LIST OF ALL FULL-TIME JOBS FILLED FOR THE 12 MONTH PERIOD OF 8/1/2014 through 7/31/2015

Complete this worksheet continuously every time a vacancy is filled.

Job Title:	General Manager	Date Filled:	2/1/15
Job Title:	P/T Administrative Assistant	Date Filled:	4/3/15
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:	
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.

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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: General Manager Mattoon/Charleston IL Date Vacancy Filled: 2/1/2015

Recruitment Source for Actual Hire: Internal Promotion

* * * * *

Name and Address of Source	Contact Person and Phone Number
See 2014-2015 EEO Contact List	
AllAccess.com post dated 12/17/14	
CentralIllinoisHelpWanted.com post dated 12/16/14	
Inside Radio dated 12/18/14-12/19/14, 12/22/14-12/23/14, 12/29/14-12/30/14 & 1/5/15-1/8/15	
Small Market Radio Newsletter dated 12/22/14, 12/29/14, 1/5/15	
Indiana Radio Watch Newsletter dated 12/23/14 & 1/5/15	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

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.

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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: P/T Administrative Asst Date Vacancy Filled: 4/3/15

Recruitment Source for Actual Hire: Former Intern

* * * * *

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 3/23/15	
Central Illinois Helpwanted.com post dated 3/23/15	
Craigslist.com post dated 3/23/15	
On air ads, WMCI WCBH WWGO Mattoon, IL	

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.

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YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER OF INTERVIEWEES REFFERED 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: 8/1/2014 Ending: 7/31/2015

Total Number of Persons Interviewed for Full-Time Vacancies: 14

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Internal Promotion	3
Radio Ad	1
Word of Mouth	1
All Access.com	3
Inside Radio	4
Lakeland College Job Fair	1
Craigslist.com	1

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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 16). Stations required to engage In four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING **August 1, 2014** **AND ENDING** **July 31, 2015**

Specify First Initiative: **2015 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 12-14, 2015 Cromwell Managers Meeting**

Describe activities undertaken to fulfill that initiative: General Manager Luci Englum, and Operations Mgr Kurtis Allen attended, 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.

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2/4 YEAR PERIOD BEGINNING **August 1, 2014** **AND ENDING** **July 31, 2015**

Specify Third Initiative: **2014-2015 Internship Program**

Describe activities undertaken to fulfill that initiative: Each year Cromwell Mattoon 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 gradution.

Specify Fourth Initiative: **Eastern IL University Job Fair 2/18/15**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at EIU Job Fair, Charleston IL on Feb. 18, 2015 to discuss all areas of opportunity in radio. Handed out contact information for all Cromwell Illinois station managers.

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

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2/4 YEAR PERIOD BEGINNING **August 1, 2014** **AND ENDING** **July 31, 2015**

Specify Fifth Initiative: **Lakeland College Job Fair 2/25/15**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at Lakeland College Job Fair, Mattoon IL. Applications and resumes were accepted from the job Fair attendees. Also discussing areas of opportunity within the radio industry.

Specify Sixth Initiative: **Eastern IL Broadcast Industry Fair 4/1/15**

Describe activities undertaken to fulfill that initiative: Station personnel attended the Broadcast Industry Job Fair in Charleston IL. To discuss areas of opportunity in radio with the Attendees.

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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 16). Stations required to engage In four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING **August 1, 2014** **AND ENDING** **July 31, 2015**

Specify 7th Initiative: **Olney Central College Hiring Expo 4/16/15**

Describe activities undertaken to fulfill that initiative: General Manager Luci Englum Attended and discussed jobs & internships with attendees at the Olney Central College Hiring Expo in Olney IL.

Specify 8th Initiative: **8/1/14 – 7/31/15 Job Posting on AllAccess.com**

Describe activities undertaken to fulfill that initiative: Job openings were posted on AllAccess.com, a trade related website who membership reaches many women and minorities.

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

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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 16). Stations required to engage In four initiatives should use an additional sheet to include remaining initiatives.

2/4 YEAR PERIOD BEGINNING **August 1, 2014** **AND ENDING** **July 31, 2015**

Specify 9th Initiative: **8/1/14 – 7/31/15 Job postings on Craigslist.com**

Describe activities undertaken to fulfill that initiative: Job openings were posted on Craigslist.com which promote job openings to the general public.

Specify 10th Initiative:

Describe activities undertaken to fulfill that initiative:

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

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WMCI – WHQQ – WWGO – WCBH – WCRA – WCRC – WPMB – WKRV
RECRUITMENT LIST

Advertising:
All positions posted in/at all the publications, departments, and organizations listed below:

1. The Daily Eastern News, Eastern Illinois University, Betsy Jewell, Student Publications, 600 E. Lincoln, Charleston, IL 61920, fax 217-581-2923, send notices by fax.

2. Lakeland Community College, Communications Dept., Greg Powers, 5001 Lakeland Blvd., Mattoon, IL 61938, fax 217-234-5506, send notices by fax.

3. University of Illinois, Radio & Television Dept., Campbell Hall for Telecommunications, 300 N. Goodwin, Urbana, IL 61801, fax 217-244-7304, send notices by fax.

4. Illinois State University, Radio & Television Dept., Illinois State University Fell 011, Normal, IL 61790, send notices by mail.

5. Richland Community College, Career Services, One College Park, Decatur, IL 62526, send notices on website: collegecentral.com/richland

6. Millikin University, Communications Department, Communications Department, 1184 W. Main St., Decatur, IL 62522, fax 217-424-3993, send notices by fax.

7. Illinois Employment and Training Center, 2311 Hoffman Dr., Effingham, IL 62401, fax 217-342-4198, send notices by fax.

8. WMCI, WWGO, WCBH Radio Stations, 209 Lakeland Blvd., Mattoon, IL 61938, phone 217-235-5624, fax 217-235-6624, email to: Luci Englum, lenglum@cromwellradio.com

9. WHQQ, WCRA, WCRC Radio Stations, 405 S. Banker #201, Effingham IL 62401, phone 217-342-4141, fax 217-342-4143, email notices to Deb Jackson, wcrc@wcrc957.com

10. WPMB, WKRV Radio Stations, PO Box 100, Vandalia, IL 62471, phone 618-283-2325, fax 618-283-1503, email notices to Todd Stapleton, tstapleton@cromwellradio.com

11. WEJT, WYDS, WZNX, WZUS Radio Stations, Cindy Hansen, 401 N. Water St., #C, Decatur, IL 62523, phone 217-428-4487, email to Cindy Hansen, chansen@cromwellradio.com

12. WBUZ, WQZQ, WXTZ Radio Stations, 1824 Murfreesboro Rd, Nashville, TN 37217, phone 615-399-1029, fax 615-399-1023, email to Andrea Kamer, akamer@cromwellradio.com

13. WBIO, WXCM, WKCM, WVJS, WLME, WTCJ Radio Stations, 1115 Tamarack Rd., #500, Owensboro, KY 42301, phone 270-683-5200, email to Mel Ford, melford@cromwellradio.com

14. IL Center for Broadcasting in Chicago
Bob Hillman, Placement Director
Email: bhillman@beonair.com

15. Lincoln Trail College – fill out their form (in file) and email
Teresa Jenkins
jenkinst@iecc.edu

16. Eastern IL University
Radio & TV Dept.
Jeff Owens jdowens@eiu.edu

IL Dept of Human Resources email: Rochelle.fowler@illinois.gov
Employment Resource Specialist