



Newsletter

Virginia Association of Broadcasters

April 2010

NAB's Smith Testifies at Spectrum Hearing



NAB President and CEO Gordon Smith has testified before the U.S. Senate Committee on Small Business and Entrepreneurship regarding government efforts to expand broadband access in America. Smith's remarks highlighted the role of local broadcasters and re-

iterated NAB's support for spectrum inventory legislation.

Smith, a former two-term Senator from Oregon, emphasized NAB's desire to see both broadband and broadcast flourish, and he stressed the important role broadcasters can play in furthering the rollout of nationwide broadband.

"Simply put, any notion that we're looking at a world of broadband versus broadcast is false. It's a false choice," he told the committee.

Calling proposed spectrum fees "punitive," Smith expressed concern that such regulatory action could be viewed as a mechanism to force broadcasters off the airwaves.

"Make no mistake: such a punitive

measure, such a fee, would be a devastating blow to the small businesses that I represent in the broadcast industry," Smith said.

Smith also outlined broadcast television's efficient use of spectrum, noting that broadcasters provide entertainment programming as well as critical information during times of crisis. Because broadcast TV is a one-to-everyone delivery system, he said, viewers are never subjected to the network congestion routinely experienced by mobile phone users.

"Broadcasting is a highly efficient use of spectrum. It's one-to-everyone. Broadband is one-to-one, and it's spectrum hogging," Smith explained. ❖

Genachowski To Launch Spectrum Task Force

Federal Communications Commission Chairman Julius Genachowski has announced the launch of a Spectrum Task Force to advance the FCC's spectrum agenda and promote collaboration across the agency. Julius Knapp, Chief of the Office of Engineering Technology, and Ruth Milkman, Chief of the Wireless Telecommunications Bureau, will co-chair the cross-agency working group.

"To lead the world in mobile, the FCC must ensure that our nation's spectrum is being put to its highest and best use," said FCC Chairman Genachowski. "Maximizing this essential 21st century resource will create jobs, drive economic growth, and encourage innovation and investment. The FCC's National Broadband Plan lays out a comprehensive roadmap for promoting greater spectrum efficiency and flexibility, and ensuring sufficient spectrum for broadband. The Spectrum Task Force will keep us on this charted course."

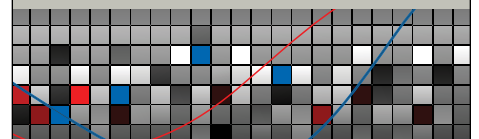
The Spectrum Task Force will play a critical role in the execution of the spectrum recommendations in the National Broadband Plan, including long-term spectrum planning. The Task Force will include the Chiefs of the Enforcement, International, Media, and Public Safety and Homeland Security Bureaus, as well as the Chief of the Office of Strategic Planning and Policy Analysis. ❖



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April COMPLIANCE TIP

I Applaud You

This is more of an observation than a tip. During this year's Verizon Heritage Golf Classic, a journeyman golfer, Brian Davis, had an opportunity to win his first tournament in a playoff until he called a two shot penalty on himself. He inadvertently touched a loose impediment in his backswing and the penalty he incurred dashed his chances of winning. Unlike other sports where an umpire or referee must catch the infraction, golf relies upon the player to do the right and honorable thing.

This reminded me of stations that report a mistake either during their license renewal, EEO Audit, etc. It would have been convenient to overlook an inconspicuous infraction but instead, these stations reported their misstep knowing they would receive a monetary fine or at the least an admonishment.

Compliance is so detailed and relentless; it is easy to unintentionally miss something yet repeatedly broadcasters step up and report their mistakes, take their lumps, and move on. Just as Brian Smith's example speaks volumes about the sport of golf, the manner in which broadcasters conduct their business deserves accolades and recognition as well. ❖

This compliance tip has been provided by Harrison Pittman of On-Time Online Broadcast Compliance, www.OnTimeOnlinebc.com, hpittman@ontimeonlinebc.com.

Saga Fined \$10K for Translator Problem

Saga Communications has been hit with a \$10,000 proposed FCC fine for false certification of technical facilities on a license and modification applications for FM translator W240CB (formerly W238AA)/Ithaca, NY.



The trouble arose in 2007, when Finger Lakes Radio Group Top 40 WFIZ (Z95.5)/DUNDEE, NY was approved for a frequency and community of license change to Odessa, NY (in the Ithaca market), requiring a change in W240CB's parameters; Saga applied for two watts as a temporary measure while an alternate site was sought. The license application and permit specified the use of one composite antenna with radiation center at 118 ft. above ground level. Finger Lakes objected and pointed out that the facility as constructed used two separate damaged ten-element antennas at 38-40 and 90 feet.

Saga then terminated operations and asked for dismissal of its application, followed by a modification application for a new site. The Commission decided that SAGA had not knowingly intended to deceive the FCC with its application but issued the fine for the false certification.

