

With our **78th Annual Summer Convention** theme of "Sail Away", we hope you were not left Adrift!

Our convention kicked off on Thursday afternoon with an entertaining session from Bob Hoffman with "The Golden Age of Bullshit". Bob is an original and contrarian voice in the advertising and marketing world. On Thursday evening we enjoyed social time during our Welcome Reception, which provided a great time to mingle with peers from across the state.

On Friday, we had a great line-up of speakers that included Jamie Gillespie, Vice President, Government Relations at the NAB who gave us a legislative update. The 2015 VAB 'Best of the Best' Class members presented their case study ideas for a successful future and the attendees were very impressed and enjoyed their presentations. Tom Asacker was our Keynote Speaker on Friday afternoon and presented an energetic, informative session titled "The

Business of Belief." Tom writes and teaches about radically new practices and ideas for success in chaotic times. The small market lunch followed with a presentation titled "Top 5 Regulatory Issues for Small Market Stations", from Elizabeth Spainhour of Brooks, Pierce and was very well attended. Thank you again to all of our speakers and presenters!

The Annual Awards Reception and Banquet on Friday night was an evening of celebration and recognition with over 300 guests in attendance. We want to congratulate all of our award winners of the evening (see page 8) on a job well done.



Your VAB Staff hopes that you enjoyed the convention and took lots of great ideas back to your station. Our goal is to make the Convention an educational and entertaining experience for you and your colleagues. There has never been a more exciting time to be a local broadcaster and the three days we had together was a celebration of the work all of you are doing around the Commonwealth!

***Please mark your calendars for our
79th Annual Summer Convention
on June 23-25, 2016!***

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Upcoming Events:

October 8-9, 2015

VAB Board Retreat
Keswick Hall
Keswick, VA

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VAB AWARDS

The Virginia Association of Broadcasters awarded three outstanding Virginia citizens on June 26th for their contributions to broadcasting and the Commonwealth.

Recipients were presented with the awards following the 78th Annual Summer Convention Awards Banquet held at the Hilton Virginia Beach Oceanfront Hotel. The presentation preceded the Annual Virginia Broadcast Awards, which recognizes excellence in broadcasting at member television and radio stations.

2015 C.T. Lucy Distinguished Service Award

FRANCIS WOOD



Francis Wood began his radio career in 1970 as an afternoon deejay at WLES-AM in his hometown of Lawrenceville, Va. As a musician, his love for music initially drew him to the medium. But early on he found that he was interested in all facets of the radio business. He hosted a daily "Hall of Hits Show" after school and was writing and producing commercials and radio programs before he could drive a car. Francis moved with his family to Farmville in 1971 and immediately began his long association with WFLO AM/FM. "I love the local appeal of a hometown radio station and the connectedness I feel with its vast community," comments the veteran broadcaster. "You really become part of the fiber of the area you serve. People know and trust you. It's like you're a member of a very large family."

Francis became general manager of WFLO in 2001 following the passing of Gene Eike who preceded him in that position. "I grew

up in this business and my mentors were local legends and radio pioneers." Francis recalls. "It was hands-on radio 101 and I never missed an opportunity to learn from them." He upgraded the station and brought it successfully into the 21st century while maintaining its hometown appeal.

During his 44 years at WFLO Francis has continued his on-air duties. He is host of the popular Call Flo Radio Show, The Morning Show and Lunch Break (best of the 60s & 70s). He has served on the VAB Board where he was president 2010-2012. He also serves on local boards and is an award-winning author who has written and published 29 books through his publishing company he manages with his wife and radio partner, Chris. He is a professional storyteller and a Virginia Master Naturalist who performs and lectures constantly. Francis was recently inducted into the Virginia Communications Hall of Fame. "I'm an advocate for the things I know and love best," Francis relates, "radio and nature."

Named for the founder of the VAB, the C.T. Lucy Distinguished Service Award honors a broadcaster who spent a significant part of his or her career at one or more Virginia broadcast properties and who has become a leader in the state's broadcast industry.

2015 George A. Bowles, Jr. Broadcast Journalism Award

JOHN CARLIN



John Carlin co-anchors the 5, 5:30, 6 and 11 p.m. newscasts on WSLS-10.

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John returned to WSLs in July of 2013 after spending nearly five years in public relations.

