

EEO PUBLIC FILE REPORT
Centennial Broadcasting II, LLC

For the period: May 22, 2020 to and including May 21, 2021

This report covers the following employment unit:

Call Signs: WBQB-FM (Facility ID 41812)
 WFVA-AM (Facility ID 41813)

Location: Fredericksburg, Virginia

Employer: Centennial Broadcasting II, LLC
Licensee: Centennial Licensing II, LLC

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The attached Appendices 1, 2 and 3 provide the required information.

Appendix 1

WBQB-FM • WFVA-AM
EEO PUBLIC FILE REPORT
May 22, 2020 through May 21, 2021

This EEO Public File Report is filed in the public inspection file and posted on the websites of Stations: WBQB-FM and WFVA-AM PURSUANT TO Section 73.2080(c)(6) of the Federal Communication (FCC) rules.

There were no full-time positions filled during the reporting period.

JOB TITLE	DATE FILLED	RECRUITMENT SOURCES USED TO FILL VACANCY	RS REFERRING HIREE

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 540.373.7721 General Manager: Mark Bass

Appendix 2
WBQB-FM • WFVA-AM
FULL TIME VACANCY EEO INFORMATION
May 22, 2020 through May 21, 2021

II. Master Recruitment Source List Used to Fill the Vacancy

Given there were no full-time positions filled, there were no recruitment sources contacted for full-time vacancies during the reporting period. Below is a list of sources that would typically be contacted is a vacancy was available.

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@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	
13	<p>WBQB/WFVA Web Posting 1914 Mimosa Street Fredericksburg VA 22401 Kristie Kestner 540-373-7721 Phone www.wbqb.com www.newstalk1230.net</p>	Yes	
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 Kristie@wbqb.com</p>	Yes	

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

Appendix 3

WBQB-FM•WFVA-AM

EEO Public File Report Summary Description of Supplemental Outreach Initiatives
for the period Beginning May 22, 2019 ending May 21, 2021

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions.	January 2020-present: Business Manager, Kristie Kestner, has established a formal mentoring program to train our Receptionist, Tisha Petersen in all material aspects of the business office function to improve her skills qualifying her for higher positions within the station or radio industry in general. Under the mentoring program Tisha has been trained in the following areas; commercial logs to include scheduling and processing copy, accounts payable and accounts receivable processing, Company policy guidelines, monthly billing procedures, EEO policies and procedures and payroll processing.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	May 2019-January 2020 - Jay Rogers worked to cross-train Tish Petersen in the Traffic Department so that she can cover in Traffic Manager or if the position comes open.
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	July 8, 2020 - Mark Bass, Kristie Kestner, Chuck Archer, Amanda Smith, and Debbie Patten completed ADP Webinar on Social Justice
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	September 6, 2019 - Chuck Archer attended a job fair at the University of Mary Washington October 10, 2019 - Mark Bass & Chuck Archer attended a job fair & mock interviews at the Fredericksburg Expo Center. May 4, 2021 - Chuck Archer attended a virtual job fair hosted by the VA Employment Commission for the Fredericksburg, VA and surrounding areas. May 7, 2021 - Mark Bass attended a virtual job fair for the entire DC Metro region.