

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:
May 22, 2018 to May 21, 2019

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
May 22, 2018 through May 21, 2019

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	# OF PERSONS INTERVIEWED
Marketing Director	7/16/2018	1-13, 14, 15, 18	13	3
Business Manager	6/18/2018	Promotion*	Promotion*	1
Traffic Manager	7/16/2018	1-13, 15, 17	12	2
Local Sales Manager	1/1/19	Promotion*	Promotion*	1

*Positions previously implemented EEO dissemination.

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: Kristie Kestner, Business Manager
 540.373.7721
 General Manager: Mark Bass

**WBQB-FM ● WFVA-AM
FULL TIME VACANCY EEO INFORMATION
FORM BP-05
May 22, 2018 through May 21, 2019**

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	Hampton University 2 Frissell Street Hampton, VA 23668 757 727 5331 Phone 757-727-5969 Fax Hampton-csm.symplicity.com	Yes	
2	Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax bfellis@nsu.edu	No	
3	Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax vsu-csm.symplicity.com	No	
4	James Madison University MSC2106 Harrisonburg VA 22807 540 568 6228 Phone 540 568 7133 Fax App.joinhandshake.com	Yes	
5	Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax Howard-csm.symplicity.com	Yes	
6	Virginia Employment Commission 3501 Lafayette Blvd Fredericksburg VA 22408 Carlton Crump 540 898 3800 Phone ccrump@vec.state or Fredericksburg@vec.stte.va.us	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@columbiaschoolbroadcas.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 Marie Hawley 540 710 2025 Phone mhawley@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.w HYPERLINK <a "="" href="http://www.wqbq.com/">"http://www.wqbq.com/" HYPERLINK "http://www.wqbq.com/".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>	No	

15	WBQB/WFVA Internal Postings 1914 Mimosa Street Fredericksburg VA 22405 kristie@wbqb.com	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 kristie@wbqb.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

EEO Public File Report

Summary Description of Supplemental Outreach Initiatives For the period Beginning 6/01/2017 and ending 5/21/2019

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>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</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>*July 2017 Chuck Miller cross trained Brittney Walters to learn on air shifts to possibly cover upcoming shifts or opportunities of an opening. *August 2018-current Jay Rogers is cross-training Kailynn Coleman in the Traffic Department so that she can cover in his absence or if the position comes open. *August 2018-current Kristie Kestner is cross-training Jay Rogers & Kailynn Coleman on the Business Manager duties so that either can cover in the Business Manager's absence.</p>
<p>Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>*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.</p>
<p>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>*June 13, 2017 Mark Bass and Chuck Miller attended a career fair at Howard University. *September 14, 2018 Mark Bass attended a job fair at King George High School. *October 4, 2018 Mark Bass attended the DARS job fair. *March 21, 2019 Mark Bass attended a job fair at the University of Mary Washington.</p>