

WINC FM • WINC • WZFC • WXBN
 Winchester, VA Winchester, VA Strasburg, VA Berryville, VA

EEO PUBLIC FILE REPORT

This report provides recruitment data collected from

June 1, 2016 thru May 31, 2017

This EEO Public File Report is filed in the public inspection file of Stations(s)
 WINC • WINC FM • WZFC • WXBN
 PURSUANT TO Section 73.2080(c)(6) of the Federal Communications (FCC) rules.

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

JOB TITLE	DATE FILLED	RECRUITMENT SOURCES USED TO FILL VACANCY	RS REFERRING HIREE
Account Executive	7.18.16	1-2,4-11,13-15,17-19,24,25	#25
Market Manager	8.29.16	1-2,4-11,13-15, 18, 22, 23	#22
Account Executive	1.23.17	1-2, 4-11, 13-15, 17-19, 21,24	#21
Account Executive	2.15.17	1-2, 4-11, 13-15, 17-19, 24	#19

EEO Contact Information for Employment units: **WINC FM • WINC AM • WZFC • WXBN**

Centennial Broadcasting II, LLC.

Corporate Address

6201 Town Center Drive, Suite 210
 Clemmons, NC 27012
 Contact: Steve Watts
 336.766.2822

Station(s) Business Address

520 N. Pleasant Valley Rd
 Winchester VA 22601
 Contact: Lawrence Weiss
lweiss@winc.fm
 540.677.2224

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FULL TIME VACANCY EEO INFORMATION
FORM BP-05

June 1, 2016 thru May 31, 2017

II. Recruitment Sources 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	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu CA 90265 Joel Denver, President/Publisher 310 457 6616 phone www.allaccess.com	No	
2	VA Employment Commission 100 Premier Place Winchester VA 22602 Donna Holloway 540 535 2861 phone 540 722 3418 fax www.vawc.virginia.gov	Yes	
3	All Women in Media 1760 Old Meadow Road, Suite 500 McLean, VA 22102 Yacine Sow 703 506 3290 phone 703 506 3266 fax www.allwomeninmedia.org	No	
4	Virginia Association of Broadcasters (VAB) 250 W. Main Street, Suite 100 Charlottesville VA 22902 Kurt Pfund 434 977 3716 phone www.vabonline.com	Yes	
5	Shepherd University PO Box 3210 Shepherdstown WV 25443 Contact: jobweb@shepherd.edu Radka Ferancova 304 876 5814 www.collegecentral.com/shepherd	No	

6	<p>Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis (Dir) 757 823 8462 phone 757 823 2075 fax http://nsu-csm.symplicity.com/employers</p>	No	
7	<p>Howard University 525 Bryant Street NW Washington DC 20059 Jozanne Douglas, Director Career Services 202 806 7513 202 462 4267 fax http://howard-csm.symplicity.com/</p>	No	
8	<p>Shenandoah University 1460 University Drive Winchester VA 22601 Jen Spataro-Wilson, Director Career Services 540 665 5412 http://www.collegecentral.com/su</p>	Yes	
9	<p>Lord Fairfax Community College 173 Skirmisher Lane Middletown VA 22645 Shelly Bowers, M.Ed., Career Advisor 540 868 7067 http://www.collegecentral.com/lfcc</p>	Yes	
10	<p>James Madison University MSC3504 Harrisonburg VA 22807 Valerie Ghante ghantev@jmu.edu 540 568 7987 phone 540 568 7133 phone</p>	No	
11	<p>VA Western Community College 3096 Colonial Avenue Roanoke VA 24015 Rhonda Perdue, Coordinator Career Center 540 857 7298 phone 540 857 6050 fax http://virginiawestern-csm.symplicity.com/employers Careerservices@VAWesternCommunityCollege.edu</p>	No	
12	<p>DCRTV C/O DCRTV.COM 1981 b Villaridge Dr. Reston VA 20191 Dave Hughes dcrtv@hotmail.com</p>	No	

13	VARTV c/o VARTV.COM 1725 Live Oak Trail Virginia Beach VA 23456 Robert Corbin editor@vartv.com	No	
14	Department of Rehabilitative Services 20 Ricketts Drive Winchester VA 22601 Samantha Greene 540-722-3453 Samantha.greenfield@dars.virginia.gov	Yes	
15	Department for the Blind and Vision Impaired 11150 Fairfax Blvd. St. 502 Fairfax, VA 22030 Phone (540)692-3816 Diane McBride diane.mcbride@dbvi.virginia.gov	Yes	
16	Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis IN 46260 Scott Jones 317 846 9000 www.sbe.org	No	
17	Internal Posting/Employee Bulletin Boards Winchester –Joyce Stifler, Business Manager 540 667 2224 jistifler@winc.fm Fredricksburg – Wendy Hunter, Business Manager 540 373 7721 Wendy@WBQB.com	Yes	
18	Web sites www.WINC.FM www.trueapplecountry.com/ www.newstalk1400winc.com	Yes	2
19	Radio Ads WINC AM, WINC FM, WXBN/WZFC P.O. Box 3300 Winchester, VA 22601 Joyce Stifler, Business Manager jistifler@winc.fm 540 667 2224	No	3
20	Employee and/or Client Referrals	No	
21	Self Referral/Word of Mouth	No	1
22	Inside Radio	No	2

