

NARRATIVE STATEMENT FOR EEO

Hoffman Communications, Inc., licensee of WGGM(AM), Chester, Virginia, and WZEZ, Inc., licensee of WZEZ(FM), Goochland, Virginia, jointly prepared this EEO Public File Report for the WGGM(AM) and WZEZ(FM) employment unit. This EEO Public File Report covers the period of time from January 31, 2011 until May 31, 2011. Prior to January 31, 2011, the employment unit employed fewer than five full-time employees. As such, the licensees of WGGM(AM) and WZEZ(FM) are not required to prepare an EEO Public File Report for the period of time before January 31, 2011.

Even though the Commission's recruitment, outreach, and recordkeeping requirements did not apply to WGGM(AM) or WZEZ(FM) for most of the reporting period, Hoffman Communications, Inc. and WZEZ, Inc. engage in substantial recruitment and outreach initiatives when job openings do occur:

1. Typically, whenever job vacancies occur, Hoffman Communications, Inc. and WZEZ, Inc. will run at least 2 weeks of spot announcements, at least 30 to 40 announcements a week on its stations giving a brief description of the job opening. We have found that the people who are most interested in working for our stations are people who listen.
2. Hoffman Communications, Inc. and WZEZ, Inc. have on occasion run ads in the "Help Wanted" section in both the *Richmond Times-Dispatch* and the *Progress-Index*. These newspapers have a circulation of approximately 160,000 and 20,000 respectively. These want ads also appear on hotjobs.com which gives the listing a world wide audience.
3. Hoffman Communications, Inc. and WZEZ, Inc. maintain a fax list of over 300 churches in the metropolitan Richmond area. Many of these churches also have Christian schools. Often, when we have a job opening, we fax to many of these churches the details of the position and request that they post this flyer on the bulletin board of their church and Christian school. This has proven very effective in producing good applicants that usually come with good references from their church.
4. Hoffman Communications, Inc. and WZEZ, Inc. have on numerous occasions sent a representative from the station to "Career Day" at local high schools and other events where we have talked to individuals about employment.
5. Hoffman Communications, Inc. and WZEZ, Inc. have an employment button on our website. When we have openings at the station, they are posted on our website on this page.
6. Hoffman Communications, Inc. and WZEZ, Inc. have in the past used interns when available.

As described in this report, Hoffman Communications, Inc. and WZEZ, Inc. also engaged in numerous long term initiatives, including starting an internship program, participating in multiple job fairs, and participating in various events sponsored by organizations with an interest in broadcast employment issues.

**EEO PUBLIC FILE REPORT
 HOFFMAN COMMUNICATIONS, INC. & WZEZ, INCORPORATED
 LONG-TERM RECRUITMENT INITIATIVES**

DATE	EVENT	LOCATION	PERSONNEL
February 2010	Black History Awards	Arthur Ashe Center - Richmond, VA	Cavell Phillips
April 2010	Senior Transition Advisors Net	Senior Connections - Richmond, VA	Cavell Phillips
April 2010	Career & Tech Day	Peabody Middle School - Petersburg, VA	Cavell Phillips
May 2010	Chesterfield Triad	Victory Tabernacle - Chesterfield, VA	Cavell Phillips/Paul Scott
June 2010	Petersburg High School Awards	Petersburg High School - Petersburg, VA	Cavell Phillips
January 2011	Senior Health Expo	2 nd Baptist Church - Richmond, VA	Cavell Phillips
March 2011	Tax Preparation Workshop	5 th Baptist Church - Richmond, VA	Cavell Phillips
March 2011	CTE Class	Peabody Middle School - Petersburg, VA	Cavell Phillips
May 2011	Chesterfield Triad	Victory Tabernacle - Chesterfield, VA	Cavell Phillips/Phil Daniel
May 2011	Petersburg Triad	Good Shepherd Baptist - Petersburg, VA	Cavell Phillips

**EEO PUBLIC FILE REPORT
HOFFMAN COMMUNICATIONS, INC. & WZEZ, INCORPORATED
INTERN PROGRAM**

POSITION	NAME	DATES	SCHOOL
Production Assistant	Cherrelle J. Scott	May 2011	Old Dominion Univ.
General Work	Chelsie Brown	May 2011	Virginia Union Univ.

**EEO PUBLIC FILE REPORT
HOFFMAN COMMUNICATIONS, INC. & WZEZ, INCORPORATED
EMPLOYMENT OPPORTUNITIES
(Jan. 31, 2011 – May 31, 2011)**

On January 31, 2011, and February 28, 2011, the employment unit hired two new account executives. These two employees were the employment unit's fifth and sixth employees. The licensees recruited for both positions as shown below. The recruitment rules, however, only applied for the second job opening because the employment unit had fewer than five employees when the first account executive was hired on January 31, 2011. Thus, when the employment unit hired its second account executive on February 28, 2011, it had been subject to the Commission's recruitment rules for less than thirty days.

POSITION	DATE FILLED	RESOURCES USED	NUMBER INTERVIEWED	NUMBER HIRED
Account Executive	February 28, 2011	Contacted Previous Employee	1	1
		Posting to www.amen820.com	0	0
		Posting to www.ezfmradio.com	1	0
		Spot announcements on WGGM(AM) and WZEZ(FM)*	0	0

* These spot announcements initially ran in connection with the account executive job opening that was filled on January 31, 2011. Nevertheless, because the announcements ran for an identical job position only a few weeks earlier, they also qualify as recruitment for the second account executive position.