Prior to his departure, he served as the lead WSLs-10 anchor from 1987 - 2008. John was a part of the WSLs team that earned the Peabody Award for coverage of the April 16, 2007 mass shooting at Virginia Tech. During his tenure the team also won three national Edward R. Murrow Awards. John is the recipient of five Emmy awards for reporting, as well as numerous awards from RTNDA, VAB and Associated Press. Earlier this year he received the Best News Anchor of the Year award from the AP.

John's broadcasting career includes stops at WPTZ in Plattsburgh/Burlington, WDTV in Clarksburg, West Virginia, and WTVR in Richmond. As part of a news sharing agreement with WFXR (FOX), John co-anchored the 10 p.m. news in Roanoke for more than a decade. He taught broadcast writing as adjunct faculty at Virginia Tech from 1996 - 2007. He is a graduate of the State University of New York at Plattsburgh with a degree in mass communication.

A dedicated community servant, John is the current board president of the YMCA of Roanoke Valley corporate board of directors, immediate past president of the board of Saint Francis Service Dogs and a member of the board for Junior Achievement of Southwestern Virginia. He is a co-founder and board member for the Blue Ridge Marathon and a past board member of the Virginia chapter of the Leukemia and Lymphoma Society. John has been a member of Rotary International for more than 20 years. In March he was named to the board of directors for the Associated Press Broadcasters of the Virginias.

In his spare time, John is an avid cyclist, photographer and fisherman. He lives in Roanoke, where he and his wife Mary are empty nesters, having raised three sons, Jonathan, Benjamin and Tyler.

The George A. Bowles, Jr. Award is presented to a reporter or news director who is distinguished in the field of broadcast news, has longevity in Virginia broadcasting, is respected by peers and exhibits enthusiasm for his or her work and the community.

2015 J. Jerry Freeman Engineering Award

DON CROWDER



Don Crowder is a native of Norfolk, Virginia. He has been Chief Engineer at local Saga Communications owned stations WNOR-FM, WAFX-FM, and WJOI-AM since 2000. During the past 15 years he has been a part of fast paced changes including moving from cart and CD to Computer Automation. All three stations added Transmitters and Processing and began broadcasting in HD as well

as analog since 2006. Nothing remains from before the 2000 era. Everything has been replaced at the studios and transmitter sites taking the stations into the digital age. All new studio's and Production rooms were completed this year.

From his early US Army training in Microwave Radio and repair, alignment and operating of VHF radio controlled drones in South Korea, Don was hooked on every aspect of broadcasting. He completed a 5 year apprenticeship to become a Journeyman Electrician. He quickly got his Master Electrician license and opened his own business. He specialized in Broadcast Contract work for most of three decades doing work for most of the major radio stations and TV stations. He worked from the 1980's at various positions at WCMS AM/FM radio station Norfolk and was Chief Engineer from the late '80s until joining the Saga Group in 2000. He met his future wife Janie Cottrell who was the Promotion Director and Assistant Program director. They married in 1988 and had a son William in 1989. Will would go on to work at WNOR during his high school years before going off to college. Truly a radio family.

One of Don's greatest challenges was when a freak wind storm in 1991 brought down the 3 WCMS towers and destroyed the transmitter building.

Continued on page 5

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
Digital Account Executive	Richmond, VA	Full Time	Sales	Young Broadcasting of Richmond Inc.
Weekend Meteorologist/Reporter	WHSV	Full Time	News	WHSV-TV
Digital Producer	WHSV	Full Time	News	WHSV-TV
PT AM Audio Operator	Roanoke, VA	Part Time	News	Nexstar Broadcasting
PT PM Audio Operator	Roanoke, VA	Part Time	News	Nexstar Broadcasting
Business Administrator	Richmond, VA	Full Time	Business / Admin	Young Broadcasting of Richmond Inc.
Weekend Graphics and Camera Operator	Roanoke, VA	Full Time	News	Nexstar Broadcasting
PM Graphics Operator	Roanoke, VA	Full Time	News	Nexstar Broadcasting
AM Graphics Operator	Roanoke, VA	Full Time	News	Nexstar Broadcasting
Weekend Technical News Director/Camera Operator	Roanoke, VA	Full Time	News	Nexstar Broadcasting
Technical PM News Director	Roanoke, VA	Full Time	News	Nexstar Broadcasting
Technical AM News Director	Roanoke, VA	Full Time	News	Nexstar Broadcasting
News Production Manager	Roanoke, VA	Full Time	News	Nexstar Broadcasting
PT Weekend Audio/Camera Operator	Roanoke, VA	Part Time	News	Nexstar Broadcasting
PT PM Camera Operator	Roanoke, VA	Part Time	Production	Nexstar Broadcasting
PT AM Camera Operator	Roanoke, VA	Part Time	Production	Nexstar Broadcasting

