

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF 8/1/2016 through 7/31/2017**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: Director of Sales Date Filled: 10/4/16

Job Title: Sales Date Filled: 10/6/16

Job Title: Sales Date Filled: 12/1/16

Job Title: Sales Date Filled: 3/27/17

Job Title: Sales Date Filled: 4/17/17

Job Title: General Manager Date Filled: 6/29/17

Job Title: Administrative Asst Date Filled: 7/20/17

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: Director of Sales Date Vacancy Filled: 10/4/16

Recruitment Source for Actual Hire: Employee Referral – Sarah Edwards

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 9/22/17	
Craigslis.com post dated 9/22/17	
Tom Taylor Now daily radio newsletter 9/21/17, 9/22/17	
Millikin University Career Center, Pam Folger	
Insideradio.com 9/21-9/27/17	
Central Illinois Helpwanted.com	

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: _____ 10/6/16 _____

Recruitment Source for Actual Hire: _____ CentralIllinoisHelpwanted.com _____

* * * * *

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 7/13/16	
Craigslis.com post dated 7/13/16	
On Air ads WEJT WYDS WZNX WZUS	
CentralIllinoisHelpwanted.com	

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: _____ 3/27/17 _____

Recruitment Source for Actual Hire: _____ On Air ad _____

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 10/19/19, 3/15/17	
Craigslis.com 10/19/16	
On Air ads WEJT WYDS WZNX WZUS	
CentralIllinoisHelpwanted.com	

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: 4/17/17

Recruitment Source for Actual Hire: _____ On Air ad _____

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 3/15/17	
On Air ads WEJT WYDS WZNX WZUS	
CentralIllinoisHelpwanted.com	

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: General Manager Date Vacancy Filled: 6/29/17

Recruitment Source for Actual Hire: In House Promotion

* * * * *

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 5/10/17	
Tom Taylor Now	
Radio Advertising	
Inside Radio	

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: Administrative Asst Date Vacancy Filled: 7/20/17

Recruitment Source for Actual Hire: Central Illinois Helpwanted.com

* * * * *

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 6/22/17	
Central IL Helpwanted.com post dated 6/22/17	

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.

**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: 8/1/2016 Ending: 7/31/2017

Total Number of Persons Interviewed for Full-Time Vacancies: 30

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Central IL Helpwanted.com	8
Employee Referrals- S.Edwards, T. Nickerson, S. Hagan	4
DecaturRadio.com	1
On Air ads	5
Walk-in	1
In House	2
Word of Mouth	1
All Access.com	2
Inside Radio	4
Tom Taylor Now	1
Station Client	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, 2016 **AND ENDING** July 31, 2017

Specify First Initiative: 2017 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: Cromwell Managers Meeting 7/9-7/11/2017

Describe activities undertaken to fulfill that initiative: Tara Nickerson, GM
Cindy Hansen, Business Mgr, Delia Jackson, Director of Sales and Jeremy Anderson, Digital
Master attended meetings to discuss 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, 2016 **AND ENDING** July 31, 2017

Specify 3rd Initiative: 1/2017- 5/2017 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 4th Initiative: 1/2017-5/2017 Internship Program

Describe activities undertaken to fulfill that initiative: _____

Cromwell accepted a high school internship to help broaden the knowledge of the student

interested in the radio business. Providing guidance and experience in several areas of radio.

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, 2016 **AND ENDING** July 31, 2017

Specify 5th Initiative: 1/21-1/22/17 Int'l Broadcasters Idea Bank Workshop

Describe activities undertaken to fulfill that initiative: Delia Jackson, Director of Sales
and Time Reed, Acct Exec. attended a variety of sessions discussing and
sharing radio knowledge and best practices among participating individuals and stations.

Specify 6th Initiative: 5/12/17 KBA WKU Radio Talent Institute

Describe activities undertaken to fulfill that initiative: Bud Walters, Owner of Cromwell
Group spoke to students regarding many aspects of radio; on-air, music, sports, news,
Digital/social media and engineering.

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, 2016 **AND ENDING** July 31, 2017

Specify 7th Initiative: 2017 TAB Radio Talent Institute

Describe activities undertaken to fulfill that initiative: 30+ broadcast professionals
participated in leading sessions in their area of expertise in on-air music radio, news and
sports, as well as digital/social media. Bud Walters, owner of Cromwell participated during
several sessions.

Specify 8th 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.

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

EMAIL: career-center@millikin.edu
800-373-7733
217-362-6407 fax

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