



NEWS 5 WCYB NAMES NEW MORNING CO-ANCHOR

WCYB-TV has named Olivia Bailey as the new anchor for "News 5 Today." Bailey has been a local news reporter and weekend anchor here at WCYB since 2014. She joins Preston Ayres and David Boyd on the morning team.

"I am thrilled to be part of the News 5 Today team and look forward to working with Preston and David," Bailey said. "This station has such history in the Tri-Cities area and I'm humbled to be part of the team," she added.

Bailey grew up in Southwest Virginia and knows the area very well. Olivia is a 2014 Emory & Henry graduate. She started her TV news career here at WCYB as an intern in 2012. Bailey also interned at CNN Newsource and CBS Evening News. Olivia is also a graduate of the 2015 VAB Best of the Best Class.

Bailey made her morning show debut on News 5 WCYB Monday, March 21st. She says, "I'm committed to the excellence that this station is known for and being from this area I feel that I have a lot to contribute here."

Jack Dempsey, Vice-President and General Manager of WCYB calls Bailey a great fit for the station. "She grew up in Southwest Virginia, knows our station well and understands how important it is to get the facts right and deliver them to viewers quickly and accurately, and will be a great compliment to Preston who grew up in East Tennessee. We are excited to have two local news anchors with a strong knowledge of the entire region."

Preston Ayres, co-anchor of News 5 Today welcomes "Olivia" to the desk and says "she's a breath of fresh air, an experienced journalist and anchor who is energetic, genuine and friendly."

As for Bailey, she calls the chance to be a part of the News 5 team at the station she grew up watching, "a dream come true." She adds anchoring and reporting news has been her goal since she was a child.

Olivia and her husband, Jimmy, have two dogs named, Henry and Sasha.

Inside

2-VAB Best of the Best Featured Q & A

3-Job Bank

4-Virginia Association of Broadcasters Station Awards & Broadcast Internships

5-EEOC Proposes Requiring Employers to Report Pay and Hours Worked Information on EEO-1 Forms

7-79th Annual Summer Convention

Upcoming Events:

April 21-22, 2016
Best of the Best Session #3
Omni, Charlottesville
Charlottesville, VA

June 23-25, 2016
79th Annual Summer Convention
Hilton, Virginia Beach

October 27-28, 2016
VAB Board Retreat
Keswick Hall
Charlottesville, VA

VAB Newsletter

Published monthly by the
Virginia Association of Broadcasters
250 West Main Street, Suite 100
Charlottesville, VA 22902
(434) 977-3716 • (434) 979-2439 fax
www.vabonline.com

PRESIDENT

Charlie (Charles) Russell
WESR-AM/FM

PRESIDENT ELECT

Stephen Hayes

WTVR-TV

SECRETARY/TREASURER

George Kayes
WSET-TV

PAST PRESIDENT

Jack Dempsey

WCYB-TV

EXECUTIVE DIRECTOR

Douglas F. Easter

ASSOCIATE ADVISORY

Vacant

BOARD MEMBERS

Districts 1, 2 & 4

Dave Paulus
WGH-AM/FM / WVBW-FM / WVSP-FM
/ WVHT-FM
Virginia Beach

Derrick Martin
WOWI-FM / WKSA-FM / WMOV-FM /
WVMA-FM
Norfolk

Doug Davis
WAVY-TV / WVBT-TV
Portsmouth

District 3 & 7

Marsha Landess
Radio One Inc.
Richmond

Kym Grinnage
WWBT-TV
Richmond

Viki Regan
WRIC-TV
Richmond

Districts 5

Steve Gaines
WCYK-FM / WHITE-FM / WCHV-AM /
WZGN-FM / WKAV-AM
Charlottesville

Francis Wood
WFLO-AM/FM
Farmville

Districts 6 & 9

Leonard Wheeler
WFIR-AM / WSLC-FM / WSLQ-FM /
WVBE-AM/FM / WXLK-FM / WLNI-FM
Roanoke