Finger Lakes also raised the issue of Saga's use of FM translators to relay HD-2 and HD-3 programming, claiming that it was an attempt to circumvent ownership caps, but the FCC ruled that such use is permissible. ❖

Arbitron Bolsters Sample for Diary and PPM Services

Arbitron Inc. (NYSE: ARB) announced today that effective with the Spring 2010 Diary survey and the March 2010 Portable People Meter™ ratings service, the company is now including cell phone households that rarely or never answer their landlines. The sample from cell phone households that rarely or never answer their landlines will be in addition to sample from homes that can be reached exclusively by cell phone (aka cell-phone-only).

The boost in cell phone sample is designed to help improve sample quality for younger demographics and provide a more complete representation of the market because cell phone homes that rarely or never answer their landlines previously had little or no chance of being included in our surveys.

Arbitron estimates that with this addition, approximately 35 percent of the Persons aged 18-34 sample will come from the Cell Phone households in diary markets and approximately 40% in PPM Markets by year end 2010, on average across all markets. These enhancements are also designed to help improve sample

quality for ethnic demographics.

The proportion of cell phone sample will vary by market based on cell phone penetration estimates from Arbitron's proprietary cell phone screener surveys and results from the government's National Health Institute Survey (NHIS).

What this means for Cell Phone Sampling in the Diary Service

Arbitron estimates that approximately 35 percent of its Persons aged 18-34 sample will come from the Cell Phone households and approximately 17 percent of Persons aged 12+ sample will come from the Cell Phone households for in Diary markets.

These changes represent a 70% increase in the diary market cell phone sample compared with year-end 2009. The cell phone sample is expected to be approximately 17% of the total Persons aged 12+ Diary market sample, on average across all markets. The Diary market cell phone sample is designed to be comprised of approximately 15 percent from cell-phone-only households (as previously communicated) plus approximately

2 additional points from cell phone homes that rarely or never use landlines.

Arbitron has experienced improvements in the Persons aged 18-34 sample performance as a result of cell phone sampling procedures that are now in place in all Diary markets in the 50 U.S. states. These new steps are designed to further improve Arbitron's sample performance in general and among Persons aged 18-34s in specific.

What this means for Cell Phone Sampling in the PPM Service

Arbitron estimates that approximately 40 percent of the Persons aged 18-34 sample will come from the Cell Phone households and approximately 25 percent of the Persons aged 6+ sample will come from the Cell Phone households by year-end 2010 in PPM markets. The cell phone sample in PPM markets is scheduled to be comprised of approximately 20 percent cell-phone-only households (as previously communicated) plus approximately 5 additional points from cell phone homes that rarely or never use landlines. ❖

ANSI Hosts Leaders for Introduction to New NSTC Subcommittee

On April 13, 2010, the American National Standards Institute (ANSI) hosted an open meeting with leaders of the White House's newly formed National Science and Technology Council (NSTC) Subcommittee on Standards. Leaders included Aneesh Chopra, U.S. Chief Technology Officer, Pat Gallagher, Director, National Institute of Standards and Technology and Phil Weiser, Senior Advisor to the National Economic Council Director for Technology and Innovation.

"This was a unique opportunity for the standardization community to hear about the NSTC initiative first hand from the individuals who are spearheading the effort," said S. Joe Bhatia, ANSI president and CEO.

Mr. Chopra, Dr. Gallagher, and Mr. Weiser offered several key points on the nature of this new subcommittee and its specific strategy and goals. Specifically, the NSTC Subcommittee on Standards will:

- 1) Make the government a more effective partner with private sector on standardization activities;
- 2) Raise awareness within government agencies and lift the

level of sophistication for meaningful government participation in standards development;

- 3) Be focused on continued results and feedback rather than a single report.

The subcommittee will not seek to direct how standards are set, nor will it dictate how the private sector conducts standards development activities. All three leaders were emphatic in their continued support for the nation's current voluntary, consensus-driven standards and conformance system.

Mr. Chopra cited the open, market-driven, and private-sector led nature of our nation's system as critical to achieving one of President Obama's chief goals: the growth of U.S. leadership and innovation on the global stage. Recognizing that standards and conformance are the building blocks of innovation, Mr. Chopra explained that the subcommittee will work in partnership with the private sector to meet the President's goal.

To listen to a recording of the meeting, visit www.ansi.org/041310_ANSI_Meeting_National_Science_Technology_Council_NSTC_Subcommittee_Standards.mp3. ❖



Virginia Association of Broadcasters Legal Review



A Basic Guide to Avoiding EAS Violations

Did you know that the FCC routinely issues \$8,000 fines to broadcasters for failure to maintain operational EAS equipment? In many instances stations have EAS equipment but it is either not functioning properly or employees are not properly trained in its use. In fact, the FCC recently has fined several stations for this rule violation. Obviously, and with good reason, the Commission takes seriously its EAS rules, and broadcasters should too. Indeed, fines of \$1,000 have been issued to stations merely for failing to maintain a copy of the FCC's current EAS Handbook, which can be downloaded for free at www.fcc.gov/eb/eas.

