

STELAR Passes Senate

Satellite Compulsory License Reauthorized for Five Years

The just-passed Satellite Television Extension and Localism Act Reauthorization (STELAR) Act, the House reauthorization of the satellite compulsory license, has passed the Senate by unanimous consent after being hotlined.

That is according to a joint statement from Senate Commerce Committee leaders.

The vote was on a bipartisan bill that had already passed the House on a voice vote Wednesday (Nov. 19), so once the President signs it, it will be the law.

The bill renews for five years the compulsory license that allows satellite operators to import distant network signals to subscribers lacking a local version. It also sunsets the FCC ban on integrated set-tops, makes several retransmission consent reforms, and reauthorizes the FCC's ability to enforce good faith retrans negotiations.

"We applaud Congress for passing bipartisan legislation that makes important reforms to the outdated laws governing today's video marketplace, while ensuring continuity of service to more than 1.5 million distant signal satellite subscribers who would, otherwise, lose service at the end of this year," said DISH and DirecTV in a joint statement. "This legislation is the result of the exceptional work and leadership of the Senate and House Commerce and Judiciary Committees. We look forward to continuing the important discussion regarding retransmission consent reform, and in particular protecting consumers from local channel blackouts."

Hotlining is an off-the-floor way to achieve swift passage in that body by seeking unanimous consent, essentially asking anybody who has objections to register them, and if none are registered, the bill passes. One "nay" vote and the fast-track move fails.



The House-passed bill had bicameral and bipartisan support, and the last potential sticking point appeared to be removed after Sen. Ed Markey (D-Mass.), said he would not block the bill (as he had a Senate version) over the provision that eliminates the integrated cable set-top ban. Markey opposed that provision, but said he supported others in the bill and would not stand in the way.

"Today's unanimous passage of the bipartisan, bicameral STELA Reauthorization Act guarantees that 1.5 million satellite pay TV subscribers maintain access to distant broadcast network television signals," said Sens. Jay Rockefeller (D-W.V.) and John Thune (R-S.D.), chair and ranking member, respectively of the Senate Commerce Committee. "At the same time, the bill also makes important, common-sense and pro-consumer reforms to the nation's video laws, many of which originated in our Senate bill that the Commerce Committee passed in September. We want to thank our House colleagues Fred Upton, Henry Waxman, Greg Walden and Anna Eshoo for working with us to find consensus. We also want to thank Senators Leahy and Grassley for their collaboration on this must-pass bill."

Passage means there was far less drama

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Upcoming

February 23-25, 2015

NAB State Leadership Conference
JW Marriott, Washington DC

April 16-17, 2015

Best of the Best Session #3
Omni Charlottesville,
Charlottesville, VA

June 25-27, 2015

78th Annual Summer Convention
Hilton, Virginia Beach

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STELAR *continued*

this time around than in 2009, the last time the compulsory license was due to expire unless renewed, when a bill was not passed by the Dec. 31 due date.

The National Cable & Telecommunications Association was pleased with the news. It had pushed for sunseting the ban, and for retrans reforms.

"In passing H.R. 5728, the Senate has moved with appropriate speed to prevent consumer disruption and to enact meaningful video reforms," NCTA said in a statement. "We applaud Chairman Rockefeller and Ranking Member Thune for their leadership and dedication to achieving bipartisan consensus on the STELA Reauthorization Act of 2014, including action that will sunset the FCC's outdated and ill-conceived "integration ban" at long last. This important legislation will ensure that millions of satellite video consumers will continue to receive broadcast TV signals and will appropriately update our nation's video laws to better reflect the realities of today's robustly competitive video marketplace – a marketplace that grows almost daily with an ever expanding list of devices and services that put consumers in charge of deciding how to enjoy high-quality programming. We urge the President to quickly sign into law the STELA Reauthorization Act of 2014."

House Energy & Commerce Committee Chairman Fred Upton (R-Mich.), who helped come up with the compromise bill that passed Nov. 19, applauded the Senate's swift action and the cooperation across the aisle that made it possible.

"When Americans flip on their TV, they aren't thinking about legislative deadlines and complex policy negotiations – they just want it to work, with the programming they want," he said. "This bill makes sure satellite customers can keep accessing broadcast content, and it also starts the important process of modernizing our laws as consumers continue to change how and what they watch" said Upton. "I'm pleased with this bipartisan legislation that reflects the input

and insight of both houses of Congress and look forward to that ongoing cooperation as we approach the dynamic issues of our innovation economy."

