

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
May 22, 2025 to May 21, 2026

Employer: Centennial Broadcasting II, LLC

Licensee: Centennial Licensing II, LLC

Stations: WBQB-FM, Fredericksburg, VA  
WFVA-AM, Fredericksburg, VA  
WGRQ-FM, Fredericksburg, VA  
WGRX-FM, Fredericksburg,, VA

**WBQB-FM • WFVA-AM • WGRQ-FM • WGRX-FM**

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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
Traffic Manager	12/26/25	3, 4, 5, 6, 7, 9,, 12,13, 15,16	Employee Referral (16)

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 • WGRQ-FM • WGRX-FM****FULL TIME VACANCY EEO INFORMATION****FORM BP-05****May 22, 2025 through May 21, 2026****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	<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	
14	<p>WBQB/WFVA Internal Postings  1914 Mimosa Street  Fredericksburg VA 22405  <a href="mailto:Kristie@wbqb.com">Kristie@wbqb.com</a></p>	Yes	
15	<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	

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

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**Summary Description of Supplemental Outreach Initiatives**

**May 22, 2025 through May 21, 2026**

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>March 2026-Present:</b> Marketing Director Amanda Smith is working to fully train Corissa Zac on all aspects of marketing and promotions. Including but not limited to: training promotional staff, working station events, posting to our social media accounts, and all aspects of marketing for a four station cluster.
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment	*October 27-31, 2025: Skylar Johnson, a student from Courtland High School, participated in a 40-hour externship program with the stations. The externship provided exposure to multiple areas of radio station operations and broadcasting functions. * * *
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	<b>January 2026-Present: January 2026-Present:</b> Business Manager Kristie Kestner conducted training and mentoring with Traffic Manager Grace Kapacs regarding company employment policies, EEO policies and procedures, workplace conduct standards, payroll and personnel administration procedures, and related business office responsibilities to assist in professional development and supervisory readiness within the station organization.
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	
Provision of training to management level personnel as to methods of ensuring Equal Employment Opportunity as preventing discrimination	