

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, 2015 thru May 31, 2016

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	7.16.15	1-2, 4-11, 13-14, 16-18	18
Market Manager	8.17.15	1-2, 4-11, 13-14, 16, 18, 21	21
Account Executive	9.8.15	1-2, 4-11, 13-14, 16-18	18
Administrative Assistant	3.14.16	1-2, 4-11, 13-14, 16-18, 20, 22-23	2

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
 336.766.2828

Station(s) Business Address

520 N. Pleasant Valley Rd
 Winchester VA 22601
 Contact: Chris Martin
 clmartin@winc.fm
 540.677.2224

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**FULL TIME VACANCY EEO INFORMATION
FORM BP-05**

June 1, 2015 thru May 31, 2016

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 28955 Pacific Coast Highway, Suite 210 Malibu CA 90265 Joel Denver 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	1
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	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	No	
7	Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 202 462 4267 fax http://howard-csm.symplicity.com/	No	
8	Shenandoah University 1460 University Drive Winchester VA 22601 Jen Spataro-Wilson 540 665 5412 http://www.collegecentral.com/su	Yes	
9	Lord Fairfax Community College 173 Skirmisher Lane Middletown VA 22645 Shelly Bowers 540 868 7116 http://www.collegecentral.com/lfcc	Yes	
10	James Madison University MSC3504 Harrisonburg VA 22807 Valerie Ghante ghantev@jmu.edu 540 568 7987 phone 540 568 7133 phone	No	
11	VA Western Community College PO Box 14007 Roanoke VA 24038 Rhonda Perdue – will direct EEO matters to the Dean in charge. 540 857 7298 phone 540 857 6050 fax http://viriniawestern-csm.symplicity.com/employers Careerservices@VAWesternCommunityCollege.edu	No	
12	DCRTV C/O DCRTV.COM 1981 b VillaridgeDr Reston VA 20191 Dave Hughes dcrtv@hotmail.com	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 Diane McBride 540 692 3816 diane.mcbride@dars.virginia.gov	Yes	
15	Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis IN 46260 Scott Jones 317 846 9000 www.sbe.org	No	
16	Internal Posting/Employee Bulletin Boards Winchester –Joyce Stifler 540 667 2224 jstifler@winc.fm Fredricksburg – Wendy Hunter 540 373 7721 Wendy@WBQB.com	Yes	2
17	Web sites www.WINC.FM www.trueapplecountry.com/ www.newstalk1400winc.com	Yes	
18	Radio Ads WINC AM, WINC FM, WXBN/WZFC P.O. Box 3300 Winchester, VA 22601 Joyce Stifler jstifler@winc.fm 540 667 2224	No	7
19	Employee and/or Client Referrals	No	
20	Self Referral/Word of Mouth	No	1
21	Inside Radio	No	2
22	WINC Job Fair 1/9/16 Held at Body Renew Fitness, Winchester	No	

23	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	
24	LinkedIn Corporation 2029 Stierlin Ct, Mountain View, CA 94043 650-687-3600 www.linkedin.com	No	
25	Saines Spring Job Fair Loudoun County 1 Harrison St, S.E., 5th Floor, Mailstop #32B Leesburg, VA 20175 Jacqueline Pujol 703-737-8089 www.loudoun.gov	No	

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**EEO Public File Report
Summary Description of Supplemental Outreach Initiatives
For the period ownership Beginning 6/01/2015 and ending 5/31/2016**

(1)

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. The Market Manager and Sales Manager manned a table for the duration of the event. Sales and Programming staff also worked shifts throughout the day. Managers and staff met with job fair attendees, discussed vacancies and job opportunities, and accepted 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 came to our office to give a training session on Preventing Harassment in the Workplace. This session helped to 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.

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 also recorded a spot and took a copy of CD home with him.

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, VA. 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.