

NAB President and CEO Gordon Smith Agrees to Five Year Contract Extension

Gordon H. Smith, President and CEO of the National Association of Broadcasters, has agreed to a five-year contract extension that keeps him at the helm of NAB through 2016, NAB Joint Board Chairman Paul Karpowicz has announced.

Smith, 59, joined NAB in November 2009 and oversees the advocacy efforts of thousands of local radio and television stations across America. He is a former two-term United States Senator from Oregon (1996-2008) and was a successful entrepreneur before launching his career in politics.

"NAB membership is happy to have Gordon Smith navigating our interests in Washington, and we're delighted that he's agreed to this contract extension," said Karpowicz, president of Meredith Corporation's Local Media Group. "Faced with two potential game-changing issues - the Performance Rights Act for radio and the spectrum bill for television -- Gordon demonstrated uncommon grace, savvy and determination in preserving a bright future for broadcasting."

"I'm thrilled by the vote of confidence by the NAB Board and membership," said Smith. "As president of NAB, I get a first-hand view of the indispensable role that local and network broadcasters play in serving communities every day with news,



entertainment and life-saving weather warnings. Broadcasters take seriously our role as stewards of the airwaves, and it is a privilege to represent a diverse membership with a vibrant future."

During his tenure in the U.S. Senate, Smith's committee assignments included the Senate Commerce Committee, the panel that oversees broadcast-related legislation. He

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Virginia Association of Broadcasters

75th Annual Summer Convention

June 21-23, 2012

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Virginia Beach, Virginia



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Smith continued

also served on the Senate Energy and Natural Resources Committee, the Senate Finance Committee, and the Senate Foreign Relations Committee. He was respected as a pragmatic lawmaker able to successfully reach across party lines. Smith's role on the Commerce Committee and as the Chairman of a Senate High Tech Task Force helped foster his interest in new media and new technology issues.

After leaving the Senate in 2008, Smith joined the law firm of Covington & Burling LLP for 10 months before accepting an offer to head the NAB.

Born in Pendleton, Oregon, Smith attended college at Brigham Young University and received his law degree from Southwestern University School of Law in Los Angeles. He practiced law in New Mexico and Arizona before returning to Oregon to direct the family-owned Smith Frozen Foods business in Weston, Oregon. Smith Frozen Foods is now a \$50-million-a-year enterprise, and one of the largest frozen foods companies in America. Before serving in the U.S. Senate, Smith was elected to the Oregon State Senate, rising to the position of president of that body after only three years.

Smith and his wife Sharon are the parents of three children and have two grandchildren. ■

Fredericksburg Community Mourns Loss of Radio Legend, Brian Strobel



The Fredericksburg radio community was stunned by the death of long-time WFLS morning announcer, Brian Strobel, on Wednesday, March 7. Brian was hit by a car while walking a dog in a Fredericksburg neighborhood.

Brian spent 30 years as the morning anchor of WFLS, retiring from that position on New Year's Eve, 2007. In recent years, he did part time work for WGRX in Fredericksburg.

"Brian was a kind, humble, and generous man," commented WFLS Program Director Paul Johnson. "He was the type of person everyone felt they knew, and he honestly cared about the community and the people in it"

Among the broad legacy he leaves behind, Strobel instituted the Salvation Army Shoe Fund, which raised over a million dollars for needy area children

during his tenure. The local Chapter of the Salvation Army named one of its community service awards after Strobel several years ago.

In the past year, he had battled colon-rectal cancer.

He is survived by his wife, Jennifer, and their two sons, Nathan and Noah. WFLS has established a Memorial Fund for the Strobel family has been established at Virginia Partner's Bank in Fredericksburg. ■

FCC Creates Incentive Auction Task Force

The FCC has created a new incentive auction task force, overseen by former Wireless Bureau Chief Ruth Milkman.

At the FCC's public meeting, FCC Chairman Julius Genachowski announced the effort to coordinate what he conceded was a highly complex, challenging task -- the implementing legislation is over 100 pages.