Did you know that new EAS equipment can cost less than the standard \$8,000 fine? The FCC maintains on its website a list of companies that it has certified to sell EAS equipment. You can access the list at <http://www.fcc.gov/eb/eas/certsel.html>.

Did you know that FCC rules allow stations to operate temporarily without functional EAS equipment? If a station's EAS encoder or decoder becomes defective, the station may operate for 60 days without the defective equipment, pending repair or replacement of the unit. No permission from or notification to the FCC during the first 60 days is necessary, but stations must note in the station logs

the dates the equipment went out of service and returned to service. Should a station anticipate the period of time for repair or replacement to exceed 60 days, it must submit a request for additional time to the closest Enforcement Bureau Field Office.

Such a request must explain (i) the steps taken by the station to repair or replace the defective equipment, (ii) the alternative procedures being used while the EAS equipment is out of service, and (iii) when the equipment will be repaired or replaced.

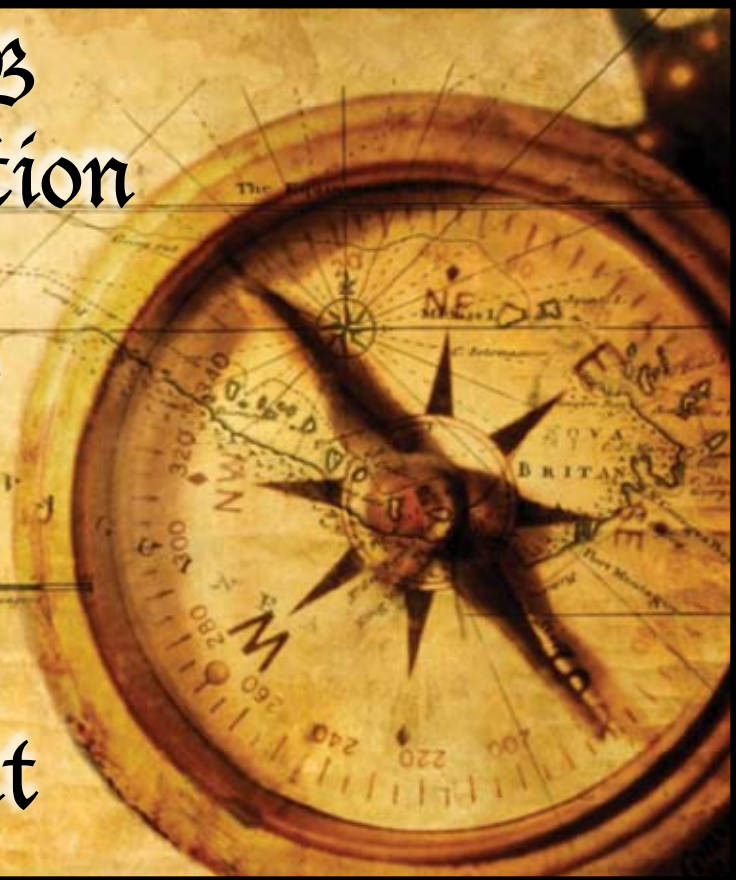
Did you know that digital and analog radio and television stations are subject to the same EAS requirements? Under

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June 24-26, 2010

Hilton Virginia Beach Oceanfront





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the FCC's rules that went into effect more than three years ago, digital television stations—including digital LPTV stations and digital Class A television stations—have EAS obligations. Likewise, digital radio stations—including digital LPFM stations—have the same obligations as analog radio stations.

Specifically, all digital broadcasters:

- Must participate in all national EAS activations.

- May—but, like analog stations, are not required to—participate in state and local EAS activations. Digital stations choosing to transmit state and local EAS

messages must, like analog stations, comply with the EAS rules governing those messages.

- Must provide EAS messages to viewers and listeners of all digital program streams, whether those program streams are free over-the-air or subscription-based.

- *Digital audio and television broadcasters have flexibility to determine the method they use to distribute EAS messages on all program streams (including, for example, a weather channel or doppler radar channel), as long as all listeners and viewers receive the EAS message on the channel that they are listening to or watching. For example,*

digital stations may separately transmit EAS messages on all program streams or may transmit EAS messages on one stream and force-tune all receivers to that stream. Force-tuning is not required.

- *Data streams are excluded from this requirement.*

- Must transmit EAS test messages.

There are, of course, other EAS requirements with which stations must comply, including monitoring, testing, and logging. Stations with questions about EAS operation and requirements should contact their communications counsel.

Spring Cleaning of Your Public File May “Pay Off” at License Renewal Time

The maintenance of station public inspection files is a fundamental obligation of broadcasters. With spring finally here, it is a good time for stations to think about cleaning out their public inspection files. In fact, stations may wish to implement a policy to quarterly or semi-annually review the contents of their public files to ensure that all materials are accounted for.

