EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:
May 22, 2019 to May 21, 2020

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, 2019 through May 21, 2020

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

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 IMFORMATION
FORM BP-05
May 22, 2019 through May 21, 2020

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	Hampton University 2 Frissell Street Hampton, VA 23668 757 727 5331 Phone 757-727-5969 Fax Hampton-csm.symplicity.com	Yes	
2	Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax bfellis@nsu.edu	No	
3	Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax vsu-csm.symplicity.com	No	
4	James Madison University MSC2106 Harrisonburg VA 22807 540 568 6228 Phone 540 568 7133 Fax App.joinhandshake.com	Yes	
5	Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax Howard-csm.symplicity.com	Yes	
6	Virginia Employment Commission 3501 Lafayette Blvd Fredericksburg VA 22408 Carlton Crump 540 898 3800 Phone ccrump@vec.state or Fredericksburg@vec.stte.va.us	Yes	

7	**Virginia Association of Broadcasters (VAB)** **630 Country Green Lane** **Charlottesville VA 22902** **804 977 3716 Phone** **www.vabonline.com**	**No**	
8	**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**	**No**	
9	**Mary Washington College & James Monroe** **1301 College Avenue** **Fredericksburg VA 22401** **www.handshake.com**	**Yes**	
10	**Germanna Community College** **10000 Germanna Point Dr** **Fredericksburg VA 22408** **Marie Hawley** **540 710 2025 Phone** **mhawley@germanna.edu**	**No**	
11	**All Access Music Group** **28955 Pacific Coast Hwy** **Malibu CA 90265** **Joel Denver** **310 457 6616 Phone** **www.allaccess.com**	**No**	
12	**Radio-Online.com** **www.Radio-online.com**	**No**	
13	**WBQB/WFVA Web Posting** **1914 Mimosa Street** **Fredericksburg VA 22401** **Kristie Kestner** **540-373-7721 Phone** **www.wbqb.com** **www.newstalk1230.net**	**Yes**	
14	**Internal Posting/Employee Bulletin Boards** **Centennial Broadcasting, Winchester, VA** **jstifler@winc.fm** **540 -667-2224**	**Yes**	

15	**WBQB/WFVA Internal Postings** **1914 Mimosa Street** **Fredericksburg VA 22405** **Kristie@wbqb.com**	**Yes**	
16	**Trinity University** **125 Michigan Avenue NE** **Washington, D.C. 20017** **202-884-9000** **trinitydc-csm.symplicity.com**	**Yes**	
17	**Employee Referrals**	**Yes**	
18	**Radio Ads: Kristie Kestner** wendy@wbqb.com **1914 Mimosa Street** **Fredericksburg, VA 22405** **540 373-7721**	**No**	
19	**VARTV.com** **Robert Corbin** **editor@vartv.com**	**No**	
20	**DCRTV.com** **Dave Hughes** **dcrtv@hotmail.com**	**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 5/22/19 ending 5/21/20

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
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. ***September 2019-current** Kristie Kestner is cross-training Tish Petersen on the Business Manager duties so she can cover in the Business Manager's absence.
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	*On September 6, 2019 Chuck Archer attended a job fair at the University of Mary Washington *On October 10, 2019 Mark Bass & Chuck Archer attended a job fair & mock interviews at the Fredericksburg Expo Center. .