That task, according to a highly placed FCC source, will include info gathering on issues like repacking and interference -- look for workshops on those and other issues -- as well as multiple rulemaking proposals that will spread over months.

The chairman called it an unprecedented multi-bureau, multi-office effort. "It is important that it be a coordinated, organized, efficient and streamlined effort." He said the task force is currently going over the legislation and organizing an implementation plan.

He said that the statute creates a number of challenging and difficult issues, though he did not elaborate. He said that the effort was still "very much in the planning stage."

While the FCC wants to reclaim 120 MHz of spectrum from broadcasters as part of that incentive auction process, among the challenges in the bill may be the requirements to coordinate spectrum issues with Canada and Mexico that could reduce that available spectrum to 80 MHz or less. Asked at a press conference after the meeting whether that 120 MHz was still the goal, the chairman said he did not have an estimate, but did say he was concerned that the legislation contains provisions that "will constrain us from maximizing the spectrum recovered."

He said it will all be about engineering working within the constraints of the legislation.

But he did say that at the end of the process, he was anticipating "when the incentive auctions of the TV bands was complete," the result would be "a healthy broadcast sector and a strong, robust, competitive and world-leading mobile industry." ■

Article courtesy of John Eggerton from Broadcasting and Cable.

"The task will include info gathering on issues like repacking and interference."

Radio's Audience Remains Steady Over the Past Year

Arbitron Inc. (NYSE: ARB) has announced highlights from its March 2012 RADAR® 112 National Radio Listening Report. The report shows radio's audience remains steady with 241.2 million people aged 12 and older tuning in on a weekly basis, representing approximately 93% of the population. In addition to maintaining its audience of persons aged 12 and older, young radio listeners continue to hold steady year over year with persons aged 12 to 17 remaining flat at 22.7 million weekly listeners. Adults aged 18 to 34 also remained nearly unchanged compared to RADAR March 2011 data. There are currently 66.4 million adults aged 18 to 34 tuning in to radio on a weekly basis. Radio continues to attract 126.2 million adults aged 18 to 49 and 119.4 million adults aged 25 to 54 on a weekly basis. ■



“The proposed rules would require broadcasters to reveal proprietary and competitively sensitive advertising and rate information online.”

House Panel Questions FCC Political Ad Disclosure Rules

Leaders of a House Appropriations subcommittee argue that FCC proposals to require television broadcasters to disclose political advertising information online are a waste of time.

“Why do you care about this? You have plenty of other things to care about. Why in the world is this a big priority?” Rep. Jo Ann Emerson, R-Mo., asked FCC officials at a hearing of the Financial Services and General Government Subcommittee.

Other agencies already handle election disclosure rules, and the FCC may be wasting its time, she said. The FCC is funded entirely by fees, so it is in little danger of losing any money. But displeasure over one issue can complicate the FCC’s efforts to work with Congress on others.

The FCC has asked for public comment about the plan but broadcasters say it would be unduly expensive. Broadcasters are already required by law to collect and retain information on the political ads they air, but the records are typically kept as paper documents at individual stations.

Putting those records online will allow many more people to see where political funds are being spent, FCC Chairman Julius Genachowski said. In an era of digital communications, it only makes sense to consider putting such records online, he said.

GOP FCC Commissioner Robert McDowell said while transparency is an important goal, the rules could have unintended consequences.

“The proposed rules would require broadcasters to reveal proprietary and competitively sensitive advertising and rate information online,” he said. “While the original goal of such disclosure may have been to create more transparency in the political spending process, the unintended consequence could be to encourage price signaling and other anti-competitive conduct by broadcasters that could produce harmful market distortions. ■

Article courtesy of Josh Smith from the National Journal.



VAB Holds Legislative Dinners

The VAB held a series of four legislative dinners during the 2012 General Assembly. Each dinner was held at Morton’s Steakhouse in downtown Richmond. The dinners were geographically and strategically planned so that legislators from a particular area or region were paired with Broadcasters from that particular region. ■

Betty White to be Inducted into NAB Broadcasting Hall of Fame

The National Association of Broadcasters announced that film and television star Betty White will be inducted into the NAB Broadcasting Hall of Fame during a special breakfast at the 2012 NAB Show, on Tuesday, April 17 in Las Vegas. With a career that has spanned more than 60 years, the seven-time Emmy Award winner has created unforgettable roles in television and film, authored seven books and won numerous awards.

