

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF APRIL 1, 2022 through MARCH 31, 2023**

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

Job Title: <u>Sales</u>	Date Filled: <u>1/24/2023</u>
Job Title: <u>Sports On-Air</u>	Date Filled: <u>7/25/2022</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: _____
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: \_\_\_\_\_ 1/24/2023 \_\_\_\_\_

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

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2022-2023 EEO Contact List</b>	
Careerpage.org post	
All Access.com post	
Indeed.com Post	
Station Websites	
Ads on Stations	

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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: Sports On-Air Date Vacancy Filled: 7/25/2022

Recruitment Source for Actual Hire: Former Employee

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>Previous Employment &amp; Industry Expert</b>	

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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: 2022 Ending: 2023

Total Number of Persons Interviewed for Full-Time Vacancies: 18

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Station Website/On-Air Ads	8
Employee Referral	5
Former Intern	2
Indeed	2
Former Employee	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, 2022 **AND ENDING** March 31, 2023

Specify First Initiative: Annual Management Meeting July 17, 2022 – July 19, 2022

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: Jobs Posted Online on 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.

*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, 2022 **AND ENDING** March 31, 2023

Specify Third Initiative: Internship Program

Describe activities undertaken to fulfill that initiative: Each semester, stations host interns

From area colleges seeking a degree in radio broadcasting. Interns observe the day to day

operations of our Promotions and Programming departments. Stations have subsequently hired

former interns to fill vacant positions in the our Promotions and Programming departments.

Specify Fourth Initiative: TAB FCC EEO Training 11/9/22

Describe activities undertaken to fulfill that initiative: Andrea Kamer, Business Manager,

And Dennis Gwiazon, General Manager attended the TAB's FCC EEO Training Meeting on

November 9<sup>th</sup>, 2022.

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

# 2022-2023 Job Posting List

Company	Contact	Phone Number	E-Mail	Address	City State Zip
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
KY State University	Daryl Love	502-597-6700	career.center@ksu.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@simmonscollegeky.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@tntech.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
Watkins College of Art Design & Film				2298 Rosa L Parks Blvd	Nashville, TN 37228
Welch College				1045 Bison Trail	Gallatin, TN 37066
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