

INTERNSHIPS

THE VIRGINIA ASSOCIATION OF BROADCASTERS



Reaching more people.
Touching more lives.

www.vabonline.com

Host a VAB Intern at Your Station next Summer!

Through the NCSA programs and membership services, the VAB will again offer PAID summer internships during Summer 2017 to students entering their Junior or Senior year in the Fall of 2017! The internship program is 8 weeks in length and will begin on Monday, June 5, 2017. All interns should plan to work 40-hours per week at \$7.25/hour. A total of 32 students statewide will be selected to participate.

If you are interested in hosting a VAB intern, please let me know via email, christina.sandridge@easterassociates.com, by February 10, 2017. I will also need to know who the internship coordinator is going to be at your station, his or her phone number and his or her email address. If your station is selected to participate, the intern assigned to you MUST be interviewed by you prior to final commitment. And, please be advised that every attempt will be made to place an intern at your station, but unfortunately, we cannot guarantee that we will receive an application from a student who will be living in your area next summer!

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Upcoming Events:

VAB Roanoke Regional Meeting
December 13, 2016
5:30 PM – 7 PM
Hotel Roanoke
Roanoke, VA

VAB/NAB State Leadership Conference
February 27 - March 1, 2017
Washington, DC

VAB Best of the Best Session #3
April 27-28, 2017
Omni Hotel
Charlottesville, VA

VAB 80th Annual Summer Convention
June 22-24, 2017
Hilton Oceanfront
Virginia Beach, VA

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News Media Alliance Urges Trump to Change Regs

By Radio Ink

In a White Paper to the Trump transition team the nonprofit representing 2,000 news organizations says the digital age has vastly changed the way we disseminate and receive information and it urged the Trump team to change several laws governing the news media.

Among the issues the Alliance writes about is cross-ownership. The Alliance says the 1975 ban on media cross ownership is grossly out of date. "Rules adopted in the Nixon Administration prohibit companies that already own TV stations in a given market from investing in newspaper companies that serve the same market. Even if these rules made sense 40 years ago, when each market had one newspaper and three TV stations—and cable and the Internet did not exist—they do not make sense today. Amid the surge of online media that have become prevalent in the 21st century, the rules banning cross-media ownership no longer reflects the reality of today's media landscape and they unnecessarily restrain investment."

Another is how the DOJ defines media markets. "The Department of Justice should reject its narrow antitrust definitions for media markets. DOJ believes that print newspapers constitute their own market, and denies that newspapers compete with the Internet, television, radio, and other mass media. The DOJ's outdated "market definition" locks newspapers into a 1970s-era advertising model and does not consider the numerous news sources the public has at its fingertips. The media landscape has changed dramatically, and the Department of Justice should take these changes into account in considering antitrust issues. In particular, DOJ should not be allowed to hinder newspaper companies in their goal of operating successful businesses and contributing to the economy."



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	
Position	Locations	Employment Type	Department	Organization	Added
Account Executive	WDBJ - Roanoke, VA	Full Time	Sales	WDBJ Television, Inc.	11/29/2016
Morning News Anchor	Roanoke, VA	Full Time	On Air	Mel Wheeler Inc.	11/28/2016
Technical News Director	Roanoke	Full Time	Production	Nexstar Broadcasting	11/22/2016
IT Specialist	Richmond, VA	Full Time	Engineering	WWBT, Inc.	11/22/2016
Creative Producer & Photographer	Hampton, VA	Full Time	Production	SKY4 / WSKY-TV	11/21/2016
Senior Digital Sales Specialist	Richmond, VA	Full Time	Sales	WWBT, Inc.	11/21/2016
Media Manager	WHSV	Full Time	Business / Admin	WHSV-TV	11/18/2016
Digital Media Manager	Norfolk/Portsmouth/Virginia Beach	Full Time	(Other)	WAVY-TV 10 Media General	11/18/2016
Weekend Anchor/Reporter	Richmond, VA	Full Time	On Air	WWBT, Inc.	11/17/2016
News Photographer	Lynchburg	Full Time	News	Sinclair Television Stations, LLC	11/16/2016
Traffic Anchor/Reporter	Richmond, VA	Contracted/As Needed	On Air	WWBT, Inc.	11/15/2016
Sales Account Executive	Lynchburg	Full Time	Sales	Sinclair Television Stations, LLC	11/3/2016
Reporter	Lynchburg	Full Time	News	Sinclair Television Stations, LLC	10/28/2016

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

www.vabonline.com/careers

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 ?