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

www.vabonline.com/careers

Don's relationships with other local engineers had the station back on air in a short time and he proceeded to rebuild the site.

Outside of work Don enjoys boating, fishing, 4 wheeling and building things. His current projects are rebuilding a 24 foot boat that he and his son built 10 years ago and rebuilding a 1952 dodge 4 wheel drive pickup truck.

The J.J. Freeman Engineering Achievement Award honors those who have made an outstanding contribution to broadcasting and who have shown technical knowledge, dedication, dependability and leadership in broadcast engineering affairs.

The Virginia Association of Broadcasters has been working to advance broadcasting since 1937. The Association provides legal advice, holds sales, news and production educational seminars, and provides government relation services for its members. The VAB sponsors scholarship and internship programs to help educate and train future broadcasters, and the annual awards program recognizes excellence in broadcasting among its member stations. For more information on the VAB, please visit: <http://vabonline.com/>



2015 Best of the Best Class Members



Team "The Most Interesting Men in the World"



Team "WBOB"



President Jack Dempsey, if the sash didn't give it away!



Team "Myth Busters"



VAB Staff with Francis & Chris Wood of WFLO, Farmville



LEGALREVIEW

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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FOURTH CIRCUIT COURT OF APPEALS HOLDS HOSTILE WORK ENVIRONMENT CAN BE CREATED WITH A SINGLE RACIAL EPITHET

By John G. Kruchko and B. Patrice Clair*

Despite consistent direction from the United States Supreme Court that courts should look at “all the circumstances” in determining whether a workplace environment is sufficiently hostile or abusive to give rise to an actionable claim of harassment, see, e.g., *Faragher v. City of Boca Raton* (1998), the Fourth Circuit Court of Appeals has held that a supervisor who called an African-American employee a “porch monkey” twice in a 24-hour period transformed the workplace into a racially hostile environment in violation of Title VII of the Civil Rights Act of 1964 (Title VII). The decision, *Boyer-Liberto v. Fontainebleau Corporation* (4th Cir. 2015), not only concludes that a hostile environment can be created by a single offensive utterance but also that an employee who reports such offensive speech to management is protected from retaliation so long as the employee reasonably believes the conduct was in violation of Title VII.

Employers within the jurisdiction of the Fourth Circuit (Maryland, Virginia, West Virginia, North Carolina, and South Carolina) must now be wary of too quickly dismissing an employee’s complaint that a supervisor’s racial or sexual comment created a hostile work environment. Further, employers must realize that the complaining employee assumes a protected status as a result of the complaint and may have a claim for retaliation if the employee is subsequently disciplined or discharged.

Legal Analysis

In *Meritor Savings Bank v. Vinson* (1986), the Supreme Court’s landmark decision on hostile environment sexual harassment, the Court noted that the “mere utterance of an ethnic or racial epithet which engenders offensive feelings in an employee “would not affect the conditions of employment to sufficiently significant degree to violate Title VII.” Subsequent decisions by the Court have reaffirmed the principle that “simple teasing, offhand comments, and isolated incidents (unless extremely severe) will not amount to discriminatory changes in the terms and conditions of employment. *Faragher*; *Clark County School District v. Breeden* (2001) (chuckling of male co-employees over an applicant’s admission that he had once commented to a co-worker that “I hear making love to you is like making love to the Grand Canyon” was at worst an “isolated incident” that could not “remotely be considered ‘extremely serious’”).