At license renewal time, stations are required to certify compliance with the public inspection file rule. In general, in past license renewal cycles, stations that self-reported minor public file rule violations were merely admonished by the FCC and not fined. During the most recent license renewal cycle, however, the FCC has taken a different approach. In fact, it has now become commonplace for the Commission to impose fines of several thousand dollars for minor public file deficiencies. As stations have been learning the hard way, the FCC's age-old policy is that “where lapses occur in maintaining the public file, neither the negligent acts nor omissions of station employees or



agents, nor the subsequent remedial actions undertaken by the licensee” will excuse the public file rule violation. Only diligent maintenance of the public file will help stations to identify public file deficiencies and correct them before they turn into more serious and ongoing problems.

Of course, license renewal is not the only time that a station's public inspection file is subject to regulatory evaluation. As you know, members of the public may view a station's public inspection file at any time during the station's normal business hours, and an FCC field inspector may make a surprise appearance to audit a station's public file. Either of these circumstances may result in the discovery of deficiencies and an FCC investigation and/or fine. In addition to internal maintenance and evaluation of their public inspection files, stations may wish to take advantage of the Association's Alternative Inspection Program, which provides limited immunity from FCC inspection. For further information about the inspection program, please call the Association office.

This Legal Review should in no way be construed as legal advice or a legal opinion on any specific set of facts or circumstances. Therefore, you should consult with legal counsel concerning any specific set of facts or circumstances.

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The Changing Face of the National Labor Relations Board

By John G. Kruchko and Paul M. Lusky*

On March 27, 2010, President Obama made two recess appointments to the National Labor Relations Board ("NLRB" or the "Board"). The NLRB is the federal agency that supervises and conducts union representation elections and rules on unfair labor practice charges filed by unions, employees and employers. The Board's rulings enforce and interpret the National Labor Relations Act, the statute that governs private sector labor-management relations.

The new appointees, Craig Becker and Mark Pearce, are both union-side labor attorneys and they will serve on the Board until the end of 2011. With these recess appointments, the NLRB now consists of three Democrats and one Republican. The new Board members are both expected to favor unions in their rulings on cases that come before the NLRB.

In particular, Craig Becker's nomination has generated significant opposition from business groups. Employers fear that Becker will not enforce the National Labor Relations Act ("NLRA") evenhandedly, but instead will alter the playing field to favor unions, especially during the organizing and election process. Becker has been the Associate General Counsel for the Service Employees International Union (SEIU) since 1990 and staff counsel for the AFL-CIO since 2004.

Becker's past writings are of particular concern to employers. He has opined that employers should not be parties to NLRB election procedures at all. He has suggested that only employees and unions should be parties to pre-election hearings. Becker has stated that employers can have some campaign rights, but such rights should be substantially lim-



New appointees to the NLRB are expected to favor union rulings.

ited. For example, he believes employers should always be prohibited from conducting mandatory employee meetings as a campaign tactic and should be bound by their own solicitation and distribution policies when campaigning.

Becker strongly favors the card check legislation (Employee Free Choice Act) that is pending before Congress. Card check is the process by which an employer recognizes a union without an election if a union has obtained signed authorization cards from a majority of the employees. Employers fear that Becker would push the NLRB to institute card check elections by rule and without an amendment of the NLRA by Congress. At the very least, employers should expect that the newly-constituted Board will limit their right to campaign in response to union organizing. Employers may also be required to offer equal access to unions to enter their property and talk to employees.

Decisions of the NLRB Ripe For Reversal

The recess appointments of Becker and Pearce also increase the probability that a pro-union Board will reverse pro-employer decisions during the Bush

administration. Specific cases that will likely be revisited by the newly-constituted Board are:

- *The Guard Publishing Company, 351 NLRB No 70 (Dec. 16, 2007).* - In *The Guard Publishing Co.*, the Board considered the validity of an employer's no-solicitation rule in the context of employee use of the company's e-mail system. The employer's e-mail policy stated that it could not be used for "non-job-related solicitations." Because of that prohibition, the employer disciplined an employee who sent out, via the e-mail, three union-related communications. The Board ruled that the employer's "non-job-related" restriction on the use of the e-mail system was lawful. With regard to the employer's enforcement of its e-mail policy, the Board found that it was permissible for an employer to distinguish between different kinds of solicitations. Applying this new standard, the Board concluded that Guard Publishing did not discriminatorily enforce its communication policy, even though the company permitted personal e-mails, "such as jokes, baby announcements, party invitations, and the occasional offer

(continued on next page)

* John G. Kruchko is a Partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia; Paul M. Lusky is a Partner with the Firm. For more information, please contact Mr. Kruchko at (703) 734-0554 or JKruchko@KruchkoandFries.com, or Paul Lusky at (410) 321-7310 or PLusky@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

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Becker strongly favors the card check legislation (Employee Free Choice Act) that is pending before Congress. Card check is the process by which an employer recognizes a union without an election if a union has obtained signed authorization cards from a majority of the employees. Employers fear that Becker would push the NLRB to institute card check elections by rule and without an amendment of the NLRA by Congress. At the very least, employers should expect that the newly-constituted Board will limit their right to campaign in response to union organizing. Employers may also be required to offer equal access to unions to enter their property and talk to employees.

