

**SHENANDOAH TO THE SHORELINE,
KEEPING YOU CONNECTED.**



Virginia Association of Broadcasters



@VABTweets

- 2 2024 Best of the Best Seminar
- 3 VAB Radio Roundtable
- 4 VAB Summer Internships
- 5 Ford Harrison Legal Article
- 6 Cocktails and Conversations
- 7 VAB Job Bank

UPCOMING EVENTS

November 13, 2023

VAB Lunch with Congresswoman Cline
Harrisonburg Radio Group
Harrisonburg, VA

December 6, 2023

VAB Richmond Regional
Urban Roost/Lunch.Supper
Richmond, VA

March 4-6, 2024

NAB State Leadership Conference
Washington, DC

May 2, 2024

VAB Best of the Best Alumni Event
Richmond, VA

June 20-22, 2024

VAB 87th Annual
Summer Convention
Marriott Oceanfront Hotel
Virginia Beach, VA

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WSET-TV
Lynchburg, VA
Garrett Klingel
Charlottesville Radio Group
Charlottesville, VA

Districts 6 & 9
Jaimie Leon
WSLS-TV
Roanoke, VA

Barbara Sewell
Three Rivers Media
Wytheville, VA

Districts 8, 10 & 11
Todd Bernstein
WJLA-TV
Arlington, VA



VAB BEST OF THE BEST SEMINAR

Our 2024 Best of the Best class met for their first session on October 27th in Charlottesville

Our facilitator Sharon Fitzpatrick, The Fitzpatrick Group, led the group through the connection between their DiSC style and real-world leadership demands and situations and an actionable path toward more effective leadership. Thank you to the class members for being so dedicated and present for the day. We look forward to our next session together in March in Washington, DC.



VAB RADIO ROUNDTABLE

The VAB Small Market Radio Seminar was held on October 26th in Charlottesville. Thank you to Steve Wexler, WEXL Coaching & Development, for attending and facilitating great discussions with our members. This seminar is always an inspirational day, with lots of great ideas and new concepts developed, when this group of passionate small market broadcasters gather together!



SUMMER INTERNSHIPS



Through the NCSA programs and membership services, the VAB will again offer PAID summer internships during Summer 2024 to college students entering their Junior or Senior year in the Fall of 2024! The internship program is 8 weeks in length and will begin on Monday, June 3, 2024. All interns should plan to work 40-hours per week at \$12.00/hour. A total of 32 students statewide can be selected to participate. We need stations in all markets to volunteer to host an intern.

If you are interested in hosting a VAB intern, please let me know via email, christina.sandridge@easterassociates.com, by February 23, 2024. I will also need to know who the internship coordinator is going to be at your station, his or her phone number, and his or her email address. If your station is selected to participate, the intern assigned to you **MUST** be interviewed by you prior to final commitment. Please be advised that every attempt will be made to place an intern at your station, but unfortunately, we cannot guarantee that we will

receive an application from a student who will be living in your area over the summer!

Please remember: in order for a student to be a VAB intern, he or she must complete the application online - [click here](#) to download - and it must be returned by the deadline date of **February 23, 2024**. I am happy to try to match students to stations, especially if you request a particular student, but that student still needs to complete an application with the VAB.

Only students who are Virginia residents OR a non-resident currently attending an accredited college, university, or community college in the state of Virginia (as well as Elizabeth City State University) are eligible for the Summer Internship Program.

Help the VAB spread the word to students! Please let us know if you would like some sample scripts that can be used as PSA's. We certainly appreciate it!



EEOC PROPOSES UPDATED WORKPLACE HARASSMENT GUIDANCE

By John G. Kruchko and
K. Maxwell Bernas

Conduct Occurring Outside the Office

During and following the COVID-19 pandemic, many businesses adopted remote working arrangements for employees, which remain in place today. The EEOC's updated guidance addresses harassment occurring in the virtual work environment.

Notably, hostile work environment claims may include conduct that occurs in a work-related context outside an employee's regular workplace. While these scenarios previously consisted of off-site employee trainings and holiday parties, now they may include harassment taking place in the virtual work environment. Specifically, the EEOC warns of harassment occurring over work emails or during videoconferences. The EEOC has also taken note of the increased use of social media and text messaging as a form of communication between employees. While employers generally are not responsible for conduct occurring outside the work context, they may be liable when the conduct has consequences in the workplace and contributes to a hostile work environment. The proposed guidance explains that harassment can result from an employee's harassing social media post, or even private message, if it is subsequently repeated or commented upon in the workplace.

