

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
June 1, 2016 to May 31, 2017

Employer: Centennial Broadcasting II, LLC

Licensee: Centennial Licensing II, LLC

Stations: WBQB-FM, Fredericksburg, VA  
WFVA-AM, Fredericksburg, VA

**WBQB-FM • WFVA-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 through May 31, 2017**

This EEO Public File Report is filed in the public inspection file of Station(s)  
 WBQB• WFVA PURSUANT TO Section 73,208(c)(6) of the Federal Communications (FCC) rules.

**I. VACANCY LIST**

JOB TITLE	DATE FILLED	RECRUITMENT SOURCES USED TO FILL VACANCY	RS REFERRING HIREE
Account Executive	11.07.16	1-13, 15-17, 19-21	16

EEO Contact Information for Employment units: WBQB & WFVA

Centennial Broadcasting II, LLC	
Corporate Address 6201 TownCenter Drive, Suite 210 Clemmons, NC 27012 Contact: Steve Watts 336.766.2828	WBQB WFVA 1914 Mimosa Street Fredericksburg VA 22405 Contact: Wendy Hunter 540.373.7721 General Manager: Mark Bass

**WBQB-FM • WFVA-AM  
FULL TIME VACANCY EEO INFORMATION  
FORM BP-05  
June 1, 2016 through May 31, 2017**

**II. Master Recruitment Source List Used to Fill the Vacancy**

RS Number	RS Information	Did the Source request notification? (yes/No)	No of interviewees Referred by RS over 12 month period
1	<p>Hampton University 2 Frissell Street Hampton, VA 23668 757 727 5331 Phone 757-727-5969 Fax <a href="mailto:courtney.walker@hamptonu.edu">courtney.walker@hamptonu.edu</a></p>	No	
2	<p>Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax <a href="mailto:bfellis@nsu.edu">bfellis@nsu.edu</a></p>	No	
3	<p>Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax <a href="mailto:dgriffin@vsu.edu">dgriffin@vsu.edu</a></p>	No	
4	<p>James Madison University MSC2106 Harrisonburg VA 22807 540 568 6228 Phone 540 568 7133 Fax <a href="http://jmu-csm.symplicity.com/employers">jmu-csm.symplicity.com/employers</a></p>	No	
5	<p>Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax <a href="http://Howard-csm.symplicity.com">Howard-csm.symplicity.com</a></p>	Yes	
6	<p>Virginia Employment Commission 3501 Lafayette Blvd Fredericksburg VA 22408 Carlton Crump 540 898 3800 Phone <a href="mailto:ccrump@vec.state">ccrump@vec.state</a> or <a href="mailto:Fredericksburg@vec.stte.va.us">Fredericksburg@vec.stte.va.us</a></p>	Yes	

7	<p>Virginia Association of Broadcasters (VAB)  630 Country Green Lane  Charlottesville VA 22902  804 977 3716 Phone  <a href="http://www.vabonline.com">www.vabonline.com</a></p>	No	
8	<p>Columbia School of Broadcasting  3947 University Drive 2<sup>nd</sup> Floor  Fairfax VA 22030  Bill Butler  703 591 6000 phone  703 591 6147 fax  <a href="mailto:djtrain@columbiaschoolbroadcast.com">djtrain@columbiaschoolbroadcast.com</a></p>	No	
9	<p>Mary Washington College &amp; James Monroe  1301 College Avenue  Fredericksburg VA 22401  Gary Johnson  540 654 1022 Phone  540 654 2442 Fax  <a href="mailto:casv@umw.edu">casv@umw.edu</a></p>	Yes	
10	<p>Germanna Community College  10000 Germanna Point Dr  Fredericksburg VA 22408  Gayle Robinson  540 710 2025 Phone  <a href="mailto:grobinson@germanna.edu">grobinson@germanna.edu</a></p>	No	
11	<p>All Access Music Group  28955 Pacific Coast Hwy  Malibu CA 90265  Joel Denver  310 457 6616 Phone  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	
12	<p>Radio-Online.com  <a href="http://www.Radio-online.com">www.Radio-online.com</a></p>	No	
13	<p>WBQB/WFVA Web Posting  1914 Mimosa Street  Fredericksburg VA 22401  Wendy Hunter  540-373-7721 Phone  <a href="http://www.wbqb.com">www.wbqb.com</a>  <a href="http://www.newstalk1230.net">www.newstalk1230.net</a></p>	Yes	
14	<p>Internal Posting/Employee Bulletin Boards  Centennial Broadcasting, Winchester, VA  <a href="mailto:jstifler@winc.fm">jstifler@winc.fm</a>  540 -667-2224</p>	Yes	
15	<p>WBQB/WFVA Internal Postings  1914 Mimosa Street  Fredericksburg VA 22405  <a href="mailto:Wendy@wbqb.com">Wendy@wbqb.com</a></p>	Yes	