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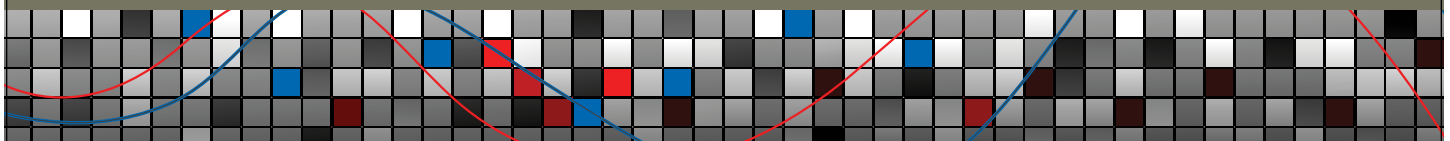
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The Board said that employers can "draw a line between charitable solicitations and non-charitable solicitations, between solicitations of a personal nature (e.g. a car for sale) and solicitations for commercial sale of a product (e.g., Avon

For coverage in future issues, please send announcements/press releases and accompanying photographs to marci.malinowski@easterassociates.com or mail to:

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Charlottesville, VA 22911

Submissions may be edited for length. Inclusion is not guaranteed and may be excluded due to space.



APRIL JOB BANK

SUBMIT JOBS

Submit to VAB Newsletter:

- Please email the listing directly to marci.malinowski@easterassociates.com.
- Be sure to include your station ID or company name, information on how the applicant can apply and where to send the applications materials.

Submit to the Online Job Bank:

- Go to www.vabonline.com

Sales Assistant/Promotions Director Kingsport, TN

Holston Valley Broadcasting Corporation in Kingsport, TN, has an immediate opening for a full time Sales Assistant / Promotions Director for 98.5 WTFM, 95.9 WRZK, Classic Hits 102.7 & WKPT Radio. The ideal person should have basic knowledge of computers, including Microsoft Word, Power Point, Excel, & Outlook Express. This is an inside position that will assist our sales staff through a variety of support areas including preparation of sales materials. This position will also assist in coordination and execution of on-air promotions and follow up recaps. The ideal candidate for this position should be very detailed, dependable and have excellent communication skills. Full medical and dental benefits, Life Insurance, and a 401(k) plan. Send your resume to hr@hvbgroup.com, fax it to (423) 247-9836 or mail it to: Promotions & Sales Assistant Position, 222 Commerce Street Kingsport, TN 37660. Holston Valley Broadcasting Corporation is an Equal Opportunity Employer.

Sales Manager Harrisonburg, VA

VerStandig Broadcasting Virginia Cluster is looking for their next Sales Manager. Opportunity to sell 5 top rated radio stations and Websites for a private company dedicated to the local community. Candidate must be experienced in providing advertising and marketing solutions to businesses, have good verbal skills, be a team player, not afraid to manage, organized and dedicated to success. Send resumes to smyers@valleyradio.com or P.O. Box 752 Harrisonburg, VA 22803. VerStandig Broadcasting is EOE.

Market Manager Charlottesville, VA

Monticello Media has an opening for a linchpin market manager for our six-radio stations and interactive products in beautiful Charlottesville, VA. Charlottesville is the home of Thomas Jefferson and the University of Virginia, and a great place to live. Monticello Media is a privately owned company run by broadcasters. We are looking for a creative, sales-oriented leader with a burning desire to win. Tell us how you practice the art of radio. E-mail your resume to: georgereed@cvillestations.com. EOE

Qualified Account Executives Sought Roanoke & Lynchburg, VA

Outside sales positions available in both Roanoke and Lynchburg. Opportunity to sell 5 top rates radio stations/websites: WYYD, WROV, WJJS, Steve-FM and Sunny-FM. Money motivated? Send your resume to Lynchburgcareers@clearchannel.com or Roanokecareers@clearchannel.com. Previous outside sales experience, understanding of new media technology and digital selling is a must. Some college preferred. Benefits include: medical, dental, vision, life, 401k, EAP, Paid Vacation and Sick Leave.

Sales Account Executive Charlottesville, VA

Minimum two years experience selling radio advertising with both advertising agencies and face-to-face with retail and business clients. Candidate should

possess excellent presentation skills and be computer literate. Responsibilities include targeting new accounts, upgrading and servicing existing accounts, sports sales, being able to write winning presentations, consistently achieve monthly budgets, excel in a competitive environment, have good verbal skill and be a team player. Fax resume and cover letter (no phone calls please) to: Michelle Conner General Sales Manager Charlottesville Radio Group. Fax: 434-220-2304. Charlottesville Radio Group is an Equal Opportunity Employer.