Brittney Quarles
Local Sales Manager
Radio One
Richmond

1- Woodbridge, VA – Howard University (HU, you know!)

2- Programming Intern @ Sirius XM in Washington, DC

3- Station owner, my own media company, and a consulting business all wrapped into one

4- I am most excited about the relationships that will be formed here. You spend true quality time around your classmates who are in your field with dreams like yours and it's so powerful to have that kind of network in your career and in life. I know I will learn and grow from my classmates the rest of my career.

5- Relax, spend time with family, friends, eat great food, and binge watch my favorite shows.

6- So many people, but right now it would be President Obama, post presidency. For me, he has stood for hard work, humbleness, hope, and always taking the high road. I'm sure he could give me a few pointers on how to maneuver through difficult times and how to run an incredible team.



Jonathan Ruppel
Operations Manager
Harrisonburg Radio
Harrisonburg

1- Born in Flint, Michigan, but attended 17 different schools between kindergarten and high school graduation—Michigan, Wisconsin, Texas, Tennessee, and Florida! Spent my college years at Austin Peay State University in Clarksville, Tennessee.

2- WCVQ/Clarksville, TN. I was a high school intern who'd been hanging around the station for several months, when the weekend overnight jock went into false labor. "Hey, kid! Ya think ya might wanna..." "SURE!" And she never came back...

3- Every day, to make a difference in someone else's life.

4- Enhancing my personal leadership skills, and gaining a fuller understanding of industry from other angles.

5- Date night with my wife whenever possible; spend the day in a nearby town and take in all it has to offer.

6- My dad. He passed away in 2007, and even though our relationship was rocky at times, I miss him a whole lot.



Paul McDaniel
Program Director/
On-Air Talent
Monticello Media
Charlottesville

1- Richmond / VCU by way of Midlothian High School

2- Was it a job if I didn't get paid? I stumbled into WDCE @ UofR and asked if I could do a "show". I wasn't a student there and I have NO IDEA why they said yes! First paid job was with XL102 & Q94 after my internship for VCU

3-It used to be to get to a large market and program a radio station while also being on the air. After the mass consolidation in the business in the late 90s-early 2000s, that shifted to just having a job! Now, I'm incredibly intrigued by the country music business so WCYK is right where I need to be. Each year I set a new professional goal: my goal for 2016 has been to grow my professional profile as PD of WCYK within the community as well as Monticello Media.

4-Education was never something I took seriously, so the chance to better myself after years of "wanting" to continue my education was not only an honor but a challenge. That said, I'm really looking forward to going to DC in February and re familiarizing myself with the legislative process.

5- I'm a dad, first. My son lives in Richmond and I never go more than a few days without seeing him. I use the windshield time to listen to other radio stations in the region as well as nationally with the Tune In Radio app for new ideas to borrow and grow. Mr. Handsome (my son) is in Charlottesville on the same weekends Mrs. Pauly has her son so we tend to plan at least 1 fun activity with the kiddos which could be an outing or just a bonfire in the back yard. On the weekends we are kid-free, you'll find us at a winery (or 3). This area is incredibly stocked with fun things to do for all ages every week!

6- Frank Sinatra - talk about the king of cool. I'd love to hear the rat pack stories and the behind the scenes shenanigans too!





The Virginia Association of Broadcasters would like to invite you to join us for a quick presentation and update regarding your Association and its activities as well as a social hour to get to know other broadcasters in your market.

Please join us on Tuesday, December 13th

5:30 p.m. - 7:00 p.m.

**Hotel Roanoke
110 Shenandoah Avenue
Roanoke, VA 24016**

Open to all station employees, with specific content for all department heads, managers and account executives.

We look forward to seeing everyone!

Please RSVP to Christina Sandridge at (434) 326-9815
or christina.sandridge@easterassociates.com

LEGAL REVIEW

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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*John G. Kruchko

Texas Federal Courts Halt December 1 Implementation of New Overtime Rule and Permanently Block Implementation of Persuader Rule Nationwide

By John G. Kruchko and Nancy V. Holt*

Executive Summary: Pursuant to two Texas federal court decisions this month, employers do not have to make changes to comply with the Department of Labor's (DOL's) new overtime regulations by the December 1, 2016 deadline and will not have to comply with the final version of the DOL's "persuader rule." In the surprising overtime rule decision, a federal District Court in Texas issued an injunction halting the implementation of the new overtime rules nationwide. If the injunction remains intact when President-elect Trump takes office, it may allow the new administration additional venues in which to seek to modify, amend or repeal the DOL's overtime rule, even if further judicial action is not taken to ultimately overturn the regulations.