16	Employee Referrals	Yes	1
17	Radio Ads: Wendy Hunter <a href="mailto:wendy@wbqb.com">wendy@wbqb.com</a> 1914 Mimosa Street Fredericksburg, VA 22405 540 373-7721	Yes	2
18	VARTV.com Robert Corbin <a href="mailto:editor@vartv.com">editor@vartv.com</a>	No	
19	DCRTV.com Dave Hughes <a href="mailto:dcrtv@hotmail.com">dcrtv@hotmail.com</a>	No	
20	Freelance Star 616 Amelia Street Fredericksburg, VA 22401-3887 540-374-5000	No	
21	InsideRadio.com	No	

# WBQB-FM•WFVA-AM

## EEO Public File Report

### Summary Description of Supplemental Outreach Initiatives For the period Beginning 6/01/2015 and ending 5/31/2017

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>An ADP online class for "It's Not Just About Sex Anymore, Harassment and Discrimination In the Work Place" was viewed and tested by upper management.</p> <p>*Wendy Hunter/Business Mgr 2/14/17            *Charles Miller/Program Director 2/16/17            *Mark Bass/Market Mgr 5/8/17</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p><b>*October-November 2015</b> Dee Daniels crossed trained Adam Sutton to learn on air shifts to possibly cover upcoming shifts or opportunities of an opening.</p> <p><b>*March-May 2016</b> Jenifer Step crossed trained Kristie Kestner regarding Traffic Manager job duties. This will enable Kristie to cover if Jenifer is out or if the position becomes available.</p> <p><b>*March-February 2016</b> Brittney Walters began training in the Programming Dept. by learning how to upload network spots and do voice work for producing commercials.</p> <p><b>*April-Current 2017</b> Wendy Hunter is training Kristie Kestner in various requirements for the Business Manager's position so she can cover vacation or if the position becomes available.</p>
<p>Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p><b>*June 2015-August 2015</b> Jessica Martin was a junior at University of Mary Washington, majoring in Business Administration. During her time, Jessica interned for a total of 84 hours. Her internship included assisting the Morning Show, Production Dept., Programming Dept., Traffic and Promotions.</p> <p><b>*January 4, 2016-January 8, 2016</b> Kailynn Coleman was a student from Radford University, majoring in Music Business. For the week she was here, she shadowed programming staff to better understand the functions of each position</p> <p><b>*June 2016-August 2016</b> Amanda Smith was student at Longwood University, majoring in Business Administration. During her time, Amanda interned for a total of 150 hours. Her internship included assisting the Production Dept., Programming Dept., Traffic and Promotions.</p>
<p>Hosting a job fair.</p>	<p><b>*October 17, 2015</b>, WBQB/WFVA hosted a job fair at Salem Community Church. There were 12 local businesses that participated in this event. The job fair ran from 9am to 1 pm. WBQB/WFVA had our own table to answer questions and accept resumes from interested candidates</p>