The House unanimously passed its own version of the bill earlier this year, but that was merged with a Senate version that passed out of committee on that side of the Congress.

Cable operators had sought broader retrans changes, but they were excised earlier in the process. Still there were a number of what were billed as "consumer protections in retransmission consent" in the final bill that had been sought by cable operators. During House consideration of the bill, Republicans and Democrats called them targeted, pro-consumer reforms that will help the video marketplace.

For one, the new law prevents coordinated retransmission consent negotiations among noncommonly owned TV stations in a market, expanding on the FCC's decision earlier this year to disallow coordinated retrans among the Top Four stations in those markets. It also prevents broadcasters from preventing the importation of significantly viewed stations into their markets.

It asks the FCC to reconsider the definition of good faith retransmission negotiations and cable operators will also be able to drop TV station programming during sweeps periods.

It also eliminates the FCC's CableCARD set-top integration ban after a year, something the National Cable & Telecommunications Association had been pushing for. The FCC will be required to start looking for a successor to that CableCARD regime, which was intended to spur a retail set-top market, but did not.

On the broadcasters' side of the ledger, the bill delays by six months the FCC's unwinding of some TV joint sales agreements. ■

*Article courtesy of John Eggerton from
www.multichannel.com.*

VAB 78th Annual Summer Convention Invites You to “Sail Away”

Come Aboard for the VAB's 78th Annual Summer Convention taking place June 25-27, 2015 at the Hilton Virginia Beach Oceanfront Hotel!

Registration forms as well as the convention agenda will be available soon! A Block of rooms has been reserved for the nights of Wednesday, June 24, Thursday, June 25, Friday, June 26 and Saturday, June 27. In order to receive the convention rate of \$219 for a city view room/night or \$224 for a ocean-view room/night, please call the Hilton Virginia Beach Oceanfront directly today at (757) 213-3455 or use this special website for VAB.

Please note, there are a limited amount of rooms in the block for Wednesday, June 24 and Saturday, June 27. The number of rooms in the block for Thursday and Friday nights is significantly higher. If you try to reserve a room arriving on Wednesday, June 24 and are told the block is full, simply Shift your arrival to the next day, which would be



Thursday, June 25. The VAB Room Block will be available until Monday, May 25, 2015 or until the group block is sold-out, whichever comes first.**

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

Don't be left Adrift! ■

Watch for additional Best of the Best class members in upcoming issues of the newsletter.

Station Award Application Now Available Online

The Virginia Association of Broadcasters Station Awards Program is sponsored annually by the VAB to recognize outstanding achievement by Virginia radio and television broadcasters. This competition was established to encourage the highest standards of reporting, community service and production creativity. It brings the ultimate prize-peer recognition to members of the broadcast industry in Virginia.

Awards for Outstanding Achievement in Broadcasting will be presented during the Annual VAB Summer Convention at the VA Beach Hilton in Virginia Beach, June 25-27, 2015. The awards presentation will be held at the banquet on Friday evening, June 26, 2015. Only VAB member radio and television stations are eligible to participate. Awards judging will be conducted by the Pennsylvania Association of Broadcasters.

If you are planning on submitting an entry for the Outstanding Newscast category, please note it should have aired on your station during a regularly scheduled time period on Thursday, November 20, 2014, Monday, November 24, 2014, Tuesday, December 9, 2014, OR Thursday, December 11, 2014.

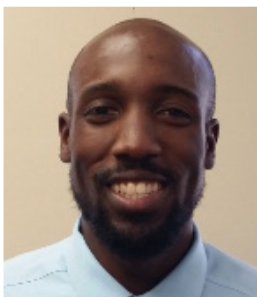
The full station awards brochure can be found at www.vabonline.com. Entries will be due by Friday, April 10, 2015.

Should you have any questions or concerns, please call Christina Sandridge in the association office at (434) 977-3716 or email, christina.sandridge@easterassociates.com. ■



In this issue, the VAB takes a closer look at three members from this year's Best of the Best Leadership Program class.

Meet the VAB's Best of the Best



Walter Scott

Where did you grow up/go to school?

