

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF APRIL 1, 2020 through MARCH 31, 2021**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: <u>WBUZ Program Director</u>	Date Filled: <u>5/1/2020</u>
Job Title: <u>Morning Show Host</u>	Date Filled: <u>10/1/2020</u>
Job Title: <u>Morning Show Host</u>	Date Filled: <u>10/1/2020</u>
Job Title: <u>Director of Sales</u>	Date Filled: <u>12/14/2020</u>
Job Title: <u>Afternoon Show Host</u>	Date Filled: <u>3/29/2021</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: _____

*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: WBUZ Program Director Date Vacancy Filled: 5/1/2020

Recruitment Source for Actual Hire: Former Employee

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2020-2021 EEO Contact List	
All Access post 11/5/2019	
Careerpage.org post 10/24/2019	
Indeed.com post 11/5/2019	

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: Morning Show Host Date Vacancy Filled: 10/1/2020

Recruitment Source for Actual Hire: _____ Current Contributor _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2020-2021 EEO Contact List	
All Access post 2/11/2020	
Careerpage.org post 2/11/2020	
Indeed.com post 2/11/2020	

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: Morning Show Host Date Vacancy Filled: 10/1/2020

Recruitment Source for Actual Hire: _____ Current Contributor _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2020-2021 EEO Contact List	
All Access post 2/11/2020	
Careerpage.org post 2/11/2020	
Indeed.com post 2/11/2020	

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: Afternoon Show Host Date Vacancy Filled: 3/29/2021

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
2020-2021 EEO Contact List	
All Access post 12/23/2020	
Careerpage.org post 12/23/2020	
Barrett Sports Media post	

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: 12/14/2020

Recruitment Source for Actual Hire: Employee Referral

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number

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: 2020 Ending: 2021

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
Industry Referral	12
All Access	4
Previous Candidate	3
Former Employee	2
Facebook	2
Barrett Sports Media	2
Station Websites	1
Linked In	1
Inside Radio	1
Careerpage.org	1
Employee Referral	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, 2020 **AND ENDING** March 31, 2021

Specify First Initiative: Management Meeting 11/9-10/2020

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 two 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: Management Meeting 1/18-19/2021

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 two 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.

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.

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, 2020 **AND ENDING** March 31, 2021

Specify Third Initiative: **Jobs Posted Online on the TAB Job Bank and NASBA Job Bank**

Describe activities undertaken to fulfill that initiative: All jobs, including upper-level
positions, are posted to the Tennessee Association of Broadcasters website job bank. TAB's
membership includes the participation of women and minorities. All jobs are also posted to
Careerpage.org that is operated by the National Alliance of State Broadcasters Associations.

Specify Fourth Initiative: **TAB Virtual Job Fairs 9/14-18/2020 & 12/7-11/2020**

Describe activities undertaken to fulfill that initiative: Stations participated in two virtual
job fairs hosted by the TAB and Careerpage.org to promote our job openings and careers in
broadcasting generally.

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.

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

2/4 YEAR PERIOD BEGINNING 4/1/2020 **AND ENDING** 3/31/2021

Specify Fifth Initiative: **Staying on Top of Your Broadcast FCC EEO Obligations Webinar**

Describe activities undertaken to fulfill that initiative: Andrea Kamer, Business Manager,
attended the “Staying on Top of Your Broadcast FCC EEO Obligations Webinar” presented by
Wilkinson Barker Knauer. Specific FCC EEO rules were reviewed including the three outreach
prongs and the requirements of each.

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.

2020-2021 Job Posting List

Company	Contact	Phone Number	E-Mail	Address	City State Zip
Cumberland University	Leann Blevins	615-547-1357	lblevins@cumberland.edu	1 Cumberland Square	Lebanon, TN 37087
East Tennessee State University	Jeffrey Alston	423-439-4450	careers@etsu.edu	Gilbreath Dr.	Johnson City, TN 37614
Eastern KY University	Matt Schumacher	859-622-1296	oacs@eku.edu	521 Lancaster Ave	Richmond, KY 40475
Fisk University	Career Services	615-329-8894		1000 17th Ave South	Nashville, TN 37208
KY State University	Daryl Love	502-597-6700	career.center@kysu.edu	400 E Main St.	Frankfort, KY 40601
KY Wesleyan College	Deb Jones	270-852-3302	deborah.jones@kwc.edu	3000 Frederica St.	Owensboro, KY 42301
Lipscomb University	Monica Wentworth	615-966-1000	careerdevelopment@lipscomb.edu	One University Park Dr. Bennett Campus Center Suite 120	Nashville, TN 37204
Murray State	Matt Purdy	270-809-3735	msu.careerservices@murraystate.edu	100 Oakley Applied Science Bldg	Murray, KY 42071
Simmons College of KY	Christine Cosby	502-776-1443	info@simoonscollegeky.edu	1018 South 7th St.	Louisville, KY 40203
TAB	Brenda Heidt	615-545-5762	brenda@tabtn.org	2 International Plaza Dr. Suite 902	Nashville, TN 37217
Tennessee State University	Antoinette Duke	615-963-5000	careerdevelopment@tnstate.edu	3500 John A Merritt Blvd	Nashville, TN 37209
Tennessee Technological University	Sharon Stevenson	931-372-3232	career@tnitech.edu		Cookeville, TN
The University of Tennessee Knoxville	Hunter Pritchard	865-974-5435	career@utk.edu		Knoxville, TN
The University of Tennessee-Martin	Dr. Mark McCloud	731-881-7712	career@utm.edu	University St.	Martin, TN 382378
The University of TN at Chattanooga	Rob Liddell	423-425-4184	career.utc.edu	615 McCallie Ave	Chattanooga, TN 37403
Trevecca	Nicole Hubbs	615-248-7725	careerservices@trevecca.edu	333 Murfreesboro Rd.	Nashville, TN 37210
University of KY	Ray Clere	859-257-2746	hireblue@uky.edu		Lexington, KY
Vanderbilt University Career Center		615-322-2750	careercenter@vanderbilt.edu	310 25th Ave. South Suite 220 Student Life Center	Nashville, TN 37240
Volunteer State Community College	Dr. Rick Parrent	615-230-3321	rick.parrent@volstate.edu	1480 Nashville Pike	Gallatin, TN 37066
Watkins College of Art Design & Film				2298 Rosa L Parks Blvd	Nashville, TN 37228
Western KY Univeristy	Becky Tinker			1906 College Heights Blvd	Bowling Green, KY 42101

Companies Requesting Job Postings

Company	Contact	Phone Number	E-Mail	Address	City State Zip
Belmont	Mary Claire Dismukes	615-460-6490	careerdevelopment@belmont.edu	1900 Belmont Blvd Gabhart Student Center 2nd Floor	Nashville, TN 37212
MTSU	Jeanette Stevens	615-898-2500	career@mtsu.edu	1301 East Main St.	Murfreesboro, TN 37132
Austin Peay	Megan Simpson	931-221-6544	careerservices@apsu.edu	Morgan University Center, Room 201 PO Box 4637	Clarksville, TN 37044