

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:
June 1, 2017 to May 31, 2018

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, 2017 through May 31, 2018

This EEO Public File Report is filed in the public inspection file of Stations(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
Marketing Consultant	8/30/2017	1-13, 15, 18	13
Marketing Consultant	11/27/2017	1-13, 15, 17-19	17
Digital Solutions Consultant	12/15/2017	1-13, 15,17	17

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, 2017 through May 31, 2018**

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 Hampton-csm.symplicity.com</p>	Yes	
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 vsu-csm.symplicity.com</p>	No	
4	<p>James Madison University MSC2106 Harrisonburg VA 22807 540 568 6228 Phone 540 568 7133 Fax App.joinhandshake.com</p>	Yes	
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 www.handshake.com</p>	Yes	
10	<p>Germanna Community College 10000 Germanna Point Dr Fredericksburg VA 22408 Liz Hunziker 540 710 2025 Phone EHunziker@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	1
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 jstifler@winc.fm 540 -667-2224</p>	Yes	
15	<p>WBQB/WFVA Internal Postings 1914 Mimosa Street Fredericksburg VA 22405 Wendy@wbqb.com</p>	Yes	

16	Trinity University 125 Michigan Avenue NE Washington, D.C. 20017 202-884-9000 trinitydc-csm.symplicity.com	Yes	
17	Employee Referrals	Yes	2
18	Radio Ads: Wendy Hunter wendy@wbgb.com 1914 Mimosa Street Fredericksburg, VA 22405 540 373-7721	No	
19	VARTV.com Robert Corbin editor@vartv.com	No	
20	DCRTV.com Dave Hughes dcrtv@hotmail.com	No	
21	Freelance Star Fredericksburg, VA 22401-3887 540-374-5000	No	
22	Indeed.com	No	

WBQB-FM•WFVA-AM

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Summary Description of Supplemental Outreach Initiatives For the period Beginning 6/01/2017 and ending 5/31/2018

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On 2/27/2018 there was a webinar offered by ADP "ADP/JL Webinar: Bolstering Your Preventive Practices In The Era of #MeToo". Upper management viewed this seminar on the following dates: Wendy Hunter 2/27/2018 Sean Quinn 2/28/2018 Mark Bass 3/01/2018 Chuck Miller 3/22/2018
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	*July 2017 Chuck Miller crossed trained Britnney Walters to learn on air shifts to possibly cover upcoming shifts or opportunities of an opening.
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.	*June 2017-August2017 Tyler Vickery was student at Radford University. During his time, Tyler interned for a total of 120 hours. His internship included assisting the Morning Show, Production Dept., Programming Dept. and Promotions. *May 2018-August 2018 Grayson Runey is a student of Virginia Commonwealth University. Grayson is majoring and Mass Communication. His time here is training on equipment, software, audio & video editing, news, traffic and sales software. He will work a total of 300 hours during his internship.
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On June 13, 2017 Mark Bass and Chuck Miller attended a career fair at Howard University