I grew up in Charlottesville, attended Albemarle HS and Shenandoah University.

What was your first

job in broadcasting?

My first job in broadcasting is this one! Will be 7 years in April 2015.

What is your career goal? My career goal is to be a leader of people – Where that will be isn't something I've put a great deal of thought into but I enjoy helping, teaching and directing people and look forward to leading individuals to achieve as a cohesive group.

What are you most looking forward to learning/taking away from the Best of the

Best Leadership program? I'm most looking forward to building relationships with and gleaned as much information from those I have met and will meet as a part of this program. I can already tell this program will help greatly in my development both professionally and personally.

What do you like to do in your free time?

What free time? In my free time I like to work out, play golf, cook and do any and everything with my sons; Walt (8) and Myles (3).

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

My fantasy dinner would be with myself 15 years ago at age 16. I'd tip myself off about Facebook, warn myself about "skinny jeans" for men and impart knowledge from living life for 31 years that a 16 year old just can't comprehend yet.



Jonathan Witte

Where did you grow up/go to school? I grew up all over the country. I have lived in Cincinnati, Lexington (KY), Scottsdale, Minneapolis and finally Virginia Beach all before I graduated High school. After HS I stayed in the area graduating from Old Dominion University.

What was your first job in broadcasting? My first Broadcasting job was an Account Executive.

What is your career goal? I really enjoy the broadcasting industry particularly the sales side of the house. I would like to be a corporate sales trainer of some kind. Travel to different TV stations to help them work on big sales issues or challenges then move on to the next challenged station.

What are you most looking forward to learning/taking away from the Best of the Best Leadership program? Learning how we can position ourselves in the future.

What do you like to do in your free time? I spend a lot of time on the Beach with my family. We are true Beach Pros that hit the Beach from April through October. Both of my Sons surf with me almost every weekend. In the winter we work on major house projects as a family or play indoor soccer.

If you could have dinner with somebody from the past, present or future who would it be and why? That is a hard one? Probably one of our founding fathers. I can't imagine what dinner would be like with any one of them and what their thought process was as they set the path to shape our country.



Kathy Yevak

Where did you grow up/go to school? I was born in Madrid, Spain as an army brat, and from there traveled all over the United States until my high

school years where I settled in Hampton Roads, Virginia. I attended James Madison University where I double-majored in English & Telecommunications.

What was your first job in broadcasting?

I began my first job in broadcasting as a Broadcast Sales Assistant at WAVY-TV 10, the NBC affiliate in Portsmouth, Virginia. This job evolved into the Research Director position where I had the opportunity to help launch Marshall Marketing & Communications local market research for our station/market.

What is your career goal? I enjoy working with local businesses, ad agencies, and our broadcast team, to assist them in achieving their individual and collective goals. Through these experiences, I achieve my career goal

to help people grow and to make a positive difference in their journey.

What are you most looking forward to learning/taking away from the Best of the Best Leadership program? I enjoy working with local businesses, ad agencies, and our broadcast team, to assist them in achieving their individual and collective goals. Through these experiences, I achieve my career goal to help people grow and to make a positive difference in their journey.

What do you like to do in your free time? •

I am an avid photographer and enjoy taking pictures of my favorite subjects, my family.

If you could have dinner with somebody from the past, present or future who would it be and why? I think it would be a blast to have dinner with Bill & Melinda Gates. I am fascinated by their contributions to technology AND philanthropy – both of which continue to change our world for the better. I'd love to get in on the action! ■

Watch for additional Best of the Best class members in upcoming issues of the newsletter.

Brokaw Receives Medal of Freedom

President Barack Obama celebrated 18 Americans “who devoted their lives to their fellow citizens” by presenting them with the nation’s highest civilian honor. The recipients of the *Presidential Medal of Freedom* included longtime NBC journalist Tom Brokaw, actress Meryl Streep, musician Stevie Wonder, Ethel Kennedy, and retiring Democratic Rep. John Dingell, the longest-serving member of Congress.

“Once a year we set aside this event to celebrate people who have made America stronger, and wiser, and more humane, and more beautiful,” Obama said during a ceremony at the White House.

Other recipients included James Chaney, Andrew Goodman, and Michael Schwerner -- civil rights activists who were murdered in 1964 as they worked to register black voters in Mississippi. Also celebrated was Native American activist Suzan Harjo, and the late Rep. Edward Roybal, who founded the Congressional Hispanic Caucus in 1976.