WJJS Mid Day Co-Host Roanoke, VA

Be the leader of the afternoon show with co-host Nicky. Be thoroughly prepared before each show with entertaining and informative content unique to our target listening audience. Live On-air M-F 2p-6p and Sat 9a-2p, locally produce On-Air with Ryan Seacrest, station appearances, promotion responsibilities. Experience/Skills/Qualifications: Minimum 3 years on-air experience, computer skills, valid driver's license, digital production/imaging skills. CAN YOU KEEP US #1 IN THE AFTERNOON IN SOUTHWEST & CENTRAL VA??* Our current PM Driver is great and moving upward. Are you ready to step into a great situation? Do you know what matters to 18-29 year old women? What do YOU think radio should sound like going into 2011 and beyond? This is a FUN place to work and you'll be given the freedom to do it "your way"! Solid bank and benefits, with an environment for you to grow and continue to kill the competition... Cool Edit/Audition skills necessary; Prophet/NexGen skills a plus... but first, I'm looking for a great attitude and someone who wants to have fun on the radio every afternoon. Tell us what YOU think, and show us what you've got! Channel Communications is an Equal Opportunity Employer. We believe our creativity and productivity are best when we bring together people of all backgrounds and ethnicities. Therefore, Clear Channel strongly encourages men and women of all races and backgrounds to apply for positions for which they are qualified.

Assignment Desk Editor Portsmouth, VA

WAVY/WVBT has a rare opening for an assignment editor. Ability to multi-task is key. Responsibilities include: tuning in microwave and satellite live shots, answering phones, listening to scanners, Avid editing and writing/posting content to support both station websites. Must be available to work all shifts, including early mornings, nights and weekends. Send resume to Human Resources, WAVY-TV 10/ WVBT FOX 43-TV, 300 Wavy Street, Portsmouth, VA 23704. No phone calls, please. EOE

Video Journalist/TV Assignment Editor Richmond, VA

WRIC-TV8 is looking for a Video Journalist who can shoot, edit, and write. The ideal candidate must be able to work independently, generate story ideas, and produce innovative content for all newscasts. Some sports shooting and fill-in sports anchoring required. One year shooting and reporting experience preferred. Please send non-returnable DVD and

resume to: WRIC TV8 Personnel Department, 301 Arboretum Place, Richmond, VA 23236-3464 or email your resume to personnel@wric.com. NO phone calls please. EOE

News Producer Richmond, VA

WRIC-TV8 is looking for a producer who is a strategic thinker that can execute a plan. The successful candidate will be excellent handling breaking news situations, possess strong writing and people skills and exhibit solid editorial judgment. One to two years newscast producing preferred. Send resume to: WRIC TV8 Personnel Department, 301 Arboretum Place, Richmond, VA 23236-3464, or fax your resume to (804) 330-8881, or email your resume to personnel@wric.com. NO phone calls please. EOE

Account Executive Richmond, VA

Account Executive position in Sales Department. Advertising sales background helpful. Send resume to: WRIC TV8 Personnel Department, 301 Arboretum Place, Richmond, VA 23236-3464, or fax your resume to (804) 330-8881, or email your resume to personnel@wric.com. <<mailto:personnel@wric.com>> <mailto:personnel@wric.com>. NO phone calls please. EOE

News Director Portsmouth, VA

LIN Media seeks its next News Director for its Norfolk, Virginia duopoly of WAVY-TV 10 (NBC) AND WVBT-TV FOX 43. The ideal candidate will be a strong leader, a skilled writing/producing/coach for a dominant brand and a champion of breaking news & severe weather coverage. A forward-thinking, multi-platform mindset will be critical in building on our recent successes in content acquisition, storytelling and integration on the web. Proficiency in Avid iNews is preferred, and a competitive, clear communicator will stand out. Candidates must also have experience with preparing, managing & administering a news operational budget on a weekly basis. College degree and 3-5 years of multi-platform newsroom management experience is required. Please send resume to: Doug Davis, President & General Manager, WAVY-TV 10/WVBT FOX 43, 300 Wavy St., Portsmouth, VA 23704. Or doug.davis@wavy.com No Phone calls, please. EOE

PT (AM) Production Assistant Harrisonburg, VA

Part Time AM - Production Assistant - Start your career in television as part of our news production team. The hours may vary. Responsibilities include video editing and camera operation. Experience preferred, but training is available. Send resume to WHSV-TV, Attn: John Davis, 50 North Main St., Harrisonburg, VA 22802. WHSV-TV is a drug free work place. EOE

News Producer Bristol, VA

WCYB-TV is looking for a producer for two daily newscasts at 5:00pm and 10:00pm. The producer will be responsible for writing and organizing, determining order and length on stories, and will work with anchors, reporters and photographers to complete all stories assigned to the newscasts. Degree in broadcast journalism and previous producing experience are preferred. The successful candidate will have strong, creative writing skills, good news judgment, be able to work under deadline pressure, and as part of a team. The successful candidate will produce two newscasts Monday through Friday, a 30-minute newscast at

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5pm and a 60-minute newscast at 10pm. Resumes and tapes to Human Resources, WCYB-TV, 101 Lee Street, Bristol, VA 24201. EOE

Radio Morning Show Co-Host Norfolk, VA

Saga's "Classic Hits 106.9 The Fox" in Norfolk, VA is looking for a morning host with the ability and desire to create compelling radio for adults 35-54. Can you deliver topical and entertaining morning radio, create and integrate website content, and market your show with personal appearances and community involvement? Send your mp3 demo and resume to airtalent@1069thefox.com. No calls.

