

## EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:  
June 1, 2010 to June 1, 2011

Employer: Centennial Broadcasting II, LLC

Licensee: Centennial Licensing II, LLC

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

**WBQB • WFVA**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2010 through June 1, 2011**

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
Mid-Day On Air Announcer	7.12.10	1-19	18
Sales Assistant	7.29.10	1-19	18
Marketing Consultant	2.01.11	1-19	7
Regional Marketing Director	3.14.11	1-19	12

**II. See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

**III. OUTREACH ACTIVITIES**

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Job Fair	<p>WBQB and WFVA Radio hosted a Job Fair/Open House on June 16, 2009 held at the radio station from 5pm-9pm. The General Manager and Creative Services Director gave a brief presentation on the history of the station and actively recruited for radio vacancies.</p> <p>WBQB and WFVA Radio co-sponsored a Job Fair with Job Zone from 3pm-7pm on March 9, 2011 at the Fredericksburg Expo Center to actively recruit for radio vacancies. This fair was attended by the General Manager, Business Manager and the Promotions</p>

	Manager.
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### III. OUTREACH ACTIVITIES (Continued)

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
Internship Program	<p>WBQB and WFVA Radio has an on-going internship program to assist college members of the community to acquire skills needed for broadcast employment. The internship program is designed to enrich and educate through "real life" experiences, including but not limited to on-air and on-site promotions support, administrative tasks, participation in our interactive and creative services, understanding the sales process, public service involvement and more. Sara Valcarcel was selected to intern with us January 1-April 30, 2010. In addition, she attended University of Maryland and received course credit for her time spent interning at the station.</p> <p>The station is currently recruiting for a spring/summer intern and will make a candidate selection shortly for the 2011 Internship Program.</p>
Training Program	<p>WBQB and WFVA Radio established a training program for station personnel. This program is designed so staff can be aware and knowledgeable in other departments of the station. It is the goal of this program to help personnel acquire knowledge and skills that can qualify them for a higher level position.</p> <p>The Traffic Manager has been actively involved in this training program. She has worked the past year (2010-2011) directly with the Business Manager to acquire the skills necessary to transition to this position.</p>
EEO Training	<p>A training session was conducted in-house on August 5, 2009 with all Department Heads to educate and review policies and procedures regarding recruitment, job posting, interviewing and hiring skills.</p> <p>A Department Head retreat was held on August 18, 2010. The Business Manager reviewed all policies and procedures regarding recruitment, job posting, interviewing and the hiring process.</p>

EEO Contact Information for Employment units:

Centennial Broadcasting II, LLC.

Corporate Address  
6201 Town Center Drive, Suite 210  
Clemmons, NC 27012  
Contact: Steve Watts  
336.766.2890

WBQB WFVA  
1914 Mimosa Street  
Fredericksburg VA 22405  
Contact: Terri Barker  
540.373.7721  
General Manager  
Jim Butler

**WBQB • WFVA  
FULL TIME VACANCY EEO INFORMATION  
FORM BP-05  
June 1, 2010 through June 1, 2011**

**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 <a href="mailto:sharon.epps@hampton.edu">sharon.epps@hampton.edu</a>	No	
2	Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax <a href="mailto:careerservices@nsu.edu">careerservices@nsu.edu</a>	No	
3	Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax <a href="mailto:dgriffin@vsu.edu">dgriffin@vsu.edu</a>	No	
4	James Madison University MSC2106 Harrisonburg VA 22807 Trey Lewis 540 568 6228 Phone 540 568 7133 Fax <a href="mailto:lewisje@jmu.edu">lewisje@jmu.edu</a>	No	
5	Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax <a href="mailto:careersrhu@howard.edu">careersrhu@howard.edu</a>	No	
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	1
8	<p>National Association of Hispanic Journalists  1000 National Press Building  Washington DC 20045  Marco Botero  202 662 7147 Phone  <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a></p>	No	
9	<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	
10	<p>Mary Washington College &amp; James Monroe  1301 College Avenue  Fredericksburg VA 22401  Gary Johnson  540 654 1022 Phone  540 654 2442 Fax  <a href="mailto:casv@umw.edu">casv@umw.edu</a></p>	No	
11	<p>Germanna Community College  10000 Germanna Point Dr  Fredericksburg VA 22408  Maggie Van Zandt  540 710 2025 Phone  <a href="mailto:mvanzandt@gcc.vccs.edu">mvanzandt@gcc.vccs.edu</a></p>	No	
12	<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	3
13	<p>Radio-Online.com  <a href="http://www.Radio-online.com">www.Radio-online.com</a>  <a href="mailto:customerservie@radio-online.com">customerservie@radio-online.com</a></p>	No	
14	<p>WBQB/WFVA Internal Posting  1914 Mimosa Street  Fredericksburg VA 22401  Terri Barker  540 373 7721 Phone  <a href="http://www.wqbq.com">www.wqbq.com</a></p>	No	1
15	<p>American Women in Radio and T.V.  8405 Greensboro Dr., Suite 800  Mclean, VA 22102  (703) 506-3290  <a href="http://www.awrt.org">www.awrt.org</a>  440 343 0800</p>	No	

16	<b>Radio &amp; Records</b> <a href="mailto:kmumaw@radiorecords.com">kmumaw@radiorecords.com</a> Karen Mumaw	No	
17	<b>Internal Postings</b> <b>WBQB/WFVA</b> 1914 Mimosa Street Fredericksburg VA 22405 <b>terri@wbqb.com</b>	No	
18	<b>Employee Referrals</b>	No	2
19	<b>WBQB/WFVA Radio</b> <b>Jim Butler</b> 1914 Mimosa Street Fredericksburg, VA 22405 (540) 373-7721 <b>jbutler@wbqb.com</b>	No	