“We thank all of them for the gifts they have given to us: The incredible performances, the incredible innovation, the incredible ideas, the incredible expressions of the human spirit,” Obama said. ■

Article courtesy of Andrew Rafferty from NBC News.



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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FCC Proposes to Allow Station-Conducted Contest Disclosures Via Websites

The FCC has issued a new Notice of Proposed Rulemaking (“Notice”) to “modernize” its station-conducted contest rule and allow stations to meet the requirement to disclose material terms of the contest in writing on publicly available websites. This new rulemaking is welcome news for stations that routinely offer promotional contests and struggle to disclose all the necessary “fine print” on the air.

The Notice announcing the new proceeding follows a petition for rulemaking filed by a radio broadcaster in 2012. VAB filed comments in support of Entercom’s petition, which were cited numerous times in the FCC’s Notice. The petition asked the FCC to update the nearly 40-year-old station-conducted contest rule to recognize that listeners and viewers are accustomed to obtaining information from station websites.

The station-conducted contest rule currently in effect requires a station conducting a contest to fully and accurately disclose the “material terms” of the contest and to conduct the contest substantially as advertised. Material terms of the contest must first be disclosed on air when the audience is first told on the air how to enter and participate. Thereafter, stations must continue to make on-air disclosures a “reasonable number” of times while the contest is underway. Stations sometimes find it challenging to determine with certainty the “material terms” of the contest and fit those terms into a short promotional announcement to air a “reasonable number” of times.

The Notice proposes to allow stations to meet the obligation to disclose the material terms of contests through either on-air announcements (as under the current rule),



or by making the material terms available in writing on a publicly available website. The website on which the disclosures reside could belong to the station, the licensee company, or, if neither of these options is available, on any publicly accessible website. As a practical matter, most stations already post contest rules to their station or company websites, so the Notice simply proposes to allow those disclosures to “count” toward meeting the disclosure obligation, so long as the station announces the website address on the air.

If a station chooses to meet its disclosure obligation by posting the material terms to a website, stations will still be required to announce—each time the station mentions or advertises the contest over the air—the availability of the material terms on the website and identify the complete, “direct” website address where the terms are posted. In other words, there will still be an on-air disclosure requirement for station-conducted contests promoted on the air.

Additionally, the Notice does not propose to change the requirement that stations must conduct the contest substantially as announced—this part of the rule would remain unchanged.

The Commission is seeking comment on these proposals, as well as some other related items. For example, the Notice proposes to require stations that change the material terms during the course of the contest to fully disclose on the air the fact that the rules have changed and to direct the audience to the new (changed) disclosures on a website. (Stations would be well-advised to consult with communications or other legal counsel prior to changing contest rules during the course of a contest as state-law and other legal issues may be implicated by any midstream change to a contest.) The Notice also asks if the Commission should mandate any particular format for contest disclosures posted online, the location of the contest

disclosure website link (home page or elsewhere), and whether “material terms” of the contest that are posted on the Internet should be set apart from other, more general contest rules so the material terms are readily available to consumers without having to wade through lengthy “fine print.”

Stations may wish to consider weighing in on the Commission’s proposals, but the due dates for comments and reply comments has not yet been determined. ■

Article courtesy of Elizabeth Spainhour, Brooks, Pierce, McLendon, Humphrey & Leonard LLP.

The notice proposes to allow stations to meet the obligation to disclose the material items of contests through either on-air announcements (as under the current rule), or by making the material terms available in writing on a publicly available website.



cocktails & CONVERSATIONS

VAB to Hold Roanoke Regional Meeting

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 16th from 5:30 p.m. - 7:00 p.m. at the Hotel Roanoke, 110 Shenandoah Avenue, Roanoke, VA 24016.

Open to all station employees, with specific content for all department heads, managers and account executives. Please RSVP to Christina Sandridge at (434) 326-9815 or christina.sandridge@easterassociates.com.

