

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF APRIL 1, 2017 through MARCH 31, 2018**

*Complete this worksheet continuously every time a vacancy is filled.*

Job Title: Sales Date Filled: 4/3/2017

Job Title: Sales Date Filled: 4/3/2017

Job Title: Administrative Assistant Date Filled: 6/26/2017

Job Title: Sales Date Filled: 8/15/2017

Job Title: Sales Date Filled: 10/2/2017

Job Title: Sales Date Filled: 10/9/2017

Job Title: Sales Date Filled: 3/16/2018

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: \_\_\_\_\_ 4/3/2017 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Station Website \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
AllAccess.com post dated 2/22/2017	
Facebook Post dated 2/22/2017	

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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: \_\_\_\_\_ 4/3/2017 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Facebook Post \_\_\_\_\_

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
AllAccess.com post dated 2/22/2017	
Facebook Post dated 2/22/2017	

*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 Assistant Date Vacancy Filled: 6/26/2017

Recruitment Source for Actual Hire: Facebook Post

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
Careerpage.org post dated 5/25/2017	
AllAccess.com post dated 5/25/2017	
Indeed.com post dated 5/25/17	
Facebook Post dated 5/25/2017	

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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: \_\_\_\_\_ 8/15/2017 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Radio Ads \_\_\_\_\_

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2017-2018 EEO Contact List</b>	
Careerpage.org post dated 7/18/2017	
AllAccess.com post dated 7/17/2017	
Radio Ads on all Stations 7/18/17-8/17/17	

*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.*

**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: \_\_\_\_\_ 10/2/2017 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Client Referral: Mediaworks \_\_\_\_\_

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
Careerpage.org post dated 7/18/2017	
AllAccess.com post dated 7/17/2017	
Radio Ads on all Stations 7/18/17-8/17/17	

*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.*

**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: \_\_\_\_\_ 10/9/2017 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Facebook Post \_\_\_\_\_

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
Careerpage.org post dated 7/18/2017	
AllAccess.com post dated 7/17/2017	
Radio Ads on all Stations 7/18/17-8/17/17	

*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.*

**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: \_\_\_\_\_ 3/16/2018 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Radio Ads \_\_\_\_\_

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>2017-2018 EEO Contact List</b>	
Careerpage.org post dated 1/24/2018	
AllAccess.com post dated 1/24/2018	
Facebook Post dated 1/29/2018	
Radio Ads on all Stations 1/25/18-2/24/18	

*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: 2017 Ending: 2018

Total Number of Persons Interviewed for Full-Time Vacancies: 17

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Facebook Posts	5
Station Website	2
Radio Ads	2
Former Employee	2
Employee Referral: Braden Gall	2
Vendor Referral	2
Indeed.com	1
Client Referral: Mediaworks	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.*

**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** April 1, 2017 **AND ENDING** March 31, 2018

Specify First Initiative: Annual Management Meeting July 9<sup>th</sup>-July 11<sup>th</sup>, 2017

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The Cromwell Group Inc and Affiliates), Market Managers, Business Managers, Programmers and Digital Staff attended a three day meeting discussing topics related to company policies on Non-Discrimination policies, and EEO. Doug Pierce, HR Attorney, attended to provide Training on these policies.

Specify Second Initiative: July 13<sup>th</sup>, 2017 Cromwell Radio Job Fair

Describe activities undertaken to fulfill that initiative: Station held a job fair on July 13<sup>th</sup> at the Homebuilders Association Building in Owensboro from 1:00pm to 5:00pm. Local businesses were in attendance to recruit for open positions. Station promoted the event utilizing on air ads.

*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** April 1, 2017 **AND ENDING** March 31, 2018

Specify Third Initiative: May 15-24, 2017 TAB Radio Talent Institute

Describe activities undertaken to fulfill that initiative: Bud Walters (President), spoke at the TAB Radio Talent Institute held at the University of Tennessee, Knoxville. The Radio Talent Institute is designed for young professionals to learn about the radio industry.

Specify Fourth Initiative: July 17-26, 2017 KBA Radio Talent Institute

Describe activities undertaken to fulfill that initiative: Bud Walters, (President), spoke at The KBA Radio Talent Institute held at the Western Kentucky University. The Radio Talent Institute is designed for young professionals to learn about the radio industry.

*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 April 1, 2017 AND ENDING March 31, 2018**

Specify Fifth Initiative: July 31-August 9, 2017 MBA Radio Talent Institute

Describe activities undertaken to fulfill that initiative: Bud Walters, (President), spoke at  
The MBA Radio Talent Institute held at the Northwest Missouri State University. The Radio  
Talent Institute is designed for young professionals to learn about the radio industry.

Specify Sixth 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.*

<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>ADDRESS</u>	<u>CITY/STATE/ZIP</u>	<u>CONTACT</u>
OWENSBORO CHAMBER OF COMMERCE -	DDENO@OWENSBORO.COM	200 E 3RD STREET	OWENSBORO KY 42303	DANIEL DENO
HANCOCK CO CAREER CENTER	careercenter@hancockky.us	1605 US-60	HAWESVILLE KY 42348	KIM MCMANAWAY
Indiana Broadcasters Association	JOE@INDIANABROADCASTERS.ORG, GWEN@...	3003 E 98th St, Ste 161	Indianapolis, IN 46280	GWEN PIENING JOE MISIEWICZ
KY CAREER CENTER - OWENSBORO	MARY.CLINE@KY.GOV	1901 SOUTHEASTERN PKWY	Owensboro, KY 42301	MARY CLINE
KENTUCKY BROADCASTER ASSOCIATION	LAURA@KBA.ORG	101 ENTERPRISE DRIVE	FRANKFORT KY 40601	LAURA COLE
Kentucky Wesleyan College	MCAMBRON@KWC.EDU	P.O. Box 1039	Owensboro, KY 42302	MARGARET CAMBRON
OHIO CO. CHAMBER OF COMMERCE	CHAMBER@OHIOCOUNTY.COM	1350 CLAY STREET	Hartford, KY 42347	JUDY LAW
OHIO COUNTY CAREER CENTER	CAREERCENTER@OHIOCOUNTYKY.GOV	130 E Washington St # 105	Hartford, KY 42347	BARBARA
WESTERN KY UNIVERSITY-OBORO CAMPUS	DAVID.POWERS@WKU.EDU	4821 NEW HARTFORD ROAD	OWENSBORO KY 42303	DAVID POWERS