

**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: _____	Sales	Date Filled: <u>5/1/23</u>
Job Title: _____	Sales	Date Filled: <u>6/19/23</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: _____
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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: 5/1/23

Recruitment Source for Actual Hire: On air ad WCRC

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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	
Ad on EffinghamRadio.com	
On Air ads: WCRA-AM, WCRC-FM, WHQQ-FM, WJKG-FM, WMCI-HD2	
All Access posts 2/23/22, 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: 6/19/23

Recruitment Source for Actual Hire: Lucy Rice/Sales Sense – Recruitment Co

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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	
Ad on EffinghamRadio.com	
On Air ads: WCRA-AM, WCRC-FM, WHQQ-FM, WJKG-FM, WMCI-HD2	
All Access 4/28/23	
Lucy Rice/Sales Sense – Recruitment Co	

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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: 2

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
On air ad – WCRC-FM	1
Recruitment Co – Lucy Rice Co.	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: 10/24/-10/25/22 IBA Annual Meeting

Describe activities undertaken to fulfill that initiative: Sheila Myers, GM

Bob Shields, Bev Drake, April Koester, AEs attended various sessions on success in
sales, importance of building client relationships, being a local media resource.

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: 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 resource.

Specify Fourth 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.

SUMMARY DESCRIPTION OF

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

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 Fifth Initiative: 4/17/23 Cumberland Co. CEO Class

Describe activities undertaken to fulfill that initiative: Sheila Myers, GM and Eric Frye,

Programming spoke with and conducted station tour for the Cumberland County CEO class to

learn about how the stations operate. Spoke about sales/revenue, community involvement,

Production, on air and recording of their ad for their annual trade show.

Specify Sixth Initiative: 5/15/23 Internship

Describe activities undertaken to fulfill that initiative: Sheila Myers accepted an internship

application from Erin Kistner for summer hours. A communications student who received

hands-on experience with production and programming, station events, and running the board

for on-air.

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	lba@ilba.org	200 Missouri Ave	Cartersville, IL 62918	Debra Gray	
Decatur Black Chamber	greaterDBCC@gmail.com	269 W. Eldorado	Decatur, IL 62522		
Love Fellowship Christian Church	josalinvills@gmail.com	1567 N. Clinton St	Decatur, IL 62526	Josalin Wills	
Lake Land College	agoldberg@lakelandcollege.edu	5001 Lake Land Blvd	Mattoon, IL 61938	anna Goldberg	online at handshake.com
Mililkin University	CAPcareers@mililkin.edu	1184 W. Main St.	Decatur, IL 62522	Starla Street	online at handshake.com
Eastern IL University	mdlynch@eiu.edu	600 Lincoln Ave	Charleston, IL 61920	Michale Lynch	online at handshake.com
IL State University		100 N. University St	Normal, IL 61761		online at handshake.com
Univ. of IL Urbana/Champaign	eandruca@illionis.edu	715 S. Wright	Champaign, IL 61820		
Lincoln Trail College	volke@iecc.edu	11220 State Hwy 1	Robinson, IL 62454	Erin Volke	
Charleston Chamber	president@charlestonchamber.com	501 Jackson Ave	Charleston, IL 61920	Doug Aboit	online at handshake.com