We look forward to seeing everyone! ■

HUMAN RESOURCES

John G. Kruchko is a Partner with the Labor & Employment Law Firm of FordHarrison, LLP in Tysons Corner, Virginia; Kevin B. McCoy is also a Partner with the Firm. An original version of this article was prepared by Frederick Warren, a partner in the firm's Atlanta office. For more information, please contact Mr. Kruchko or Mr. McCoy at (703) 734-0554 or by e-mail at jkruchko@fordharrison.com, or kmccoy@fordharrison.com. This article is published for general information purposes, and does not constitute legal advice.

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OBAMACARE UPDATE

Hospitalization Services Required for Plan to Meet Minimum Value

On November 4, 2014, the Internal Revenue Service (IRS) released guidance (Notice 2014-69) clarifying that certain group health plans that do not provide for hospitalization services or physician services or both will fail to satisfy the minimum value requirements for purposes of the employer mandate of the Affordable Care Act (ACA). This means employers that do not qualify for transition relief and offer such health plans will not be considered to meet the requirements of the employer mandate and may be subject to a penalty.



Limited transition relief is provided for employers that, prior to November 4, 2014, have entered into a binding written commitment to adopt, or have begun enrolling employees in, a group health plan that does not provide for hospitalization or physician services. In addition, employees who otherwise qualify for a premium tax credit at a state or federally-run health insurance exchange will still qualify for such credit if offered

coverage that does not provide for hospitalization or physician services.

Background

The employer mandate requires employers to, among other things, provide minimum essential coverage that provides minimum value and is affordable to their full-time employees or pay a penalty if an employee not offered such coverage goes to a state- or federally-run health insurance exchange and qualifies for a premium tax credit under section 36B of the Internal Revenue Code

(Code). ACA regulations require plans to determine “minimum value” by using a safe harbor or a calculator issued by the Department of Health and Human Services (HHS). Previously, the calculator allowed a plan to meet “minimum value” even if it did not provide for hospitalization or physician services.

Notice 2014-69 provides that HHS and the IRS intend to promptly amend regulations to provide that a plan will not provide “minimum value” if it excludes “substantial coverage” for in-patient hospitalization services or physician services or both. The IRS has stated that it expects to issue final regulations in 2015, and that the rules will be effective on the date final regulations are issued – not at the end of the plan year.

Limited Transition Relief Available

Limited transition relief is provided to employers that, prior to November 4, 2014, have entered into a binding written commitment to adopt, or have begun enrolling employees in, a group health plan that does not provide for hospitalization or physician services or both. The transition relief applies only to employers that start their 2015 plan year before March 1, 2015. The transition relief will last until the end of the employer’s 2015 plan year.

Employees with Non-Hospitalization/Non-Physician Plans Eligible for Subsidies

Pending final regulations, employees who are otherwise eligible for premium tax credits at a state- or federally-run health insurance exchange under section 36B of the Code will still be eligible for such subsidies if offered a group health plan that does not provide for hospitalization or physician services.

An employer that provides a group health plan that does not include coverage for hospitalization or physician services (including employers that qualify for transition relief):

- ▶ Must not state or imply in any disclosure

that the offer of coverage under the plan precludes an employee from obtaining a premium tax credit at a health insurance exchange if the employee is otherwise eligible; and

- ▶ Must timely correct any prior disclosures that state or imply that the plan would preclude an employee from obtaining a premium tax credit at a health insurance exchange if the employee is otherwise eligible.

An employer that also offers an employee another plan that is not a non-hospital/non-physician services plan that is affordable and provides minimum value is permitted to advise the employee that the offer of this other

plan will or may preclude the employee from obtaining a premium tax credit.

Takeaway for Employers

Employers should take steps now to ensure the group health plans they offer meet the IRS guidance requirements on hospitalization and physician services and, if they do not, should determine whether they meet the transition relief rules. Employers whose group health plans do not meet the requirements also should revise their employee disclosures as discussed above. ■

Article courtesy of John G. Kruchko, and Kevin B. McCoy of FordHarrison LLP.

Employers should take steps now to ensure the group health plans they offer meet the IRS guidance requirements on hospitalization and physical services and, if they do not, should determine whether they meet the transition relief rules.

Power of Radio: In Snowbound Buffalo, Radio Connects Listeners

Wall-to-wall storm coverage has been airing since Tuesday morning on Entercom news/talk WBEN, Buffalo (930) as a barrage of snow hit the southern portion of the metro, piling as high as five feet. More is on the way. So is special programming. WBEN yanked all syndication and put all hands on deck to broadcast essential information about driving bans and school, business and road closings. But WBEN carried more than just weather updates and official press conferences. Hosts offered advice and companionship, providing a town hall for listeners to share stories about a storm so big the National Guard was called in. The deadly storm was also a reminder of the role digital assets play in helping listeners tell their stories.