The Supreme Court’s test for an actionable hostile environment harassment claim is satisfied by conduct that is either “sufficiently pervasive” or “sufficiently severe.” Nevertheless, isolated single incidents or comments have generally not been found to create an abusive or hostile environment unless the incident or comment is quite severe. Courts have been willing, however, to find a hostile environment when the single incident is a physical touching. Similarly, racially motivated physical threats (e.g., using a noose or snapping a bullwhip), even though isolated incidents, have been found to be an egregious form of workplace harassment.

In contrast, isolated racial, ethnic or gender-related slurs, especially when uttered by co-employees and not supervisors, have not uniformly been regarded as sufficiently severe to create a hostile work environment. For example, in *Butler v. Alabama* (11th Cir. 2008), a white employee on his way to lunch with a black co-worker collided with another vehicle driven by a black male.

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After the collision, the white employee called the other driver a “stupid ass nigger.” In a subsequent lawsuit several months later, the black co-worker claimed he was fired for reporting the white employee’s offensive language during the traffic accident.

The court of appeals held that the white employee’s remarks, although “uncalled for” and “ugly,” did not create a racially hostile environment. The court said: “It is objectively unreasonable to believe that the use of racially discriminatory language on one occasion by one co-worker away from the workplace is enough to . . . ‘alter the conditions of the victim’s employment and create an abusive working environment.’” See also *Robinson v. Cavalry Portfolio Services, LLC* (10th Cir. 2010) (co-worker’s isolated racist comment to a white co-worker married to a black man was not sufficient to create a hostile work environment.)

In *Boyer-Liberto*, a white food and beverage manager called a black cocktail waitress a “damn porch monkey” and threatened to report her to the hotel owner. In fact, after the plaintiff complained to Human Resources about the “porch monkey” comment, the hotel owner did fire her for alleged poor performance. The Fourth Circuit Court of Appeals concluded that the beverage manager’s conduct was sufficiently threatening to alter the terms of the plaintiff’s employment. The court said that “[the manager’s] two uses of the ‘porch monkey’ epithet – whether viewed as a single incident or as a pair of discrete instances of harassment – was severe enough to engender a hostile work environment.” The court said, “[S]uggesting that a human being’s physical appearance is essentially a caricature of a jungle beast goes far beyond the mere unflattering; it is degrading and humiliating in the extreme.”

The Fourth Circuit thus joins other federal and state courts that have recognized that a single incident of invidious harassment can create a hostile work environment. See, e.g. *Daniels v. Essex Group, Inc.*, (7th Cir. 1991) (indicating a single instance of racial harassment can establish a hostile work environment); *Reid v. O’Leary*, (D.D.C. 1996) (holding that the use of one epithet (“coon-ass”) was so racially derogatory, in and of itself, to create a hostile work environment).

Bottom Line for Employers

No employer expects that its supervisors will use racial, ethnic or gender-related slurs when dealing with subordinate employees. Nevertheless, the single incident standard endorsed by the court of appeals in *Boyer-Liberto* assigns potential liability to employers for creating a hostile work environment on just such unanticipated utterances. Every complaint about an insensitive workplace remark must now be given credence, for to ignore even one seemingly outlandish accusation could result in liability. Seventeen years ago, the Supreme Court said Title VII was not meant to be “a general civility code for the American workplace.” *Oncale v. Sundowner Offshore Servs., Inc.* (1998). The Fourth Circuit’s holding in *Boyer-Liberto* ignores this express reservation and, instead, requires vigilant enforcement of workplace civility by employers.

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WSACTIV

STATION AWARDS

Virginia radio and television stations were recognized for excellence in broadcasting at the 78th Annual Virginia Association of Broadcasters Awards, held Friday, June 26th at the Hilton Virginia Beach Oceanfront Hotel in Virginia Beach, Va. This year's gala event included a "Sail Away" themed reception and awards ceremony recognizing individual achievement in broadcasting.

Awards are based on projects first aired between January 1 and December 31, 2014, with the sole exception of the Outstanding Newscast Award. Commercial and non-commercial stations are judged separately, and the award categories are broken down by market size.

The VAB is grateful for the assistance of the Pennsylvania Association of Broadcasters for the judging of all entries. Only VAB-member radio and television stations are eligible to participate. For a complete list of entry rules and descriptions of each category, please download the complete award packet at www.vabonline.com.