Roger Bouldin
WXBQ-FM / WAEZ-FM
Bristol

Districts 8, 10 & 11

Dan Mellon
WJLA-TV
Arlington

Chuck Peterson
WFQX-FM / WKSI-FM / WMRE-AM /
WUSQ-FM
Winchester

VAB Best of the Best Featured Q & A

**1-Where did you grow up/
go to school?**

**2-What was your first job
in broadcasting?**

**3-What is your career
goal?**

**4-What are you most
looking forward to
learning/taking away
from the Best of the Best
Leadership program?**

**5-What do you like to do
in your free time?**

**6-If you could have
dinner with somebody
from the past, present or
future who would it be
& why?**



Connie Stevens

**News Director WVTF
Public Radio/RADIO IQ,
headquartered in Roanoke**

1- I grew up in Norfolk, and graduated from Maury High School. From there I moved to Richmond and majored in Communications/Broadcasting at Virginia Commonwealth University. I later earned a Master of Liberal Studies degree at Hollins University, with much of my coursework focusing on documentary studies.

2- It was actually an internship at WHRO Public Radio while I was in high school. I was too young to drive, so my mother would take me in for Morning Edition at 4 a.m. Host Ed Tillett patiently taught me how to compile traffic, weather, re-write wire copy and make beat checks in the mornings before I went to school. Back in 1989 I was able to start work at the statewide Virginia News Network in Richmond thanks to a Virginia Association of Broadcasters scholarship, which led to a 25-year-career in news. To go full circle, most summers since, I've worked with interns who've received that same scholarship.

3- My goals are always changing because as soon as one gets accomplished, it's time to create another. Our team here at WVTF/RADIO IQ and Virginia Public Radio is getting stronger all the time, and I'm excited to see how we continue to grow. I'm about to have an empty nest at home, as my daughter graduates from high school...so I'm going to need a lot of distractions!

4- I've long covered our lawmakers and government in action, but it has been very interesting to get another view of congressional lobbying efforts on behalf of the broadcast industry. I'm very impressed by the strong leadership of the VAB, and appreciate a new understanding of emerging issues and what they mean for the future of local media.

5- As a news director, I spend a lot of time listening to, watching, reading and worrying about news. In my free time, I like to focus on my family and friends and really savor the minutia and shenanigans of every-day life.

6- I'd like to visit with someone I think about frequently...my long-departed grandmother. I'd like to have her meet the grown-up me. I know I'd listen to her stories from a very different perspective now.

How to Submit to the VAB Job Bank

Jobs that are printed in the newsletter are pulled directly from the online Job Bank. To include your listing:

- ▶ Go to www.vabonline.com. Login with your user name and password.
- ▶ Be sure to include your station ID or company name, information on how the applicant can apply and where to send the applications materials.

Position	Locations	Type	Department	Organization	
SENIOR ACCOUNT EXECUTIVE	TRI CITIES TN/VA	Full Time	Sales	Holston Valley Broadcasting Corp. (VA)	3/29/2016
Multimedia Journalist	Roanoke	Full Time	News	Nexstar Broadcasting	3/25/2016
Promotions Assistant	Roanoke	Part Time	Promotion	Nexstar Broadcasting	3/25/2016
Office Assistant	Roanoke	Part Time	Business / Admin	Nexstar Broadcasting	3/25/2016
News Producer	Roanoke	Full Time	News	Nexstar Broadcasting	3/25/2016
Digital Sales Manager	Roanoke	Full Time	Sales	Nexstar Broadcasting	3/25/2016
News Producer	Lynchburg	Full Time	News	Sinclair Television Stations, LLC	3/25/2016
Associate Producer	Roanoke, VA	Part Time	News	WDBJ Television, Inc.	3/16/2016
Aggressive News Reporter Wanted	Tri-Cities TN/VA	Full Time	News	Bristol Broadcasting Company Inc.	3/15/2016
News/Talk Morning Pro and Programmer Wanted	Tri-Cities TN/VA	Full Time	On Air	Bristol Broadcasting Company Inc.	3/15/2016
News Photojournalist/ Editor	Richmond, VA	Full Time	News	Young Broadcasting of Richmond Inc.	3/15/2016
RF / Studio Engineer Wanted	Tri-Cities TN/VA	Full Time	Engineering	Bristol Broadcasting Company Inc.	3/15/2016
News Investigative Reporter	Lynchburg	Full Time	News	Sinclair Television Stations, LLC	3/11/2016
Digital Producer	WHSV	Full Time	News	WHSV-TV	3/9/2016

To learn more about these jobs and to see new postings, please visit

www.vabonline.com/careers

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.