“Betty White is admired by generations of audiences,” said NAB President and CEO Gordon Smith. “She has remarkable energy and an incredible ability to connect with viewers. Betty’s contributions to television and entertainment as a whole are extraordinary. Our Hall of Fame would be incomplete without her.”

White’s first comedy series, “Life with Elizabeth,” brought her first Emmy Award in 1952, followed by a daily NBC talk/variety show called “The Betty White Show.” She was a recurring regular with over 70 appearances on “The Tonight Show with Jack Paar,” and appeared on “The Merv Griffin Show” and “The Tonight Show with Johnny Carson.” She also subbed as host on all three talk shows. White was a regular with Vicki Lawrence on “Mama’s Family,” as sister Ellen, a role she created with the rest of the company on “The Carol Burnett Show.”

Her recurring role as “Happy Homemaker” Sue Ann Nivens in the classic series “The Mary Tyler Moore Show” brought two Emmys for Best Supporting Actress in 1974-75 and 1975-76. She received her fourth Emmy for Best Daytime Game Show Host for “Just Men.” Nominated seven times for Best Actress in a Comedy Series for her role as Rose Nylund in “The Golden Girls,” White won the Emmy the first season in 1985, and later appeared in the spin-off “The Golden Palace” for one season. She earned her next Emmy Award as Best Guest Actress in a Comedy Series on “The John Larroquette Show.”

White was nominated for an Emmy in 2011 for her portrayal of “Elka,” the snarky but lovable caretaker on the TV Land series “Hot in Cleveland,” in which she stars alongside Valerie Bertinelli, Jane Leeves and Wendie Malick. White also won back-to-back Screen Actors Guild Awards for Outstanding Performance by a Female in a Comedy Series in 2011 and 2012.

When she hosted NBC’s “Saturday Night Live” in 2010, it was one of the highest-rated episodes in the show’s history, and earned her an Emmy Award for Guest Actress in a Comedy Series, bringing White’s Emmy total to seven awards. White is also Executive Producer and Host of the NBC series Off Their Rockers, which is set to air April 4th.

In addition to charming sports fans with her role in the popular Snickers commercial shown during the 2010 Super Bowl, White has guest-starred on “Ally McBeal,” “That ‘70s Show,” “Boston Legal,” and received Emmy nominations for guesting on both NBC’s “Community” and “The Middle.” She was also nominated for an Emmy as a guest actress on “Suddenly Susan.” Her big-screen credits include the Warner Brothers hit “The Proposal,” with Sandra Bullock and Ryan Reynolds, as well as “You Again,” “Bringing Down the House,” “The Story of Us,” “Lake Placid” and “Hard Rain.” ■



“Betty White is admired by generations of audiences. She has remarkable energy and an incredible ability to connect with viewers.”

HUMAN RESOURCES

Time to Reassess Disability Policies

John G. Kruchko is a Partner with the Management Labor & Employment Law Firm of Kruchko & Fries in McLean, Virginia; Kathleen Talty is a Senior Counsel with the Firm. For more information, please contact Mr. Kruchko at 703/734-0554 or Ms. Talty at 410/321-7310 or JKruchko@KruchkoandFries.com, or KTalty@KruchkoandFries.com. This article is published for general information purposes, and does not constitute legal advice.

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In recent years, the Equal Employment Opportunity Commission (“EEOC”), which is the federal agency vested with the authority to enforce the federal employment discrimination laws, has focused its attention on employers’ leave of absence and attendance policies to determine whether those policies negatively impact persons with disabilities in the employment setting. Many employers use leave of absence policies which provide that, when an employee is unable to work due to medical or disability reasons for a year, the employee is separated from employment. Most of these policies have “automatic” separation dates when an employee has not worked in a year or a specific period of time.

