

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:
June 2, 2013 to May 31, 2014

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 2, 2013 through May 31, 2014

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
Traffic Manager	12.1.13	15	15
Market Manager	1.6.14	1-9 & 21	21
Account Executive	2.24.14	1-15, 17 & 18	17
Account Executive	2.24.14	1-15, 17 & 18	17
Account Executive	4.14.14	1-18	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 2, 2013 through May 31, 2014**

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 andre.ledoux@hampton.edu</p>	No	
2	<p>Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax bfellis@nsu.edu</p>	No	
3	<p>Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax dgriffin@vsu.edu</p>	No	
4	<p>James Madison University MSC2106 Harrisonburg VA 22807 Trey Lewis 540 568 6228 Phone 540 568 7133 Fax Mcmchaem@jmu.edu</p>	No	
5	<p>Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax Howard-csm.symplicity.com</p>	Yes	
6	<p>Virginia Employment Commission 3501 Lafayette Blvd Fredericksburg VA 22408 Carlton Crump 540 898 3800 Phone ccrump@vec.state or Fredericksburg@vec.stte.va.us</p>	Yes	

7	<p>Virginia Association of Broadcasters (VAB) 630 Country Green Lane Charlottesville VA 22902 804 977 3716 Phone www.vabonline.com</p>	No	
8	<p>Columbia School of Broadcasting 3947 University Drive 2nd Floor Fairfax VA 22030 Bill Butler 703 591 6000 phone 703 591 6147 fax djtrain@columbiaschoolbroadcast.com</p>	No	
9	<p>Mary Washington College & James Monroe 1301 College Avenue Fredericksburg VA 22401 Gary Johnson 540 654 1022 Phone 540 654 2442 Fax casv@umw.edu</p>	Yes	
10	<p>Germanna Community College 10000 Germanna Point Dr Fredericksburg VA 22408 Gayle Robinson 540 710 2025 Phone grobinson@germanna.edu</p>	No	
11	<p>All Access Music Group 28955 Pacific Coast Hwy Malibu CA 90265 Joel Denver 310 457 6616 Phone www.allaccess.com</p>	No	
12	<p>Radio-Online.com www.Radio-online.com</p>	No	
13	<p>WBQB/WFVA Web Posting 1914 Mimosa Street Fredericksburg VA 22401 Wendy Hunter 540-373-7721 Phone www.wbqb.com www.newstalk1230.net</p>	Yes	1
14	<p>Internal Posting/Employee Bulletin Boards Centennial Broadcasting, Winchester, VA 540 -667-2224</p>	Yes	
15	<p>WBQB/WFVA Internal Postings 1914 Mimosa Street Fredericksburg VA 22405 Wendy@wbqb.com</p>	Yes	1
16	<p>Employee Referrals</p>	Yes	5

17	Radio Ads: Wendy Hunter wendy@wbqb.com 1914 Mimosa Street Fredericksburg, VA 22405 540 373-7721	Yes	5
18	VARTV.com Robert Corbin editor@vartv.com	No	
19	DCRTV.com Dave Hughes dcrtv@hotmail.com	No	
20	Freelance Star 616 Amelia Street Fredericksburg, VA 22401-3887 540-374-5000	No	
21	Inside Radio.com	No	7

WBQB-FM•WFVA-AM

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Summary Description of Supplemental Outreach Initiatives For the period Beginning 6/02/2013 and ending 5/31/2015

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On May 8, 2014, WBQB & WFVA hosted a job fair at Riverside Center in Fredericksburg. There were 17 local businesses that participated in this event. The job fair ran from 12 pm to 8 pm. WBQB and WFVA had our own table to answer questions and accept resumes from interested candidates.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	*Wendy Hunter is cross training Hope Rowlett in the different responsibilities of Business Manager if ever coverage is needed or the position becomes available. *Brittney Rook has crossed trained Jared Pickering in aspects of the Social Media position to be able to cover if Brittney is out or if the position becomes available.
Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions.	The Market Manager has mentored new Account Reps by having them participate in an intense training program designed by the Market Manager. *Mark Bass, Market Manager mentored: Sumer Atiyah 2/26/2014-3/21/2014 Blake Willis 2/26/2014-3/21/2014 Ryan Durham 4/14/2014-Present