© 2015 FordHarrison LLP
*John G. Kruchko

EEOC Proposes Requiring Employers to Report Pay and Hours Worked Information on EEO-1 Forms

By John G. Kruchko and Jacquelyn L. Thompson*

Executive Summary: In accordance with the Obama administration's efforts to combat a perceived gender gap in compensation, the U.S. Equal Employment Opportunity Commission ("EEOC") has proposed revising the Employer Information Report (EEO-1) to require employers to provide information on employee earnings and hours worked in addition to the information currently collected (data regarding employees' race, ethnicity and sex by job category). The agency will accept comments on the proposed revision until April 1, 2016.

Background: Covered federal contractors with more than 50 employees and private employers with 100 or more employees are required to file an EEO-1 annually. Employers provide data on this form regarding the number of individuals they employ by job category and by race, ethnicity, and sex. The data include seven race and ethnicity categories and ten job categories, by sex.

Proposed Revisions: Under the EEOC's proposal, beginning in 2017, employers with 100 or more employees will be required to submit information on pay and hours worked, in addition to the data currently collected. Contractors subject to the EEO-1 reporting requirement that have between 50 and 99 employees will continue to submit the same information that is currently required. The deadline for submitting EEO-1 reports will continue to be September 30th of the relevant year. Additionally, beginning in 2017, filers will be required to submit the EEO-1 form electronically.

The proposed revision would require employers to report pay information as reflected on the employee's W-2 form. The wage data would be aggregated into 12 pay bands (which were established by the EEOC) for the ten EEO-1 job categories. In the proposed revision, the EEOC claims that reporting wage data in this manner will enable it to discern potential discrimination while preserving confidentiality.