The Winners:

Best Commercial Radio

Radio - Large Market: WLFV-FM, 1st place, Carytown Burgers and Fries

Radio - Large Market: WTAR-AM, 1st place, "Santa Nancys Nook"

Radio - Large Market: WVSP-FM, 2nd place, Sumatra Salon & Spa

Radio - Medium Market: WGRX-FM, 1st place, Absolutely Amish

Radio - Medium Market: WTGD-FM, 2nd place, "Cheesy Commercial"

Radio - Small Market: WABN-AM, 1st place, Trish Chaney - Lurn & Sue's Real Good Food

Radio - Small Market: WZBB-FM, 2nd place, Mainstreet Tax "Wa-Hoo"

Best Commercial Television

Commercial: WSET-TV, 1st place, GLTC: Go Green, Ride Blue

Commercial: WVIR-TV, 2nd place, "Cavalier Produce"

Best Documentary or Public Affairs Program Radio

Radio - Large Market: WAFX-FM, 1st place, Men's Health - Prostate Cancer Awareness & Screening

Radio - Large Market: WKJS-FM, 2nd place, Community Conversations

Radio - Medium Market: WINA-AM, 1st place, Conversation on Aging

Radio - Medium Market: WNVZ-FM, 2nd place, Z104's Pharrell Williams Interview with Zoo Morning Zoo's Shaggy

Radio - Non-Commercial or Public: WVRU-FM, 1st place, Messages from a Forgotten Troopship

Radio - Non-Commercial or Public: WHRV-FM, 2nd place, Another View: Justice or Just Us?

Radio - Small Market: WABN-AM, 1st place, WABN Reports - Sheriff Newman

Radio - Small Market: WFTR-AM, 2nd place, The Valley Today

Radio - Small Market: WMBG-AM, 2nd place, Williamsburg Shrink Wrap

Best Documentary or Public Affairs Program Television

Non-Commercial or Public: WHRO-TV, 1st place, The Virginia International Tattoo: A Scottish Tradition with American Spirit

Commercial: WVEC-TV, 2nd place, Virginia is for Lovers: Marriage in the Commonwealth: Past, Present and Future



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Best Human Interest Series Radio

Radio - Large Market: WKJS-FM, 1st place, Virginia Trailblazers - Doug Wilder

Radio - Medium Market: WINA-AM, 1st place, Business Unusual Lumi Juice

Radio - Medium Market: WCNR-FM, 2nd place, The Corner Lounge: Steve Earle & Shawn Colvin

Radio - Non-Commercial or Public: WHRV-FM, 1st place, Veterans Coming Home: The Care of Our Veterans

Radio - Non-Commercial or Public: WCVE-FM, 2nd place, Virginia Currents Radio

Radio - Small Market: WMBG-AM, 1st place, Walk to End Alzheimers - Personal Stories

Best Human Interest Series Television

Television - Commercial: WTVR-TV, 1st place, I Kicked a Ball Into a Truck

Television - Commercial: WVEC-TV, 1st place, Making Your Mark: Home Run Hero, Social Media Saves Lives, Shoeless Dad

Television - Commercial: WAVY-TV, 2nd place, Wreaths Across America

Television - Non-Commercial or Public: WHRO-TV, 1st place, Veterans Coming Home Series

Best Morning Show Radio

Radio - Large Market: WKLR-FM, 1st place, Brady In The Mornings

Radio - Large Market: WNIS-AM, 2nd place, "Macrini's Morning News Team"

Radio - Medium Market: WUSQ-FM, 1st place, The Chris and Rosie Show

Radio - Medium Market: WINC-FM, 2nd place, "Barry and Lisa"

Radio - Non-Commercial or Public: WHRV-FM, 1st place, Morning Edition on WHRV

Radio - Small Market: WFLO-AM/FM, 1st place, Call FLO Radio Show

Radio - Small Market: WMBG-AM, 2nd place, Williamsburg, Philip Newbery "Morning Melodies"

Best Morning Show Television

Commercial: WVEC-TV, 1st place, 13 News Now Daybreak at 6

Commercial: WTVR-TV, 2nd place, April 24th 6AM Newscast

Best Public Service/Community Event Radio

Radio - Large Market: WNOR-FM, 1st place, 26th Annual Rock and Roll Up Your Sleeve Blood Drive

