

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
May 22, 2022 to May 21, 2023

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, 2022 through May 21, 2023**

This EEO Public File Report is filed in the public inspection file of Station(s)  
 WBQB• WFVA PURSUANT TO Section 73,208(c)(6) of the Federal Communications (FCC) rules.

**I. VACANCY LIST**

**\*\*NO VACANCIES TO FILL\*\***

JOB TITLE	DATE FILLED	RECRUITMENT SOURCES USED TO FILL VACANCY	NUMBER OF INTERVIEWEES	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
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**WBQB-FM • WFVA-AM  
FULL TIME VACANCY EEO INFORMATION  
FORM BP-05  
May 22, 2022 through May 21, 2023**

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

7	<p>Virginia Association of Broadcasters (VAB)  630 Country Green Lane  Charlottesville VA 22902  804 977 3716 Phone  <a href="http://www.vabonline.com">www.vabonline.com</a></p>	No	
8	<p>Columbia School of Broadcasting  3947 University Drive 2<sup>nd</sup> Floor  Fairfax VA 22030  Bill Butler  703 591 6000 phone  703 591 6147 fax  <a href="mailto:djtrain@columbiaschoolbroadcas.com">djtrain@columbiaschoolbroadcas.com</a></p>	No	
9	<p>Mary Washington College &amp; James Monroe  1301 College Avenue  Fredericksburg VA 22401  <a href="http://www.handshake.com">www.handshake.com</a></p>	Yes	
10	<p>Germanna Community College  10000 Germanna Point Dr  Fredericksburg VA 22408  Marie Hawley  540 710 2025 Phone  <a href="mailto:mhawley@germanna.edu">mhawley@germanna.edu</a></p>	No	
11	<p>All Access Music Group  28955 Pacific Coast Hwy  Malibu CA 90265  Joel Denver  310 457 6616 Phone  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	
12	<p>Radio-Online.com  <a href="http://www.Radio-online.com">www.Radio-online.com</a></p>	No	
13	<p>WBQB/WFVA Web Posting  1914 Mimosa Street  Fredericksburg VA 22401  Kristie Kestner  540-373-7721 Phone  <a href="http://www.wbqb.com">www.wbqb.com</a>  <a href="http://www.newstalk1230.net">www.newstalk1230.net</a></p>	Yes	
15	<p><b>Internal Posting/Employee Bulletin Boards</b></p>	Yes	
16	<p>Trinity University  125 Michigan Avenue NE  Washington, D.C. 20017  202-884-9000  <a href="http://trinitydc-csm.symplicity.com">trinitydc-csm.symplicity.com</a></p>	Yes	

17	Employee Referrals	Yes	
18	<b>Radio Ads: Kristie Kestner</b> <a href="mailto:jobs@wbqb.com">jobs@wbqb.com</a> 1914 Mimosa Street Fredericksburg, VA 22405 540 373-7721	No	
19	VARTV.com Robert Corbin <a href="mailto:editor@vartv.com">editor@vartv.com</a>	No	
20	<b>DCRTV.com</b> <b>Dave Hughes</b> <a href="mailto:dcrtv@hotmail.com">dcrtv@hotmail.com</a>	No	

# WBQB-FM•WFVA-AM

## EEO Public File Report

### Summary Description of Supplemental Outreach Initiatives For the period Beginning May 22, 2021 ending May 21, 2023

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.	<b>June 2021-May 2022:</b> 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.	<b>January 2022-present:</b> Marketing Director, Amanda Smith is working to cross-train Promotions Assistant, Laura Labelle so she can cover for the Marketing Director and/or qualify for another position within that department.
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	*On February 24, 2022 Mark Bass, Kristie Kestner, Chuck Archer, & Amanda Smith completed "Employment Law, Annual Check-up" training provided by ADP. 1 HRCI and 1 CPE credit for attending.
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.	*From February 6 to February 10, 2023, Carter Frezza, a student at Courtland High School came to us for a 40 hour week as an extern. He spent time with the different departments of the radio station learning what each department does. He spent time with Chuck Archer learning all different programming aspects of the radio station. He also voice tracked one hour of a radio shift. *From March 6, to March 10, 2023, Malachi Robinson, a student at Courtland High School came to us for a 40 hour week as an extern. He spent time with the different departments of the radio station learning what each department does. He spent time with Chuck Archer learning all different programming aspects of the radio station. He also voice tracked one hour of a radio shift.
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	*March 24, 2023 Mark Bass attended a job fair at Spotsylvania Career and Technical Center in Spotsylvania, VA. *May 4, 2023 Chuck Archer attended a job fair at the Holiday Inn in Arlington, VA.