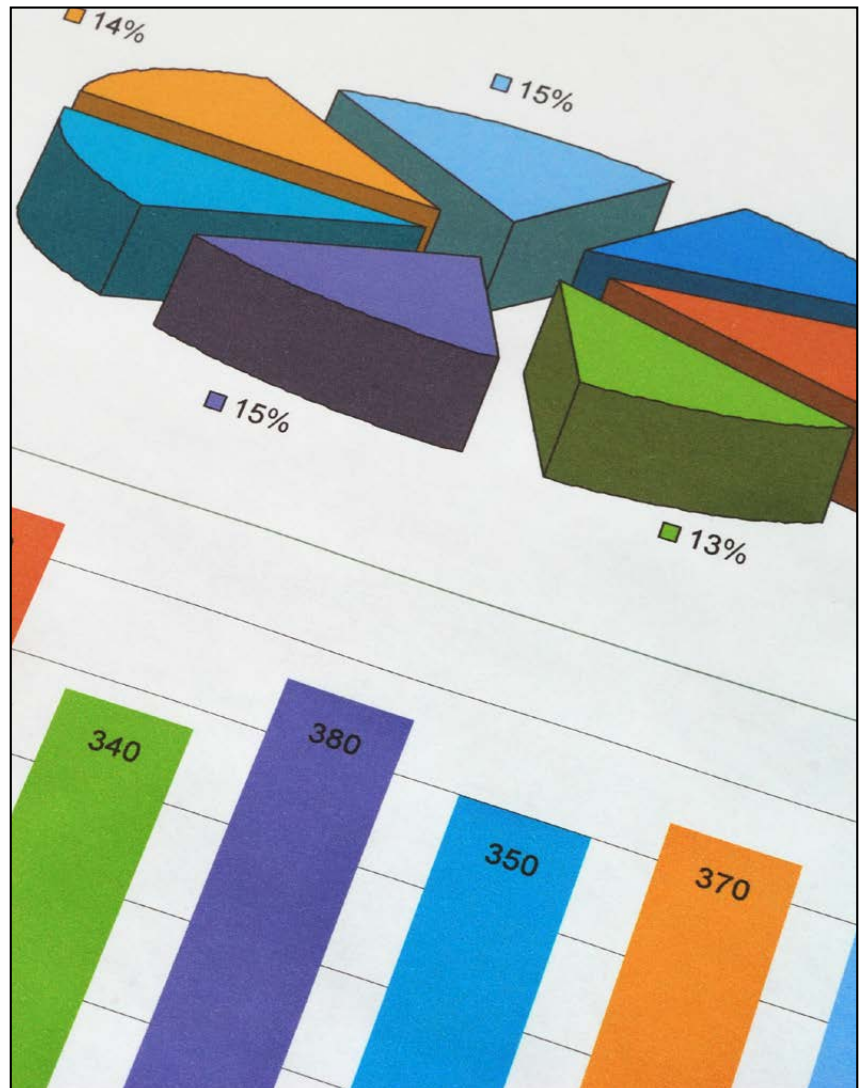
Continued on page 9

Continued from page 8

The EEOC has requested specific comments from employers on how to collect data on hours worked by salaried employees. The agency has commented that one approach would be to use an estimate of 40 hours per week for full-time salaried employees. The EEOC “is not proposing to require an employer to begin collecting additional data on actual hours worked for salaried workers, to the extent that the employer does not currently maintain such information.”

How Would the Data be Used? Both the EEOC and OFCCP intend to use the compensation data to gain “insight into pay disparities across industries and occupations and strengthen federal efforts to combat discrimination.” The agencies will likely analyze the pay data within a separate establishment and/or within a corporate structure to “assess discrimination complaints and better focus agency resources where there may be disparities.”

Employers’ Bottom Line: While this is only a proposed rule at this time, the EEOC’s final rule likely will require employers to report information on pay and hours worked in some format. The proposed rule would impose additional administrative burdens on employers and creates concerns over the confidentiality of wage data. As federal contractors have been doing for years, non-contractor private sector companies with 100 or more employees are should analyze their compensation data well in advance of 2017, to address any issues uncovered.



© 2016 FordHarrison LLP | *John G. Kruchko is a Partner with the Management Labor and Employment Law Firm of FordHarrison, LLP, in Tysons Corner, Virginia; B. Patrice Clair is a Senior Associate in the firm’s Washington, D.C. office. Rachel Ullrich, an attorney in the firm’s Dallas office, prepared an original version of this article. For more information please contact Mr. Kruchko at (703) 734-0554 or Ms. Clair at (202) 719-2055 or by e-mail at jkruchko@fordharrison.com or pclair@fordharrison.com. This article is published for general information purposes and does not constitute legal advice.



VAB 79th Annual Summer Convention *Registration Now Open!*

The time has come to cordially invite you to the VAB's 79th Annual Summer Convention taking place **June 23-25, 2016** at the Hilton Virginia Beach Oceanfront Hotel! You can now download the agenda/registration form and register online at www.vabonline.com.

We have an outstanding line-up of sessions and speakers this year that will be both informative and inspirational. Our convention will kick off on Thursday afternoon with **Reed Cowan**, who will present "**A Broadcaster's Journey to Turn Loss Into Leverage**". Friday sessions include an **NAB Legislative Update** from **Chris Ornelas**; a legal panel featuring **Mark Prak** with Brooks Pierce and **Howard Weiss**; the VAB 2016 'Best of the Best' Class, who will present their case study ideas for a successful future in broadcasting; and an update from **Speed Marriott** with **P1 Learning**. Following those presentations, **Fred Jacobs, Jacobs Media** will present an energetic session titled "**The Connected Car**" where he will take us "backstage" to meet automakers and their suppliers, talking about the impact of the "connected car". The Annual Awards Reception and Banquet on Friday night is always a great time with networking over cocktails and hors d'oeuvres, followed by an evening of celebration and recognition!

A block of rooms has been reserved for the nights of Wednesday, June 22, Thursday, June 23, Friday, June 24 and Saturday, June 25. In order to receive the convention rate of \$224 for a city view room/night or \$229 for a oceanview room/night, please call the Hilton Virginia Beach Oceanfront directly today at (757) 213-3455.

****The VAB Room Block will be available until Monday, May 23, 2016 or until the group block is sold-out, whichever comes first.****

So don't be late!

Should you have any questions or concerns, please call Christina Sandridge at (434) 326-9815 or email, christina.sandridge@easterassociates.com.

We hope to see you all there!