

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF 8/1/2019 through 7/31/2020**

Complete this worksheet continuously every time a vacancy is filled.

Job Title:	<u>NO FULL TIME POSITIONS FILLED</u>	Date Filled:	<u></u>
Job Title:	<u></u>	Date Filled:	<u></u>
Job Title:	<u></u>	Date Filled:	<u></u>
Job Title:	<u></u>	Date Filled:	<u></u>
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Job Title:	<u></u>	Date Filled:	<u></u>
Job Title:	<u></u>	Date Filled:	<u></u>

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: 8/1/2019 Ending: 7/31/2020

Total Number of Persons Interviewed for Full-Time Vacancies: 0

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
NO FULL TIME POSITIONS 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.*

**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, 2019 **AND ENDING** July 31, 2020

Specify First Initiative: 8/11-8/13/19 Annual Management Meeting

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The
Cromwell Group Inc & 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: 9/20/19 IL State Univ. Career Fair

Describe activities undertaken to fulfill that initiative: Luci Englum, GM participated in
the career fair hosted by IL Broadcasters Assn. to speak with students interested in the broadcast
industry regarding open positions and internships. Along with panel participation about
"Sales & Marketing-Making Money for You and the Station". Answering questions, and
opening discussions with students.

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, 2019 **AND ENDING** July 31, 2020

Specify Third Initiative: 1/7/2020 IL & KY Managers Meeting

Describe activities undertaken to fulfill that initiative: Bud Walters (President), and Cromwell
market managers from Illinois and Kentucky meet to discuss revenue generating ideas, NTR
Opportunities, recruiting efforts and community involvement, collaboration between markets
in sales/programming/online/digital growth.

Specify Fourth Initiative: 1/17/20-1/19/2020 Idea Bank

Describe activities undertaken to fulfill that initiative: Theresa Tate (AE)
and Erica Foltz (Programming) attended the Int'l Broadcasters Idea Bank Workshop
in St. Louis, MO. Designed for broadcast professionals to network and participate in
radio/digital education and idea sharing.

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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, email: Careerservices@lakelandcollege.edu
3. Illinois State University, Radio & Television Dept., Illinois State University Fell 011, Normal, IL 61790, send notices by mail.
4. Richland Community College, Career Services, One College Park, Decatur, IL 62526, post on website: collegecentral.com/richland
5. Millikin University, Communications Department, Communications Department, 1184 W. Main St., Decatur, IL 62522 Email notices to: career-center@millikin.edu
6. Illinois Employment and Training Center, 2311 Hoffman Dr., Effingham, IL 62401, fax 217-342-4198, send notices by fax.
7. IL Center for Broadcasting in Chicago
Bob Hillman, Placement Director
Email: bhillman@beonair.com
8. Lincoln Trail College – fill out their form (in file) and email
Teresa Jenkins
jenkinst@iecc.edu
9. Eastern IL University
Radio & TV Dept.
Jeff Owens jdowens@eiu.edu

IL Dept of Human Resources email: volke@iecc.edu
Employment Resource Specialist - Erin Volk