hire: 09/14/2020

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Eric's Jobs.com (Workin.com)	N	www.workin.com	N/A	N/A
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Virginia Associations of Broadcasters (VAB)	N	www.vaonline.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.

Job Title of Position: Account Executive Date of Hire: 09/14/2020

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Indeed	N	www.indeed.com/job/postings	Tim Meagher	tmeagher@maxmediava.com Ph. 757.671.1000 Ext. 216
Zip Recruiter	N	www.ziprecruiter.com	N/A	N/A
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208

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Job Title of Position: Air Talent

Date of Hire: 09/16/2020

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Workin.com	N	www.workin.com	N/A	N/A
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Virginia Associations of Broadcasters (VAB)	N	www.vaonline.com	N/A	N/A

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Job Title of Position: Chief Engineer

Date of Hire: 04/01/2021

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
The Society of Broadcast Engineers (SBE)	N	www.sbe.org	N/A	N/A
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Virginia Associations of Broadcasters (VAB)	N	www.vaonline.com	N/A	N/A

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Job Title of Position: Account Executive Date of Hire: 04/12/2021

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Indeed	N	www.indeed.com/job/postings	Tim Meagher	tmeagher@maxmediava.com Ph. 757.671.1000 Ext. 216
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
Station Website	N	www.eagle97.com/careers	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208
Vacancy Posting on Employee Board	N	5589 Greenwich Road, Suite 200 Virginia Beach, VA 23462	Melvina Watkins	mwatkins@maxmediava.com Ph. 757.671.1000 Ext. 208

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Job Title of Position: Account Executive Date of Hire: 05/10/2021

Referral Source	*	Address of Source	Source POC	Tel. No. and E-Mail Address of Source
Indeed	N	www.indeed.com/job/postings	Tim Meagher	tmeagher@maxmediava.com Ph. 757.671.1000 Ext. 216
Virginia Association of Broadcasters (VAB)	N	www.vabonline.com	N/A	N/A
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