Also, most employers have “no-fault” attendance policies which are designed to remove subjective considerations from an employee’s absences. Under a “no-fault” attendance policy, the reason for an employee’s unscheduled absence is not considered in the evaluation of the employee’s attendance record. Supervisors,

therefore, are not asked to assess whether the excuse for an employee failing to report to work is a good or valid excuse or not. Rather, under a “no-fault” attendance policy, it is the number of days or occurrences over a specific period of time which is considered and which may be counted toward potential disciplinary action. Most employers also have policy statements which state that during a new employee’s initial period of employment or during the probationary period, the new or probationary employee is not eligible for leaves of absence or paid days off from work, etc. Such limitations on the new or probationary employee’s access to certain leave benefits is intended to ensure that the probationary period provides a full opportunity to assess the employee’s performance in the job. While these policies appear to be reasonable and objectively based, the Equal Employment Opportunity Commission has taken a different view.

Last year, the EEOC entered into a landmark \$20 million dollar settlement with a

major telecommunications company to resolve a nationwide disability discrimination claim. The subject of the underlying lawsuit was the EEOC's challenge to the company's "no fault" attendance policy, which counted the number of an employee's "chargeable absences" to determine whether a disciplinary action was warranted. The EEOC contended that the employer's application of the policy failed to accommodate employees with disabilities. Specifically, the EEOC alleged that the employer failed to provide reasonable accommodation as required by the Americans with Disabilities Act ("ADA"), such as making an exception to its attendance policies for individuals whose "chargeable absences" were caused by disabilities. Rather than accommodating the employees, the EEOC argued that the employer disciplined or terminated employees who needed an accommodation.

In addition to the monetary settlement as part of the resolution of the legal action, the telecommunications company agreed to revise its attendance plans, policies and ADA policy to include reasonable accommodations for persons with disabilities, including excusing certain absences which are attributable to a disability. The company also agreed to provide periodic ADA training to employees who administered the company's attendance policies.

Another significant legal settlement was between the EEOC and a major restaurant chain and involved, in part, the company's maximum medical leave policy, which the EEOC regarded as an "inflexible leave" policy. According to the EEOC, the company's leave policy automatically denied employees any additional medical leave beyond a pre-determined limit, even when additional leave was required under the Americans with Disabilities Act ("ADA") as a reasonable accommodation. The application of the leave policy, according to the EEOC, resulted in the unlawful termination of a class of employees. To resolve the matter, the restaurant chain agreed to pay \$1.3 million dollars and to take certain other measures. In a statement issued by the EEOC about the settlement, an EEOC official was quoted as stating: "Industry

should take note that federal law requires employers to make exceptions to generally applicable policies and work rules---such as limits on the amount of medical leave an employee may take---when necessary to reasonably accommodate employees with disabilities, unless providing an exception to a particular individual is an undue hardship."

Although there are no reported settlements involving the EEOC and an employer that maintains a policy on excluding probationary employees from applying for a leave of absence, it is probable that such policies will run afoul of the EEOC under the EEOC's view of the employer's "inflexible leave" policies. By the EEOC's reasoning, policies or practices which automatically bar an employee from access to a leave of absence without consideration of the employee's need for a reasonable accommodation because of a disability are likely to be found in violation of the Americans with Disabilities Act.

Due to the EEOC's increased focus on employers' leave of absence and attendance policies, and its likely extension of that focus to the automatic exclusion of certain benefits to probationary or introductory employees, it is advisable for employers to carefully reassess how they apply those policies. The reassessment may have employers take some additional steps, such as:

- ▶ Amend fixed-leave policies that adhere to automatic medical or disability limits;
- ▶ Evaluate each employee's leave request on a case-by-case basis;
- ▶ Consider whether a probationary employee's extended absence from work is due to a disability;
- ▶ Train managers on the importance of the interactive process under the ADA and the need for reasonable accommodation; and
- ▶ Document all requests for reasonable accommodations and steps taken during the interactive process. ■

Due to the EEOC's increased focus on employers' leave of absence and attendance policies, and its likely extension of that focus to the automatic exclusion of certain benefits to probationary or introductory employees, it is advisable for employers to carefully reassess how they apply those policies.

