

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF 8/1/2015 through 7/31/2016**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: <u>Sales</u>	Date Filled: <u>9/8/15</u>
Job Title: <u>Sales</u>	Date Filled: <u>11/2/15</u>
Job Title: <u>Sales</u>	Date Filled: <u>3/7/16</u>
Job Title: <u>Sales</u>	Date Filled: <u>3/30/16</u>
Job Title: <u>Sales</u>	Date Filled: <u>7/12/16</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: _____

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.

Title for Vacancy: _____ Sales _____ Date Vacancy Filled: _____ 9/8/15

Recruitment Source for Actual Hire: _____ Central IL Helpwanted.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See EEO recruitment list	
All Access.com post dated 6/24/15	
Craigslis.com post dated 6/23/15	
On air ads WEJT WYDS WZNX WZUS MAGIC The GAME	
and The GRIZ	

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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.

Title for Vacancy: _____ Sales _____ Date Vacancy Filled: _____ 11/2/15 _____

Recruitment Source for Actual Hire: _____ Central IL Helpwanted.com _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See EEO recruitment list	
All Access.com post dated 6/24/15	
Craigslist.com post dated 6/23/15	
On air ads WEJT WYDS WZNX WZUS MAGIC The GAME and The GRIZ	

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.

Title for Vacancy: _____ Sales _____ Date Vacancy Filled: 3/7/16

Recruitment Source for Actual Hire: Former Employee Referral/Aspen Pirtle

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See EEO recruitment list	
All Access.com post dated 11/10/15	
Craigslis.com post dated 11/10/15	
On air ads WEJT WYDS WZNX WZUS MAGIC The GAME and The GRIZ	

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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.

Title for Vacancy: _____ Sales _____ Date Vacancy Filled: _____ 3/30/16 _____

Recruitment Source for Actual Hire: _____ Employee Referral/Jeremy Anderson _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See EEO recruitment list	
All Access.com post dated 3/9/16	
Craigslist.com post dated 3/9/16	
On air ads WEJT WYDS WZNX WZUS MAGIC The GAME and The GRIZ	

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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.

Title for Vacancy: _____ Sales _____ Date Vacancy Filled: _____ 7/12/16 _____

Recruitment Source for Actual Hire: _____ On Air ad _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See EEO recruitment list	
All Access.com post dated 3/9/16	
Craigslist.com post dated 3/9/16	
On air ads WEJT WYDS WZNX WZUS MAGIC The GAME and The GRIZ	

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**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 16)

Yearly Period Beginning: 8/1/2015 Ending: 7/31/2016

Total Number of Persons Interviewed for Full-Time Vacancies: 13

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Central IL Helpwanted.com	3
On Air ads	5
Employee Referrals A. Pirtle, J. Anderson, S. Hagan	3
DecaturRadio.com	1
Client Referral	1

**SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES**

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 16). Stations required to engage in four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING August 1, 2015 **AND ENDING** July 31, 2016

Specify First Initiative: 2016 Idea Bank Scholarship Sponsorship

Describe activities undertaken to fulfill that initiative: Each year The Cromwell Group, Inc
And Affiliates, SESAC, and the International Broadcasters Idea Bank sponsor a \$10,000
Scholarship for 1 student in his/her second year of college seeking a degree in the broadcasting
industry.

Specify Second Initiative: July 7/18-7/19/16 Cromwell Managers Meeting

Describe activities undertaken to fulfill that initiative: Chris Bullock, GM Tara Nickerson,
Operations Mgr, Cindy Hansen, Business Mgr, attended and participated in many topics
including Sexual Harassment Discrimination in the workplace.

Place in the Public file and post on the station's website annually on the anniversary of the renewal filing date.

**SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES**

Complete this form to summarize the activities compiled on the Description of Supplemental Outreach Initiatives worksheets (page 16). Stations required to engage In four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING August 1, 2015 **AND ENDING** July 31, 2016

Specify Third Initiative: 2/3-5/5/2016 Internship Program

Describe activities undertaken to fulfill that initiative: Each year Cromwell Decatur accepts
interns in the programming, production, promotions departments to help students fulfill the
required field work to earn a degree in their chosen field of study. Interns also have the ability
to apply for employment with us upon completion of their internship and/or graduation.

Specify Fourth Initiative: 1/15-1/17/16 Int'l Broadcasters Idea Bank Workshop

Describe activities undertaken to fulfill that initiative: Tara Nickerson, Operations Mgr and
Sarah Edwards, Program Manager attended a variety of sessions discussing and sharing
Radio knowledge and best practices among participating individuals and stations.

**SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES**

Place in the Public file and post on the station's website annually on the anniversary of the renewal filing date.

EEO Recruitment 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: collegecentral.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

Hannah Carruthers, Office Mgr
email: hcarruthers@cromwellradio.com

Cromwell - Nashville email: akamer@cromwellradio.com

Cromwell - Owensboro email: melford@cromwellradio.com

Anthony Walker email: GreaterDBCC@gmail.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