Anchor/Producer/Reporter Winchester, VA

Anchor / Producer / Reporter – TV3 Winchester is looking for a talented, organized and motivated Anchor / Producer / Reporter to help take our newsroom to the next level. We're looking for a natural story-teller who can creatively showcase the "Big Story" and understand the importance of teases. Knowledge and experience with internet news presentation is desired. Experience with I-News, P2 cameras and non-linear show editing and production is a big plus. This is a great opportunity to work in a growing market just an hour from Washington DC. Check us out on the web at tv3winchester.com to see our product. If you think you can take us to the next level, please RUSH your resume, tape and news philosophy to Denise Chandler, News Director, TV3 Winchester, 633 Millwood Avenue, Winchester, VA 22601. You may email your resume to denise@tv3winchester.com. NO PHONE CALLS PLEASE. TV 3 Winchester is a drug-free workplace. EOE

Experienced AE Charlottesville, VA

Experienced Account Executive: This is truly a unique opportunity. The Charlottesville Newsplex (CBS19/ABC16/FOX27/MyCvilleTV/WeatherNow) is the only true broadcast TV "tripoly" in the country, serving one of the "Best Places to Live" in the country (#4 – Kiplinger's List of Best Places to Live 2009). We're looking for an experienced TV sales professional who can hit the ground running. We offer small market quality of life with big market opportunity. You'll have all the resources you need to be successful: NFL, NCAA, Nascar, MLB, World Series, and all the best Prime on CBS, ABC, and FOX. Charlottesville has it all: The University of Virginia, Monticello, great restaurants, some of the best schools in the country, nightlife, live music, outdoor concert series, minutes from the Blue Ridge Mountains, 2 hours from the beach. If you're a proven TV salesperson, we're eager to talk. Send your cover letter and resume to hr@newsplex.com or to: Charlottesville Newsplex Attn: AE Position 999 2nd St. S.E. Charlottesville, VA. 22902 Great driving record required. Gray Television is an Equal Opportunity Employer and a Drug-Free Workplace.

Community Affairs Media Coordinator Portsmouth, VA

Passionate about your Hampton Roads Community? Outgoing and detail oriented? WAVY-TV 10 / WVBT-TV Fox 43 are looking for a self disciplined individual who is extremely organized, confident and creative to be our Community Affairs Media Coordinator. The ideal candidate is web savvy, has strong writing skills, production capabilities and works exceptionally well with the public. Being a fast, forward thinker is imperative. You will be responsible for leading the coordination of all station events such as The NAS Oceana Airshow,

Hampton Roads Young Achievers, the 10 Who Care Awards, Stuff the Bus events and Coats for Kids collection campaigns. You will represent WAVY / WVBT as a liaison and coordinator for non-profit initiatives and provide a highly visible presence in volunteer service efforts. An integral part of the position also includes coordination of the WAVY / WVBT logs, web entry and management of the community calendar. You will also be required to write all station press releases on tight deadlines. Coordinating all Public Service Announcements, FCC Issues Quarterly Reports and assisting on various production needs is also expected. A college degree and strong writing and organizational skills are preferred. Submit application and resume to: Kristen Joyal Creative Services Director WAVY/WVBT 300 Wavy St. Portsmouth, VA 23434 kristen.joyal@wavy.com No Phone calls, please. EOE

Account Executive Arlington, VA

Sell Radio Advertising in the Washington, DC Metropolitan Area. Previous business to business sales experience preferred. Marketing and advertising experience a plus. Compensation includes Salary, Bonuses and Incentives plus Health/Life/401(k). Women and Minorities encouraged to apply. WAVA Radio is an Equal Opportunity Employer. Fax Resume to 703.807.2249 or mail resume to Tom Moyer, Station Manager, WAVA Radio, 1901 North Moore Street, Suite 200, Arlington, VA 22209

Board Operator Arlington, VA

Part-time position available at WAVA Radio Applicant must have current knowledge of digital broadcast studio operations and be computer proficient. Good verbal and written communications skills required. Experience in similar format preferred. Women and minorities encouraged to apply. WAVA is an equal opportunity employer. Fax resume to 703.807.2248 or mail resume to WAVA Radio, Bob Jones, Broadcast Operations Director, 1901 North Moore Street, Suite 200 Arlington, VA 22209