The Overtime Rule

Decision: Back in September 2016, two separate lawsuits were filed in the U.S. District Court for the Eastern District of Texas: one on behalf of 21 states, led by Nevada and Texas, and other by the U.S. Chamber of Commerce and over 50 other business organizations. The lawsuits asserted the DOL exceeded its delegated authority in establishing the new overtime regulations and sought emergency preliminary injunctive relief to delay the December 1, 2016 effective date. The DOL's new regulations, published in May 2016, doubled the minimum salary level needed

to qualify under the white collar exemptions to \$913 per week, and sought automatic updating of this minimum salary level every three years.

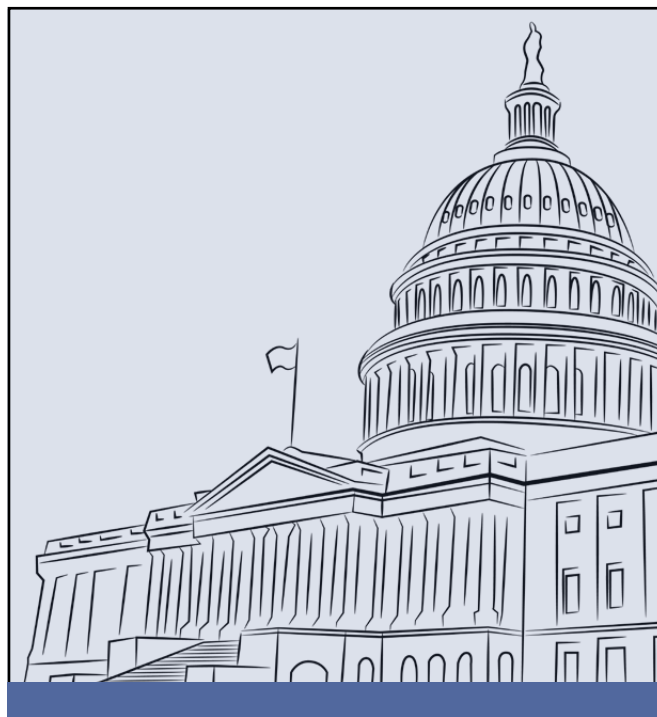
In mid-October, the lawsuits were consolidated into a single action. Several motions are presently pending before the Court. Nevertheless, oral argument was heard on the States' motion

In its decision, the Court held that the States demonstrated a likelihood of success on the merits, noting that "Congress did not intend salary to categorically exclude an employee with [white collar] duties from the exemption." The Court further held that the "significant increase to the salary level creates essentially a de facto salary-only test." For these reasons, and because the States demonstrated irreparable harm if the rule went into effect on December 1st, the Court granted the injunction.

Impact of the Overtime Rule Decision on Employers:

The immediate impact of the overtime rule decision is that employers do not have to comply with the new overtime regulations on December 1, 2016. If the final rule had been implemented, then President-elect Trump would have needed to issue a new rule to modify or overturn the regulation, which could take years. The Court's injunction may allow the Trump administration to

modify or repeal the rule without going through formal rule-making. Employers should be aware that this is only a preliminary injunction, not a permanent injunction. Thus, the effective date of the new regulations is merely delayed until the Court makes a final determination on the merits.



for an emergency preliminary injunction in mid-November, and the judge indicted from the bench that he would issue a decision by November 22, 2016. While there was some optimism that the automatic updating portion of the new regulations would be enjoined, there was little hope that the judge would enjoin the rule entirely. However, that is exactly what the decision did.

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The Persuader Rule Decision:

As mentioned in a previous article, on June 27, 2016, a Texas federal court issued a temporary injunction prohibiting the DOL from implementing the “persuader rule.” In a decision earlier this month, the Court found the rule unlawful consistent with the reasoning set out in the June 27 decision and converted its earlier temporary injunction into a permanent injunction with nationwide effect.

Impact of the Persuader Rule Decision on Employers: By permanently enjoining the DOL from implementing the “persuader rule,” the Court has kept in place the interpretation of the persuader rule that has been in force for well over 50 years. As a result, employers can continue to obtain a full range of advice from their attorneys and other consultants on responding to union organizing and other union activities without having to file intrusive reports with the DOL.

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