EEOC Enforcement Trends

The EEOC's updated guidance comes at a time when the commission has increased its enforcement efforts across the board. During its 2023 fiscal year, the EEOC filed 143 new employment discrimination lawsuits – a more than 50% increase compared to the previous fiscal year. That number will likely continue to rise based on the broad nature of the EEOC's strategic enforcement plan for fiscal years 2024-2028, as well as the new parameters laid out in the proposed anti-harassment guidance. According to the strategic enforcement plan, the EEOC will prioritize 'vulnerable and underserved' workers, which include people with intellectual and developmental disabilities, workers facing disabilities related

to mental health, individuals with arrest or conviction records, LGBTQI+ individuals, temporary workers, older workers, low-wage workers, and persons with limited literacy or English proficiency. The EEOC will also seek to protect workers affected by pregnancy, childbirth or related medical conditions.

Considerations For Virginia Employers

While the EEOC's proposed guidance is neither finalized nor legally binding at this time, it provides insight into how the commission, will address workplace harassment claims going forward. Further, the EEOC's updated guidance now aligns closer with the recently implemented Virginia Values Act which expanded the scope of the Virginia Human Rights Act to prohibit discrimination in employment and housing on the basis of sexual orientation and gender identity.

Considering the EEOC's proposed updated guidance, employers can prevent workplace harassment and avoid liability by showing that they exercised reasonable care to both prevent harassment and promptly correct any harassment once notified. An employer's first line of defense is its anti-harassment policy. The policy should clearly define what conduct is prohibited, be disseminated to all employees and be available in the languages spoken by employees. The policy should also contain a complaint process that offers multiple avenues for reporting harassment, identifies points of contact for making complaints, and provides adequate confidentiality and anti-retaliation protections for reporting employees. Finally, the policy should require that those individuals designated to receive complaints of harassment ensure that information is relayed to the designated investigator(s). Employers must also ensure that their workforce is regularly trained on their anti-harassment policy. In light of the expansive definition of protected characteristics in the proposed guidance, employers should review their current policies to ensure they address the expanded definitions and scenarios included in the EEOC guidance.

If you have any questions regarding the EEOC's proposed updated workplace harassment guidance or the Virginia Values Act, please contact John G. Kruchko, partner in our Tysons Corner, Virginia office or Max Bernas, counsel in our Atlanta, Georgia and Tysons Corner, Virginia offices at (404) 888-3884 or by email at jkruchko@fordharrison.com or kmbernas@fordharrison.com.



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COCKTAILS & CONVERSATIONS

The VAB would like to invite you to join us for an update regarding your Association and its activities as well as a social hour so we can all catch up!

Please join us:

Wednesday, December 6th
5:30 p.m. - 7:00 p.m.

VAB Richmond Regional Meeting
Urban Roost/Lunch. Supper
3023 W Marshall Street
Richmond, VA

We look forward to seeing you all!

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

- 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.

Welcome to the VAB Job Bank. Listed below are the latest job opportunities offered by the VAB Members.

Account Executive

Hampton, VA Full Time Sales WSKY-TV 11/7/2023

Traffic Support Coordinator

Richmond, VA Full Time Business / Admin SummitMedia, LLC 11/6/2023

Newscast Producer / Media Producer

Portsmouth, VA Full Time News WAVY-TV 11/6/2023

Newscast Director

Portsmouth, VA Full Time Production WAVY-TV 11/6/2023

MultiMedia Consultant

Roanoke, VA Full Time News WDBJ-TV 11/2/2023

Multimedia Journalist

Roanoke, VA Full Time News WDBJ-TV 11/2/2023

News Producer

Roanoke, VA Full Time News WDBJ-TV 11/2/2023

Investigative Reporter

Portsmouth, VA Full Time News WAVY-TV 11/1/2023

Newscast Associate Producer/Media Producer

Portsmouth, VA Full Time News WAVY-TV 11/1/2023

WAVY Unpaid Sports Intern, Spring Semester 2024

Portsmouth, VA Anything News WAVY-TV 10/20/2023

WAVY Unpaid Hampton Roads Show Intern, Spring 2024

Portsmouth, VA Anything News WAVY-TV 10/20/2023

WAVY Unpaid Digital Intern, Spring 2024

Portsmouth, VA Part Time News WAVY-TV 10/20/2023

WAVY Unpaid Broadcast Engineering Intern, Spring 2024

Portsmouth, VA Part Time News WAVY-TV 10/20/2023

News Producer

Richmond, VA Full Time News WWBT-TV 10/20/2023

Anchor/Reporter

Richmond, VA Full Time News WWBT-TV 10/20/2023

Chief Advancement Officer

Roanoke, VA Full Time (Other) WVTF-FM and Radio IQ 10/19/2023

Photographer/Video Editor

Richmond, VA Full Time News WRIC-TV 10/17/2023

Marketing Executive

Charlottesville, VA Full Time Sales WINA-AM 10/17/2023

Digital Marketing Sales Representative

Charlottesville, VA Full Time Sales WINA-AM 10/17/2023

Digital Marketing Sales Representative

Harrisonburg, VA Full Time Sales WQPO-FM 10/17/2023