Radio - Large Market: WSLC-FM, 2nd place, WSLC 2015 Cure Kids Cancer Radiothon

Radio - Medium Market: WINC-FM, 1st place, "Chain of Checks"

Radio - Medium Market: WAKG-FM, 1st place, Wedding Package Auction for Christmas Bucks for Kids

Radio - Medium Market: WBTM-AM, 2nd place, Get Fit Dan River 50,000lb Challenge

Radio - Non-Commercial or Public: WNRN-FM, 1st place, Community Connections

Radio - Non-Commercial or Public: WCVE-FM, 2nd place, Richmond Shakespeare Festival

Radio - Small Market: WMBG-AM, 1st place, Alzheimers Walk

Best Public Service/Community Event Television

Television - Commercial: WSLC-TV, 1st place, Home for the Holidays

Television - Commercial: WHSV-TV, 1st place, Sunscreen Myth-Busting

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Television - Commercial: WVIR-TV, 2nd place, Michie Hamlett "Smoke Alarm PSA"

Television - Non-Commercial or Public: WHRO-TV, 1st place, The Scene

Best Station Promotion/Contest Radio

Radio - Large Market: WBBT-FM, 1st place, Beatles Ed Sullivan 50th Anniversary

Radio - Large Market: WKJS-FM, 2nd place, Kissmas Cover Up

Radio - Medium Market: WINC-FM, 1st place, "Little Black Dress Party"

Radio - Medium Market: WNVZ-FM, 2nd place, Z104's Merrytextmas

Radio - Non-Commercial or Public: WTJU-FM, 1st place, Rock DJ Recruitment

Radio - Small Market: WMBG-AM, 1st place, Nuts about our Listeners

Radio - Small Market: WRAR-FM, 2nd place, WRAR Xmas Cash Cow

Best Station Promotion/Contest Television

Television - Commercial: WRIC-TV, 1st place, "More Weather"

Television - Commercial: WSLV-TV, 2nd place, Freedom to Save

Television - Non-Commercial or Public: WHRO-TV, 1st place, Bay Diesel Community Support

Outstanding Feature Reporting Radio

Radio - Large Market: WAVA-FM, 1st place, "Stone-Throwing Muslims Bloody Christians in Michigan"

Radio - Large Market: WKJS-FM, 2nd place, I am Community Report

Radio - Medium Market: WINA-AM, 1st place, Children's Learning Styles Debunked

Radio - Medium Market: WNTX-AM, 2nd place, "Black Friday"

Radio - Non-Commercial or Public: WCVE-FM, 1st place, James River and Kanawha Canal

Radio - Non-Commercial or Public: WMRA-FM, 2nd place, Pipeline Airforce

Outstanding Feature Reporting Television

Commercial: WTVR-TV, 1st place, Soles of Love

Commercial: WHSV-TV, 2nd place, "A Runner's Tale"

Outstanding News Series Radio

Radio - Medium Market: WCHV-AM, 1st place, Coy Barefoot On "The Reality Behind Rolling Stone"

Radio - Medium Market: WINA-AM, 2nd place, Rolling Stone Rape Story Saga

Radio - Non-Commercial or Public: WHRV-FM, 1st place, HearSay Headlines: Virginia Marriage Equality

Radio - Non-Commercial or Public: WHRV-FM, 2nd place, Another View: Involuntary Separation

Outstanding News Series Television

Commercial: WDBJ-TV, 1st place, "Facing the Future"

Commercial: WWBT-TV, 2nd place, School Abuse

Radio - Non-Commercial or Public: WHRV-FM, 2nd place, Another View: Involuntary Separation

Outstanding News Series Television

Commercial: WDBJ-TV, 1st place, "Facing the Future"

Commercial: WWBT-TV, 2nd place, School Abuse

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Outstanding Newscast Radio

Radio - Large Market: WFIR-AM, 1st place, WFIR 11-20-14

Radio - Large Market: WNOR-FM, 2nd place, News with Shelley - Monday November 24th, 2014

Radio - Medium Market: WCHV-AM, 1st place, John Peterson's WCHV "Local News First"

Radio - Medium Market: WBTM-AM, 2nd place, 12-17-14 7AM News

Radio - Non-Commercial or Public: WCVE-FM, 1st place, WCVE News

Radio - Non-Commercial or Public: WHRV-FM, 2nd place, Local Newscast, WHRV, November 20, 2014