23	Centennial Broadcasting Job Fair 10.01.16 Held at Body Renew Fitness, Winchester, VA 22602 Lloyd Willis, Assistant Sales Manager (540) 667-2224	No	
24	Loudoun Workforce Resource Center 102 Heritage Way, N.E., Suite 103 P.O. Box 7400 Leesburg, VA 20177 May Durkovic, Employer Services Coordinator 703-777-0688 www.loudoun.gov/wrc	No	
25	Supervisor Saines' First Annual Job Fair 5.14.16 Held at Claude Moore Recreation Center, Sterling, VA 20164 Jacqueline Pujol, Legislative Aide Loudoun County Board of Supervisors P.O. Box 7000 Leesburg, VA 20177 (703) 737-8089 Jacqueline.Pujol@loudoun.gov	No	1
26	Lord Fairfax Community College Career & Internship Fair 11.17.16 Carl & Emily Thomson Conference Center Lord Fairfax Community College - Middletown VA Campus 173 Skirmisher Lane Middletown, VA 22645 Shelley Bowers, M.Ed., Career Advisor (540) 868-7067 careerservices@lfc.edu	No	
27	Shenandoah County Chamber of Commerce Job Fair 4.20.17 Held at Moose Lodge, 152 Moose Road, Woodstock, VA Sharon Baroncelli, Executive Director, Shen. Co. Chamber (540) 459-2542 director@shenandoahcountychamber.com	No	

WINC FM●WINC AM●WXBN FM●WZFC FM

**EEO Public File Report
Summary Description of Supplemental Outreach Initiatives
For the period ownership Beginning 6/01/2015 and ending 5/31/2017**

(1)

Participating in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

July 6 – 17, 2015 Centennial Broadcasting partnered with the Virginia Department of Aging and Rehabilitative Services to create a 'Work Experience' for one local high school student. From July 6th to July 17th, this student worked hands on, in all departments to gain an in-depth understanding of the broadcasting business. The student was also given the opportunity to record a spot and he was able to take a copy of the CD home with him.

Host a Job Fair

January 9, 2016 – Centennial Broadcasting II, LLC. Hosted a Job Fair. This event was held at Body Renew Family Fitness Center in Winchester, Virginia from 9 am to 4 pm. There were 20 businesses (including Centennial Broadcasting) who participated in this event. Our Market Manager and Sales Manager manned a table for the duration of the event. They met with job fair attendees, discussed vacancies and job opportunities and accepted resumes and applications. In addition to the Market and Sales Managers, our Sales and Programming Departments also attended the job fair and worked shifts throughout the day.

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

May 14, 2016 – Participated in Supervisor Saines' First Annual Spring Job Fair at the Claude Moore Recreation Center in Sterling. Market Manager and Leesburg Administrative Assistant were present for the duration of the job fair, so they could meet with job fair attendees, discuss vacancies, job opportunities and accept resumes and applications.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

May 17, 2016 – A representative from ADP Total Source visited the Winchester Office/Studio location to provide a training session on Preventing Harassment in the Workplace. This session was designed to help employees recognize and prevent harassment and to better understand the company harassment policy. All upper management attended as well as all other employees of this station.

Host a Job Fair

October 1, 2016 – Centennial Broadcasting II, LLC. Hosted a Job Fair. This event was held at Body Renew Family Fitness Center in Winchester, Virginia from 9 am to 4 pm. Our Market Manager and Sales Manager manned a table for the duration of the event. They met with job fair attendees, discussed vacancies and job opportunities and accepted resumes and

applications. In addition to the Market and Sales Managers, our Sales and Programming Departments also attended the job fair and worked shifts throughout the day

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

November 17, 2016 – Participated in the Lord Fairfax Community College Career and Internship Fair. This employment fair was held at the Carl & Emily Thompson Conference Center on the LFCC Middletown Campus from 3 – 7 pm. This event hosted numerous employers/agencies to enable them to promote their open jobs, internships, and career opportunities to the LFCC students, alumni and community members. Market Manager was present for the duration of the job fair. He met with job fair attendees, discussed vacancies and job opportunities. Resumes and job applications were accepted.

Participating in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

April 3, 2017 – Participated in the John Handley High School Inaugural “Breakthrough to Greatness” Business Symposium. This event was held in the Patsy Cline Theatre at John Handley High School, 425 Handley Blvd., Winchester, VA 22601 from 8:30 a.m. to 2:30 p.m. Purpose: to bring Business Professionals and Educators together with students in the Winchester, and Frederick and Clarke Counties area who are interested in exploring a career in various business and technical fields. The symposium consisted of 1) Keynote Address, 2) Panel Discussion with Local Business Leaders, 3) Four Focus Sessions, 4) Business Fair/Networking Sessions and 5) Soft Interviews for Employment and Internships. Centennial Broadcasting staff who participated included Market Manager, Program Director and Promotions & Marketing Coordinator.

Participating in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

April 7, 2017 – Sandy Hook Elementary School, Strasburg, VA – Hosted Career Day 2017. Purpose: to educate and expose children to different careers in hopes it will ignite a spark in students to begin thinking about what careers they may want to pursue. Station’s Assistant Sales Manager attended this event. Speakers were asked to discuss level of education required, skills and special equipment required, the best and worst part of the job, why they chose that profession and to interact with students and answer questions.

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

April 20, 2017 – Participated in the Shenandoah County Chamber of Commerce Job Fair. This event was held at the Moose Lodge in Woodstock, Virginia from 10 am – 6 pm. Multiple businesses and employment agencies manned recruitment tables and greeted 140+ job seekers. Station’s Business Manager attended this event and provided information about broadcasting careers and current vacancies. Resumes and job applications were accepted.