Article courtesy of John G. Kruchko and Kathleen A. Talty, Kruchko & Fries.



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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Reminder: TV Stations Must Comply with FCC's "Emergency Access" Rules During Storm Coverage



With springtime on the horizon, volatile weather is a near-certainty in Virginia. Thus, it is critical that Virginia television stations remember their obligations under the FCC's "emergency access" rules.

The very nature of coverage of emergency events such as hurricanes, severe thunderstorms, and tornados makes perfect compliance with the emergency access rules somewhat difficult. Nonetheless, the FCC actively enforces its emergency access rules, and stations have been fined during extended news coverage of emergency conditions (including hurricanes, tornados and thunderstorms) for relatively small missteps. Stations must be ever vigilant in their compliance with the emergency access requirements. Indeed, in late 2011, the FCC undertook compliance investigations of a number of television stations (including some in Virginia) relating to their emergency access performance.

General Requirements

In an emergency situation, the FCC's emergency access rules require that a television station meet the following requirements:

- ▶ Emergency information that is provided in the audio portion of the programming must be made accessible to persons with hearing

disabilities by using a method of closed captioning or by using another method of visual presentation;

- ▶ Emergency information that is provided in the video portion of a regularly scheduled newscast, or newscast that interrupts regular programming, must be made accessible to persons with visual disabilities; and
- ▶ Emergency information that is provided in the video portion of programming that is not a regularly scheduled newscast, or a newscast that interrupts regular programming, must be accompanied by an aural tone.

Definition of "Emergency Information"

The FCC's emergency access rule identifies "emergency information" as information about a current emergency that is intended to further the protection of life, health, safety, and property, i.e., "critical details" regarding the emergency and how to respond to the emergency. Examples of the types of emergencies covered include tornados, hurricanes, floods, tidal waves, earthquakes, icing conditions, heavy snows, widespread fires, discharge of toxic gases, widespread power failures, industrial explosions, civil disorders, school closings and changes in school bus schedules resulting from such conditions, and warnings and watches of impending changes in weather. "Critical

details” include, but are not limited to, specific details regarding the areas that will be affected by the emergency, evacuation orders, detailed descriptions of areas to be evacuated, specific evacuation routes, approved shelters or the way to take shelter in one’s home, instructions on how to secure personal property, road closures, and how to obtain relief assistance.

Emergency Information and Closed Captioning Cannot Block Each Other

Stations must also ensure that (a) emergency information does not block any closed captioning, and any closed captioning does not block any emergency information provided by means other than closed captioning; and (b) emergency information does not block any video description, and any video description provided does not block any emergency information provided by means other than video description.

Implications of ENR Closed Captioning and Unavailable Closed Captioning

There is an important interplay between the FCC’s emergency access rules and its closed captioning rules. Generally, all of a station’s new non-exempt programming must be provided with captions. The FCC Staff has taken the position that emergency news cut-ins are not exempt from the captioning rules and, therefore, must be closed captioned. In

the case of emergency breaking news coverage, immediate closed captioning may not always be possible. In most instances, it takes captioners several minutes or more to begin captioning in emergency situations. In other circumstances, such as a weather emergency, telephone service may be lost and disruption of closed captioning may be completely out of the station’s control. Moreover, for stations relying on ENR captioning, there may be extended periods of ad-libbing by meteorologists and other talent that remain uncaptioned because there is no script to run through the teleprompter. Therefore, it is especially important to ensure compliance with the emergency access rule during any period in which closed captioning is not available. In these circumstances, station personnel must make the critical details of the emergency information available by other visual means, for example, through the use of crawls, scrolls, or handwriting on a blackboard, whiteboard, or other display until the closed captioning begins. It remains the case that the “safest” way to ensure comply with the emergency access rules is to develop a relationship with an emergency captioning company and to have protocols in place to ensure the captioner is called in advance of going on the air with severe weather coverage. ■

Article by Stephen Hartzell, Attorney, Brooks, Pierce, McLendon, Humphrey & Leonard LLP.