Weekend Meteorologist FT Lynchburg, VA

WSET-TV is an Equal Opportunity Employer. No qualified person shall be discriminated against in employment because of race, color, creed, religion, sex, national origin, age, or any other reason prohibited by federal, state, or local law. We solicit your assistance on this opening and future possible openings. POSITION: Weekend Meteorologist FT DEPARTMENT: News DATE AVAILABLE: Immediately HIRING MANAGER: Bill Foy, Director of News POSITION SUMMARY: The Meteorologist position will be primarily responsible for anchoring weather news programs, assisting with the production of the program as determined by the show's producer, setting up, producing, and reporting weather segments for news programs, and participating in the community activities and promotion efforts of the station. This position requires an AMS Seal. The individual must be a good communicator, work well with others, and be able to take direction from management regarding job performance and on-air appearance. ESSENTIAL JOB QUALIFICATIONS Advanced Education in the field of Broadcast Journalism, with an emphasis on Meteorology and an AMS Seal, which has given the applicant the ability to perform the required functions of the job or equivalent broadcasting work experience, which has prepared the applicant to perform the required functions of the job. Demonstration of skills by performance in audition or air-check supported by references and pre-employment interviews. Available 24 hours per day, seven days per week, and for extended periods of overtime, if needed. Able to control high stress periods and heavy

workload. Valid Virginia Driver's license within 30 days of employment. Knowledge of journalistic standards as they relate to on-air presentation of news/weather stories. Accurate and comprehensive writing skills. Ability to act and react appropriately on camera. Ability to maintain professional personal appearance. Ability to lift and transport standard camera equipment. Available to travel overnight to off-site locations, including foreign destinations, for extended periods of time, if needed. Access to an automobile if needed for transportation. APPLICATION PROCEDURE: Please apply in writing to Director of Human Resources, WSET-TV, P. O. Box 11588, Lynchburg, VA 24506-1588, or apply in person at WSET-TV, 2320 Langhorne Road, Lynchburg, VA 24501 from 8:30 a.m. to 5:30 p.m., Monday through Friday. No phone calls please! EEO/M/F. ATTENTION NEWS APPLICANTS: Applicants for positions in the News Department should submit a non-returnable VHS or DVD resume tape with letter, resume, and references.

Meteorologist Richmond, VA

Meteorologist– NBC12 Richmond's No. 1 news organization has an immediate opening for a dynamic Meteorologist to join its weather team. Successful candidate must be solid forecaster and concise communicator who can tell a compelling weather story. Experience required. AMS Seal preferred. Schedule includes 2 weekend days and three week days. Send cover letter with salary requirements, resume and non-returnable demo tape to Frank Jones, Assistant News Director, NBC12, P. O. Box 12, Richmond, VA 23218. EOE M/F/D/V.

News Producer Portsmouth, VA

WAVY-TV, the #1 station in the Norfolk, Virginia market is looking for a multi-platform newscast producer. Candidate must function well in a fast-paced, content-driven environment with an ability to direct a team of reporters, writers, and production staff to be the best on the air and online. You'll conceive and execute daily newscasts, webcasts & web postings/integration. Creativity with graphics and strong tease-writing skills are necessary. Send your latest newscast and resume to: Kathy Hostetter, News Director, WAVY-TV, 300 Wavy St., Portsmouth, VA 23704. No phone calls, please. EOE.

Engineer/Computer Tech Charlottesville, VA

Experienced Engineer / Computer Technician needed to work full-time in top-rated television stations Engineering Department. Ideal candidates will have a working understanding of IT, LAN, servers, audio and video equipment and the ability to work a flexible schedule. Please send resume, along with a completed NBC 29 application, available for download at www.nbc29.com to: HR Manager WVIR-TV 503 E. Market St Charlottesville, VA 22902 Or fax to 434-220-2985, or e-mail to Hrmgr@nbc29.com. No phone calls please. EOE

**View the latest listings at
www.vabonline.com**

Performance Tax HOT 100

Radio is where listeners discover new music and new artists. It's where the artists you love got their big breaks. But the record labels are pushing a bill that would levy a fee, or "performance tax," on the music local radio plays. That means radio stations will inevitably play less music and stop taking chances on unknown artists. The performance tax – bad for radio, bad for music.

THIS WEEK	LAST WEEK	WEEKS ON	TITLE	PRODUCER, RECORD LABEL	THIS WEEK	LAST WEEK	WEEKS ON
1	1	52			1	1	52
2	2	52			2	2	52
3	3	52			3	3	52
4	4	52			4	4	52
5	5	52			5	5	52
6	6	52			6	6	52
7	7	52			7	7	52
8	8	52			8	8	52
9	9	52			9	9	52
10	10	52			10	10	52
11	11	52			11	11	52
12	12	52			12	12	52
13	13	52			13	13	52
14	14	52			14	14	52
15	15	52			15	15	52
16	16	52			16	16	52



WHAT THE WEEKLY HOT 100 LIST MIGHT LOOK LIKE IF THERE WAS A PERFORMANCE TAX ON RADIO.

