

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
May 22, 2024 to May 21, 2025

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, 2024 through May 21, 2025**

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**

JOB TITLE	DATE FILLED	RECRUITMENT SOURCES USED TO FILL VACANCY	RS REFERRING   HIREE
New Business Development Specialist	9/9/2024	3, 4, 5, 6, 9, 12, 13, 15, 17	Employee Referral (17)

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

**WBQB-FM • WFVA-AM**  
**FULL TIME VACANCY EEO INFORMATION**  
**FORM BP-05**  
**May 22, 2024 through May 21, 2025**

**II. Master Recruitment Source List Used to Fill the Vacancy**

<b>RS Number</b>	<b>RS Information</b>	<b>Did the Source request notification? (yes/No)</b>	<b>No of interviewees Referred by RS over 12 month period</b>
1	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>	Yes	
2	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>	No	
3	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>	No	
4	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>	Yes	
5	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>	Yes	
6	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>	Yes	

7	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>	No	
8	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@columbiaschoolbroadcast.com">djtrain@columbiaschoolbroadcast.com</a>	No	
9	Mary Washington College & James Monroe 1301 College Avenue Fredericksburg VA 22401 <a href="http://www.handshake.com">www.handshake.com</a>	Yes	
10	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>	No	
11	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>	No	
12	Radio-Online.com <a href="http://www.Radio-online.com">www.Radio-online.com</a>	No	
13	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>	Yes	
14	<b>Internal Posting/Employee Bulletin Boards</b> <b>Centennial Broadcasting, Winchester, VA</b> <a href="mailto:jstifler@winc.fm">jstifler@winc.fm</a> 540 -667-2224	Yes	
15	WBQB/WFVA Internal Postings 1914 Mimosa Street Fredericksburg VA 22405 <a href="mailto:Kristie@wbqb.com">Kristie@wbqb.com</a>	Yes	

16	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>	Yes	
17	Employee Referrals	Yes	
18	Radio Ads: Kristie Kestner <a href="mailto:wendy@wbqb.com">wendy@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	DCRTV.com Dave Hughes <a href="mailto:dcrtv@hotmail.com">dcrtv@hotmail.com</a>	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 May 22, 2023 ending May 21, 2025

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>February 2025-present:</b> Market Manager, Mark Bass is working to cross-train Amber Ridgeway to be a part-time Account Executive so she can be trained should she want or we need an additional full-time Account Executive.
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment	<p>*From March 11- March 15, 2024 , Angelica Nambo-Palmeno &amp; Caleb Diehl, students from Massaponax &amp; Courtland High came to us for a 40 hour week as an extern.</p> <p>*From June 10-June 15, 2024, Rylan Bruce, a student from Spotsylvania County Public Schools also spent a 40 hour week as an extern.</p> <p>*From October 7-11, 2024, Ava Van Baalen, a student from Riverbend High School spent the week her as an extern.</p> <p>*From March 11-March 17, 2025 Tionna Blanding, a student from Chancellor High School came to us for a 40 week as an extern.</p> <p>*They 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. They also voice tracked one hour of a radio shift.</p>
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	<b>January 2023-present:</b> Business Manager, Kristie Kestner, has established a formal mentoring program to train our Business Assistant, Amber Ridgeway 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 Amber 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.
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	<p>*On November 6, 2023 Chuck Archer attended Career Day at Massaponax High School, spoke with the upper level classes about opportunities in radio.</p> <p>* On November 21, 2023 Mark Bass attended Career Day at Caroline High School, spoke with the upper level classes about opportunities in radio</p>
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	*April/May 2025 Mark Bass, Kristie Kestner, Chuck Archer, & Amanda Smith completed "Harassment Prevention: US Supervisor, Healthcare All States" training provided by ADP.