“It remains the case that the “safest” way to ensure comply with the emergency access rules is to develop a relationship with an emergency captioning company and to have protocols in place to ensure the captioner is called in advance of going on the air with severe weather coverage.”

Call for Nominations - Entries Due Friday, April 20

The VAB is seeking nominations for the following awards, which will be presented at the 75th Annual Summer Convention on Friday night, June 22 in Virginia Beach at the Hilton Virginia Beach Oceanfront Hotel.

- ▶ **The Broadcast Advertising Hall of Fame Award:** The Broadcast Advertising Hall of Fame Award recognizes a Virginia Ad Man, Ad Women or direct advertiser whose leadership, creative contributions and support of broadcast advertising helped lead to their success.
- ▶ **C. T. Lucy Distinguished Service Award:** Named for the founder of the VAB, this award honors a broadcaster who spent a significant part of his or her career at one or more Virginia broadcast properties.
- ▶ **George A. Bowles Jr. Award for Distinguished Performance in Broadcast News:** Presented to a broadcast reporter or news director who is distinguished in the field of broadcast news.
- ▶ **J. J. Freeman Engineering Achievement Award:** This award recognizes leadership in broadcast engineering affairs and outstanding contribution to broadcasting.

For more information on nomination requirements and the submission process, please send an email to easter@easterassociates.com. ■

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.

Executive Producer/Host Roanoke, VA

Blue Ridge PBS, serving Western Virginia and portions of four other states from Roanoke, VA, has an immediate opening for an Executive Producer/Host. The ideal candidate will be able to lead a team of professionals who are working to fulfill our mission statement - "be the region's storyteller." Excellent writing and editing skills as well as on camera experience required. Bachelor's degree or equivalent and 5 years experience needed. Excellent interpersonal skills essential. Ability to budget and manage a team of professionals in a rapidly changing environment required. E-mail cover letter and resume to jobs@blueridgepbs.org. Visit www.blueridgepbs.org for a complete position description. Blue Ridge PBS is a non-smoking work site. EOE.

TV News Video Editor – PT Portsmouth, VA

WAVY-TV10/WVBT Fox 43 is looking for a part-time Video News Editor to edit for all newscasts. Candidate must be good with computers and able to work under strict deadlines; some knowledge of a working television newsroom helpful. Candidate must be willing to work any and all shifts, especially evenings and weekends (Saturday and Sunday). At least one year of videotape editing experience and college education preferred. Please send cover letter

and resume to: Karen Granneman, Chief Editor, WAVY-TV10/WVBT Fox 43, 300 Wavy St., Portsmouth, VA 23704. No phone calls please. EOE.

Master Control Operator Roanoke, VA

Immediate full-time opportunity. Perform all on-air operations within a Multi-Station HD TV control room. Must be highly skilled in PC/Windows based computers. Recording, downloading, uploading and editing of all on-air programming and commercial material. Monitoring and operating remote transmitters. Must be able to work nights & weekends. Applicant must be reliable, have the ability to multi-task and be able to manage time and perform detailed tasks with extreme accuracy. Technical skills also a plus. Resume to HR Manager, WFXR-TV/WWCW-TV, 2618 Colonial Avenue SW, Roanoke, VA 24015 or FAX 540/345-1912 or e-mail b.argabright@fox2127.com. EOE.

Board Operator Arlington, VA

Salem Communications is the leading U. S. radio broadcaster targeting audiences interested in conservative NewsTalk and Christian and family-themed programming. We currently have part-time positions available for Board Operators at WAVA/Family Talk/WRC Radio. Duties to include operation of standard broadcast

console, including "faders" or "pots."; protecting the company's F-C-C license, executing E-A-S tests, logging transmitter readings and following regulations and policies under the direction of the Chief Operator. High School Diploma/GED and previous experience required. E-mail your resume to Bob Jones, Broadcast Operations Director, at bobj@wava.com. EOE.