Snowbound at home in one of the hardest hit areas, Entercom-Buffalo operations manager Tim Wenger manned the station's social media feeds, tweeting links, posting updates and creating photo galleries where listeners shared hundreds of storm pictures. An aerial shot of the storm racked up 10,000 shares and 740,000 views. "It's the old storm spotter thing taken to the social media level," Wenger says.

WBEN asked listeners to open their front door and take a picture of the snow pressed up in the doorway. "Watching the response parade into our Twitter feed was remarkable," Wenger says. "It's amazing the ways we reach people and they reach us." Entercom's sister music and sports stations carried news from WBEN reporters. In a city with a deep bench of air talent all too familiar with lake effect snow, there was no shortage of storm tales across the dial, from hosts and listeners riding the storm out together. It wasn't always your typical radio call-in. But with life-threatening snow squalls and blinding white-outs, it wasn't your typical night. A woman identified as Liza called WBEN on Tuesday night from her car, seeking help. Host David Bellavia put her on the air, where she told her grim story. She and her 12-year old daughter were stranded for 18 hours in their car, which got stuck before authorities shut down the New York State Thruway. Just back from Los Angeles, they weren't wearing winter clothes and the car was running out of gas. They were cold, hungry, alone and afraid. Bellavia gave out her location and put out a call for listeners in the area with snowmobiles to safely rescue her. The woman and her daughter were saved by a snowmobiler later that night. The real-life drama played out on-air and captivated listeners, many who phoned the station the next morning to find out what happened. The initial call to Bellavia was replayed in morning drive. "This is what talk radio is supposed to be about," he told listeners. "Helping people."

It wasn't the only poignant reminder of the power of radio during a crippling storm. A man called from a gas station where he was trapped with 30 others in an area where the roads were too snow-clogged for emergency vehicles to reach them. Another caller's daughter was stuck alone in a remote area after her car hit a deer. "This is a dangerous situation for people south of Buffalo," host Larry Hunter warned listeners. "That's why we're going to be here all night for you." ■

Article courtesy of www.insideradio.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.

Position	Locations	Type	Department	Organization
Various	Williamsburg	Part Time	Production	WMBG Inc.
Various	Williamsburg	Part Time	Promotion	WMBG Inc.
Production Intern	Roanoke, VA	Part Time	Production	WDBJ Television, Inc.
Station Operations Manager	Roanoke, VA	Full Time	Business / Admin	WPXR-TV
Producer	Roanoke, VA	Full Time	News	Media General
Account Executive	WHSV	Full Time	Sales	WHSV-TV
Multi-platform Account Executive	Norfolk/ Portsmouth/ Virginia Beach	Full Time	Sales	LIN Television-WAVY
Account Executive	TRI CITIES TN/VA	Full Time	Sales	Holston Valley Broadcasting Corp. (VA)
Meteorologist/Weather Anchor	Roanoke, VA	Full Time	News	Media General
Production Assistant	Roanoke, VA	Part Time	Production	WDBJ Television, Inc.
Producer	Roanoke, VA	Full Time	News	Media General
Sports Reporter	Roanoke, VA	Full Time	News	WDBJ Television, Inc.
Database Administrator	Norfolk, Virginia	Full Time	(Other)	Hampton Roads Educ. Telecomm. Assoc. Inc.
Local Sales Assistant	Roanoke, VA	Full Time	Sales	Grant Broadcasting System II
News Director	WCAV CBS19/ Charlottesville, VA	Full Time	News	Gray Television
Anchor/Reporter	WHSV	Full Time	News	WHSV-TV
Marketing Producer	Richmond, VA	Full Time	Promotion	WWBT, Inc.
Marketing Producer	Richmond, VA	Full Time	Promotion	WWBT, Inc.
Sales Representative	Roanoke, VA	Full Time	Sales	Mel Wheeler Inc.
Meteorologist	Portsmouth/ Norfolk/Virginia Beach	Full Time	News	LIN Television-WAVY

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

www.vabonline.com/careers