Radio - Small Market: WFTR-AM, 1st place, News at Five

Outstanding Newscast Television

Television - Commercial: WSET-TV, 1st place, ABC-13 News at 6

Television - Commercial: WWBT-TV, 1st place, NBC12 News at 11pm (11/24/2014)

Television - Commercial: WVEC-TV, 2nd place, 13 News Now at 6pm

Outstanding Sports Coverage Radio

Radio - Large Market: WKDE-FM, 1st place, "Altavista Goes For Two Titles in a Row"

Radio - Large Market: WHAN-AM, 2nd place, WHAN Sports

Radio - Medium Market: WZRV-FM, 1st place, Shenandoah University Football

Radio - Medium Market: WAKG-FM, 2nd place, Nascar Noise: Nascar Hall of Fame Edition

Radio - Small Market: WFTR-AM, 1st place, Front Royal Sports

Radio - Small Market: WABN-AM, 2nd place, Ginger & Gavin - Abingdon High School Basketball

Outstanding Sports Coverage Television

Commercial: WVIR-TV, 1st place, NBC29 HD Sports

Commercial: WAVY-TV/WWBT-TV, 2nd place, Sportswrap (11/20/14)

Outstanding Website Radio

Radio - Large Market: WUSH-FM, 1st place, www.us1061.com

Radio - Large Market: WLFV-FM, 2nd place, www.989wolf.com

Radio - Medium Market: WKCY-FM, 1st place, www.kcycountry.com

Radio - Non-Commercial or Public: WTJU-FM, 1st place,
www.WTJU.net

Outstanding Website Television

Television - Commercial: WWBT-TV, 1st place, www.nbc12.com

Television - Commercial: WDBJ-TV, 2nd place, www.wdbj7.com

Television - Non-Commercial or Public: WHRO-TV, 1st place, www.whro.org

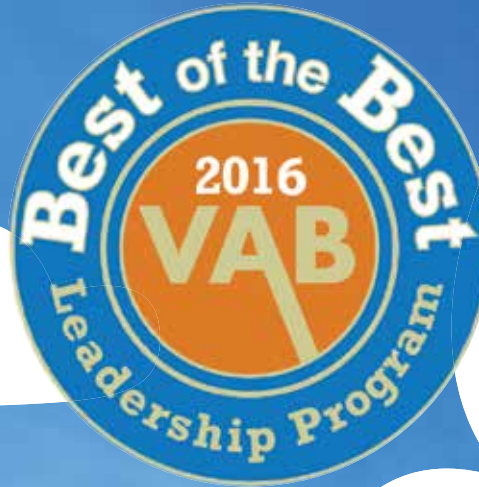
Television - Non-Commercial or Public: WBRA-TV, 2nd place, www.BlueRidgePBS.org



Best of the Best Alumni

"Let's make sure that we all stay in touch and even plan a reunion of some kind next year at the summer convention."

-John Witte, WTKR-TV



"In addition to the lecture materials/ takeaways and the trip to meet with members of Congress, the best part was being able to expand my network of great broadcasters that I can now call friends."

-Rodney Bryant, WWBT-TV

"I can't think of a group of folks more deserving of the title they 'pinned' on us, Thursday night. It has been an absolute pleasure getting to know and to work with all of you. The class of 2016 certainly has their work cut out for them!"

-Walter Scott, Monticello Media

"So proud of our class and honored to be a part of it. It truly was an experience of a lifetime."

-Kathy Yevak, WSKY-TV

"I remember walking into the room last year where we all knew nothing about each other but I learned pretty quickly how special this selected team was."

-Parker Slaybaugh, WRIC-TV

We are proud to announce the fourth year of the Virginia Association of Broadcasters Best of the Best Leadership Program.

This eight-month program is designed to provide participants with the opportunity to build leadership skills, develop a diverse business network, meet legislative leaders, become an advocate for the broadcast industry, and prepare for the future challenges facing the industry.

If you are interested in expanding your leadership potential, please submit the application and supporting materials by Monday, August 31, 2015. Visit www.vabonline.com to download the flyer for more information and to download the application.

If you have any questions, please contact Jonathan Williams at (804) 643-4433 x202 or jonathan.williams@easterassociates.com.