

LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF Aug. 1, 2013 through July 31, 2014

Complete this worksheet continuously every time a vacancy is filled

Job Title: <u>Sales / AE</u>	Date Filled: <u>10/14/13</u>
Job Title: <u>Sales / AE</u>	Date Filled: <u>10/16/13</u>
Job Title: <u>Admin. Assistant</u>	Date Filled: <u>1/3/14</u>
Job Title: <u>Sales / AE</u>	Date Filled: <u>6/9/14</u>
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____
Job Title: _____	Date Filled: _____

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

DEC

**YEARLY TOTAL NUMBER OF INTERVIEWEES
AND TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH
RECRUITMENT SOURCE**

Complete this worksheet on the anniversary date of the renewal filing due date using the Tally of Interviewee Sources for Each Full-Time Vacancy (Page 18)

Yearly Period Beginning: Aug. 1 2013 Ending: July 31, 2014

Total Number of Persons Interviewed for Full-Time Vacancies: 29

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Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Indeed.com	5
CareerBuilder.com	1
Central IL Helpwanted.com	5
Mozilla.com	1
Employee Referrals ^{Chris Bullock} G. Mattingly	4
On air ads	5
Richland Comm. job fair	3
Monster.com	2
Herald + Review.com	1
Word of mouth	1
facebook	1

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Job Title for Vacancy: Sales / AE Date Vacancy Filled: 10/16/14
 Recruitment Source for Actual Hire: Indeed .com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact list	

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Job Title for Vacancy: Sales / AE Date Vacancy Filled: 10/14/13

Recruitment Source for Actual Hire: On air Ads

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Job Title for Vacancy: Admin. Assistant Date Vacancy Filled: 1/3/14
 Recruitment Source for Actual Hire: Indeed.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
<i>Su 2013 - 2014 EEO Contact list</i>	

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.

Job Title for Vacancy: Sales / AE Date Vacancy Filled: 6/9/14

Recruitment Source for Actual Hire: Interviewee friend / word of mouth

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
<u>See 2013-2014 EEO Contact list</u>	
<u>Central IL Helpwanted.com</u>	

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**SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES**

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 18). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING Aug. 1, 2013 AND ENDING July 31, 2014

Specify First Initiative: Management Comm. Class 4/16/14

Describe activities undertaken to fulfill that initiative:

Bud Walters, President spoke to 15 Gr. + Sr. students regarding current Nielsen data for media + how it works. Students interacted, learning about current ratings systems + how they affect radio industry.

Specify Second Initiative: 2014 Idea Bank Scholarship Sponsorship

Describe activities undertaken to fulfill that initiative:

Each year the Cromwell Group Inc. Affiliates, SESAC, + the Int'l Broadcasters Idea Bank sponsor a \$10,000 scholarship for 1 student in his/her 2nd year of college seeking a degree in the broadcasting industry.

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2/4 YEAR PERIOD BEGINNING Aug. 1, 2013 AND ENDING July 31, 2014

Specify 3rd Initiative: Craigslist.com
8/1/13 - 7/31/14

Describe activities undertaken to fulfill that initiative:

posted all full time job openings
on craigslist.com to promote broad
outreach

Specify 4th Initiative: Richland Comm. College Job fair
4/10/14

Describe activities undertaken to fulfill that initiative:

Greeted + spoke with persons interested
in Radio job opportunities. Accepted
applications for future + current
openings.

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2/4 YEAR PERIOD BEGINNING Aug. 1, 2013 AND ENDING July 31, 2014

Specify 5th Initiative: Internship

Describe activities undertaken to fulfill that initiative:

Tara Nickerson + Sarah Edwards accepted
students for participation in learning
all aspects of running a radio show,
production + programming

Specify 6th Initiative: TAB Conference 8/6-8/7/13

Describe activities undertaken to fulfill that initiative:

Bud Walters, President, Joanna Crocker, Legal Affairs
+ Andrea Kanner, Corp. Bus. Mgr. attended 6th annual
TAB Conf. held in Murfreesboro, TN. Many topics
discussed including EEO regulations + procedures
FCC rulings/regulations, new radio tech + sales strategies.

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EEO Job Posting List

Lakeland College
5001 Lakeland Blvd
Mattoon, IL 61938
Christine McBurney

Post on website
235-0588

Eastern Illinois University
600 Lincoln Ave.
Charleston, IL 61920
Jeff Owens

EMAIL
581-5000
581-6650 fax
jdowens@eiu.edu

Richland Community
One College Park
Decatur, IL 62521
Placement

Online: collegcentral.com/richlandcc
875-7000
875-6965 - fax

Shelbyville Job Center

774-4471 - fax

Millikin
1184 W. Main Street
Decatur, IL 62522

217-362-6407 fax
800-373-7733

Capital Area Career Center
2201 Toronto Rd.
Springfield, IL 62712
Jim Grimes

217-529-5431 x164
217-529-7861 fax

Cromwell - Effingham
405 S. Banker
Effingham, IL 62401
Deb Jackson

email: wcrc@wcrc957.com
Deb Jackson, Office Mgr
217-342-4141

Cromwell - Vandalia
232 S. 4th Street
Vandalia, IL 62471
Todd Stapleton

Todd Stapleton, GM
email: tstapleton@cromwellradio.com
618-283-2325

Cromwell - Mattoon
209 Lake Land Blvd
Mattoon, IL 61938

Luci Englum, Office Mgr
email: lenglum@cromwellradio.com

Cromwell - Nashville

email: akamer@cromwellradio.com

Cromwell - Owensboro

email: tmehringer@cromwellradio.com

Craigslist.com

All Access website

Anthony Walker

email: cwalkerdecaturn@aol.com

Decatur Black Ch. Of Commerce

IL Center for Broadcasting, Chicago

Bob Hillman, Placement Director

email: bhillman@beonair.com

Ph: 312-884-8000 x6124

Love Fellowship Christian Church

Josalin Wills

email: josalinwills@gmail.com

1567 N. Clinton

Decatur, IL 62522

217-791-4080

Lincoln Trail College

Teresa Jenkins

email: jenkinst@iecc.edu

IL Dept of Human Svc

email: Rochelle.fowler@illinois.gov

Div of Rehabilitation

Rochelle Fowler: Employment Resource Specialist

DecaturBlkChamber@aol.com

email