

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
May 22, 2021 to May 21, 2022

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, 2021 through May 21, 2022**

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**

<b>JOB TITLE</b>	<b>DATE FILLED</b>	<b>RECRUITMENT SOURCES USED TO FILL VACANCY</b>	<b>NUMBER OF INTERVIEWEES</b>	<b>RS REFERRING HIREE</b>
Marketing Consultant	8/24/2021	6, 9, 11, 12, 13, 15, 17, 18	1	17
On-Air/Morning Host	9/20/2021	6, 9, 11, 12, 13, 15, 17, 18	5	17
Business Assistant	5/16/2022	3, 4, 5, 6, 9, 11, 12, 13, 15, 17, 18	7	18

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, 2020 through May 21, 2021**

**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	2
18	Radio Ads: Kristie Kestner <a href="mailto:jobs@wbqb.com">jobs@wbqb.com</a> 1914 Mimosa Street Fredericksburg, VA 22405 540 373-7721	No	8
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	Miscellaneous (i.e. unknown source of interviewees)	No	3

# WBQB-FM•WFVA-AM

## EEO Public File Report

### Summary Description of Supplemental Outreach Initiatives For the period Beginning May 22, 2021 ending May 21, 2022

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 <b>February 24, 2022</b> 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.