Account Executive Arlington, VA

We are looking for Advertising/Media Account Executives to join our team. Maintain and grow assigned account bases while developing new accounts; provide clients with customized advertising and marketing proposals; prepare and deliver sales presentations to new and existing customers. Send your cover letter and resume to Jim Richard, General Sales Manager at jimr@wava.com. For more details, visit WAVA.com, Keyword: Jobs

Producer Winchester, VA

TV3 Winchester is searching for a dynamic producer to grow our morning show. The successful candidate will have a bachelor's degree in communication or journalism, knowledge of Associated Press-style writing as well as broadcast writing. Knowledge and experience with internet news presentation is desired. Experience with I-News

and non-linear show editing and production is a plus. If you think you can take us to the next level, please RUSH your resume and samples of your work to Tracy Vosika News Director, TV3 Winchester, 633 Millwood Avenue, Winchester, VA 22601. You may email your resume to Tracy@TV3Winchester.com. EOE.

**News Anchor/Reporter
Norfolk, VA**

WVEC is looking for someone to anchor weekend evening newscasts, and report general assignment stories during the week. Help supervise staff of reporters and producers on weekends. Write and report news stories within assigned deadlines. Work primarily independently to set up, shoot and deliver reports. A Bachelor's degree in Journalism, Communications or Electronic Media or related field is required and a minimum of two years previous video journalism experience. You will need excellent writing and oral communications skills, strong camera expertise and ability to work under deadlines and flexibility with schedule. Responsible for writing and editing print and video stories for wvec.com. Send cover letter, resume and nonreturnable DVD or Beta SX tape of your work to Human Resources, WVEC, 613 Woodis Avenue, Norfolk, Virginia, 23510. Send inquiries to jobs@wvec.com. No phone calls. EOE.

**Production Associate
Winchester, VA**

TV3 Winchester is seeking an energetic Production Associate to fill a full time position. Candidates should have a good attitude and be motivated to learn. Previous experience, in camera operations

and digital editing, is a plus. For full job description visit www.tv3winchester.com. EOE.

**Production Assistant
Winchester, VA**

TV3 Winchester is seeking an energetic Production Associate to fill a part time position. Candidates should have a good attitude and be motivated to learn. Previous experience, in camera operations and digital editing, is a plus. For full job description visit www.tv3winchester.com. EOE.

**Public Affairs Producer/Writer
Norfolk, VA**

WHRV seeks a Producer responsible for the creation and execution of regularly produced radio programs, and other related broadcast and non-broadcast events. With specific assignments in public affair programming, the Public Affairs producer bears primary responsibility for our locally produced daily radio program, Hearsay with Cathy Lewis. Additional job duties available at www.whro.org/employment. Qualified candidates should submit a cover letter, resume and salary requirements to: WHRO, ATTN: Sherby Wilks, HR Officer; 5200 Hampton Blvd. EOE.

**Producer FT
Lynchburg, VA**

Direct and supervise News Reporters, Photographers, and Editors, and be responsible for ensuring that high quality news programs are consistently aired and that standards of quality for all aspects of the show are maintained. The Producer will personally produce assigned newscasts and have complete control over how news shows are produced, and ensure that all

Reporters, Photographers, and Editors handle their responsibilities for format, organization with other departments, news writing, and distribution of final scripts. Advanced education in the field of Broadcast Journalism or equivalent broadcasting work experience a must. 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 required. Ability to lift and transport standard camera equipment. Available to travel overnight to off-site locations. Please apply in writing to Director of Human Resources, WSET-TV, P. O. Box 11588, Lynchburg, VA 24506-1588. Applications may be obtained at the station from 8:30 a.m. to 5:30 p.m., Monday through Friday, or online at www.wset.com. No phone calls please! EOE.

**News Producer
Richmond, VA**

NBC12, Richmond's No. 1 news organization has immediate opening for creative, dynamic news producer. Successful candidate must be strong writer, energetic, self motivated and strong leader. No show stackers ... just experienced leader with vision and skills to develop content. Send cover letter, resume and non-returnable demo tape to Frank Jones, Assistant News Director, NBC12, P. O. Box 12, Richmond, VA 23218. EOE.



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