

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF 8/1/2022 through 7/31/2023**

Complete this worksheet continuously every time a vacancy is filled.

Job Title:	<u>Sales</u>	Date Filled:	<u>9/29/22</u>
Job Title:	<u>Digital Marketing</u>	Date Filled:	<u>12/7/22</u>
Job Title:	<u>Graphic Design</u>	Date Filled:	<u>4/24/23</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>6/12/23</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>6/15/23</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>
Job Title:	<u></u>	Date Filled:	<u></u>
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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.

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: _____ 9/29/22

Recruitment Source for Actual Hire: _____ Ad on DecaturRadio.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Recruitment list	
Website ad on DecaturRadio.com, MyRadioLink.com	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
All Access 2/23/22	

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: Digital Marketing Date Vacancy Filled: 12/7/22

Recruitment Source for Actual Hire: On air radio ad

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Recruitment list	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
On Air ads: WEJT-FM, WYDS-FM, WZNX-FM, WZUS-FM, WYDS-HD2	
WYDS-HD3, WYDS-HD4	
On Air ads: WCRA-AM, WCRC-FM, WHQQ-FM, WJKG-FM, WMIC-HD2	
On Air ads: WKRV-FM, WPMB-FM	
All Access post 10/26/22	

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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: Graphic Design Date Vacancy Filled: 4/24/23

Recruitment Source for Actual Hire: EffinghamRadio.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Recruitment list	
On Air ads: WCBH-FM, WNCI-FM, WWGO-FM, WZNX-HD2	
On Air ads: WEJT-FM, WYDS-FM, WZNX-FM, WZUS-FM, WYDS-HD2	
WYDS-HD3, WYDS-HD4	
On Air ads: WCRA-AM, WCRC-FM, WHQQ-FM, WJKG-FM, WMIC-HD2	
On Air ads: WKRV-FM, WPMB-FM	
All Access post 3/31/23	
Website ad on: EffinghamRadio.com, MyRadioLink.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: _____ 6/12/23 _____

Recruitment Source for Actual Hire: _____ MyRadioLink.com _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Recruitment list	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
Website ad on MyRadioLink.com	
All Access post 10/24/22, 4/28/23	

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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: _____ 6/15/23 _____

Recruitment Source for Actual Hire: _____ On air ad – WMCI-FM _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Recruitment list	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
Website ad on MyRadioLink.com	
All Access post 10/24/22, 4/28/23	

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**YEARLY TOTAL NUMBER OF INTERVIEWEES
AND TOTAL NUMBER OF INTERVIEWEES REFFERED 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: 8/1/2022 Ending: 7/31/2023

Total Number of Persons Interviewed for Full-Time Vacancies: 7

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
On air ad	3
EffinghamRadio.com	1
MyRadioLink.com	2
DecaturRadio.com	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 August 1, 2022 **AND ENDING** July 31, 2023

Specify First Initiative: 9/15/22 Coles County Class E (Entrepreneurship)

Describe activities undertaken to fulfill that initiative: Luci Englum, District Manager

Spoke to the class about growing businesses, marketing themselves and best practices.

Encouragement of being involved and giving back to the community to build brand awareness.

Specify Second Initiative: 9/15/22 EIU Faculty Meeting

Describe activities undertaken to fulfill that initiative: Renee Fonner, Programming

Spoke with EIU faculty about community involvement, volunteering within the community

and the different avenues of where opportunities exist within the community. Spoke about

Cromwell's involvement in various events and non-profits in and around the community.

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

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2/4 YEAR PERIOD BEGINNING August 1, 2022 **AND ENDING** July 31, 2023

Specify Third Initiative: 10/24-10/25/23 IBA Annual Meeting

Describe activities undertaken to fulfill that initiative: Luci Englum, District Manager with Katie Clawson and Konner Remlinger also attended various sessions on success in sales, Importance of building client relationships, being a local media source.

Specify Fourth Initiative: 1/20/23 Leaders Innovating for Tomorrow (LIFT)

Describe activities undertaken to fulfill that initiative: Renee Fonner, Programming

Spoke with local high school students in the LIFT program about the broadcast industry.

Discussed community involvement, various events in the community and non-profits.

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 August 1, 2022 **AND ENDING** July 31, 2023

Specify Fifth Initiative: 2/10/23 Cumberland Middle School Career Day

Describe activities undertaken to fulfill that initiative: Lane Blickem, Ops Mgr

Spoke about the broadcast industry and giving back to the community. Also on how Cromwell
is involved in various events and non-profits throughout the community. Also about all
positions available within our company and how each functions.

Specify Sixth Initiative: 2/15/23 IL Broadcasters Assn

Describe activities undertaken to fulfill that initiative: Luci Englum, District Manager

Participated in a panel discussion for IBA during Lake Land College broadcast class to discuss
Topics and elements necessary for success in sales, client relationships and being a local media.

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2/4 YEAR PERIOD BEGINNING August 1, 2022 **AND ENDING** July 31, 2023

Specify 7th Initiative: 3/29/23 EIU Media Internship & Job Fair

Describe activities undertaken to fulfill that initiative: Luci Englum, District Manager

Spoke with students from EIU and Lake Land College who are pursuing a degree in media.

Spoke about the broadcast industry and how Cromwell is involved in various events in the

Community. Also about positions available within Cromwell and how each function.

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.

ORGANIZATION	EMAIL	ADDRESS	CITY/STATE/ZIP	CONTACT
Decatur Regional Chamber of Comm.	david.schrock@decaturchamber.com	101 S. Main St	Decatur, IL 62523	David Schrock
IL Broadcasters Assn	iba@ilba.org	200 Missouri Ave	Carterville, IL 62918	Debra Gray
Decatur Black Chamber	greaterDBCC@gmail.com	269 W. Eldorado	Decatur, IL 62522	
Love Fellowship Christian Church	josalinwills@gmail.com	1567 N. Clinton St	Decatur, IL 62526	Josalin Wills
Lake Land College	agoldberg@lakeandcollege.edu	5001 Lake Land Blvd	Mattoon, IL 61938	anna Goldberg
Millikin University	CAPcareers@millikin.edu	1184 W. Main St.	Decatur, IL 62522	Starla Street
Eastern IL University	mdlynch@eilu.edu	600 Lincoln Ave	Charleston, IL 61920	Michale Lynch
IL State University		100 N. University St	Normal, IL 61761	
Univ. of IL Urbana/Champaign	eadnucz@ilionis.edu	715 S. Wright	Champaign, IL 61820	
Lincoln Trail College	voike@lecc.edu	11220 State Hwy 1	Robinson, IL 62454	Erin Voike
Charleston Chamber	president@charlestonchamber.com	501 Jackson Ave	Charleston, IL 61920	Doug Abolt

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