

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period:

June 1, 2009 to May 31, 2010

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, 2009 through May 31, 2010

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
Receptionist/Traffic Assistant	7.21.09	1-19	18
Marketing Consultant	6.01.09	1-18	20
General Sales Manager	8.10.09	1-19	12
General Sales Manager	10.01.09	1-19	18
Marketing Consultant	1.18.10	1-20	20
Events/NTR Coordinator	1.11.10	1-20	18
Marketing Consultant	3.15.10	1-20	20

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	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 about the history of the station and actively recruited for radio vacancies.
Internship Program	WBQB and WFVA Radio have an internship program to assist 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 with us.
EEO Training	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.

EEO Contact Information for Employment units:

Corporate Address
6201 Town Center Drive, Suite 210
Clemmons, NC 27012
Contact: Steve Watts
(336) 766-2828

Centennial Broadcasting II, LLC
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, 2009 through May 31, 2010**

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 Institute Hampton VA Andres Ledoux 757 727 5331 Phone andre.ledoux@hampton.edu	No	
2	Norfolk State University 700 Park Avenue Norfolk VA 23504 Benjamin Ellis 757 823 8462 Phone 757 823 2075 Fax Bellis@nus.edu	No	
3	Virginia State University Petersburg VA Darrell Griffin 804 524 5000 Phone 804 524 5212 Fax dgriffin@vsu.edu	No	
4	James Madison University MSC2106 Harrisonburg VA 22807 Dr McHahan 540 568 6228 Phone 540 568 7133 Fax mcmahan@jmu.edu	No	
5	Howard University 525 Bryant Street NW Washington DC 20059 Joan Brown 202 806 7513 Phone 202 462 4267 fax careersrhu@howard.edu	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	No	
7	Virginia Association of Broadcasters (VAB) 630 Country Green Lane Charlottesville VA 22902 Rose Lester 804 977 3716 Phone www.vabonline.com	No	
8	National Association of Hispanic Journalists 1000 National Press Building Washington DC 20045 Marco Botero 202 662 7147 Phone jobbank@nahj.org	No	

9	Columbia School of Broadcasting 3947 University Drive 2nd Floor Fairfax VA 22030 Bill Butler 703 591 6000 phone 703 591 6147 fax ditrain@columbiaschoolbroadcas.com	No	
10	Mary Washington College & James Monroe 1301 College Avenue Fredericksburg VA 22401 Gary Johnson 540 654 1022 Phone 540 654 2442 Fax casv@umw.edu	No	
11	Germanna Community College 10000 Germanna Point Dr Fredericksburg VA 22408 Maggie Van Zandt 540 710 2025 Phone mvanzandt@gcc.vccs.edu	No	
12	All Access Music Group 28955 Pacific Coast Hwy Malibu CA 90265 Joel Denver 310 457 6616 Phone www.allaccess.com	No	1
13	Radio-Online.com www.Radio-online.com customerservie@radio-online.com	No	
14	WBQB/WFVA Internal Posting 1914 Mimosa Street Fredericksburg Va 22401 Terri Barker 540 373 7721 Phone www.wqbq.com	No	
15	McVay Media Mike McVay 440 343 0800 Phone Phone	No	
16	Radio & Records kmumaw@radiorecords.com Karen Mumaw	No	
17	Free Lance-Star 616 Amelia Street Fredericksburg VA 24401 Classifieds 540 371 5000 Phone	No	
18	Employee Referrals	No	3
19	American Women in Radio and T.V. 8405 Greensboro Dr., Suite 800 Mclean, VA 22102 (703) 506-3290 www.awrt.org	No	
20	Air – WBQB Jim Butler 1914 Mimosa Street Fredericksburg, VA 22405	No	3