

**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>Sales</u>	Date Filled:	<u>11/11/19</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>7/13/2020</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:	_____
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.*

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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: \_\_\_\_\_ 11/11/19

Recruitment Source for Actual Hire: \_\_\_\_\_ Indeed.com \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
2019-2020 EEO Recruitment list	
MyRadioLink.com post	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
All Access post, dated 7/11/19	

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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: 7/13/2020

Recruitment Source for Actual Hire: \_\_\_\_\_ Indeed.com \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
2019-2020 EEO Recruitment list	
MyRadioLink.com post	
On Air ads: WCBH-FM, WMCI-FM, WWGO-FM, WZNX-HD2	
All Access posts, dated 11/12/19, 1/21/20, 6/9/20	

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Broadcast EEO Regulations Handbook

**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: 5

Total Number of Interviewees Referred by Each Recruitment Source:

<b>Recruitment Source Name</b>	<b>Total Number of Interviewees</b>
All Access	1
On air ads	1
Indeed.com	3

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**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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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 Third Initiative: 9/26/19 2019 Radio Show Student Scholars Program

Describe activities undertaken to fulfill that initiative: Luci Englum, General Manager  
participated as a mentor in a match-up session with small groups of student scholars in the  
broadcast field to discuss the future of radio, points of interest for new hires in the industry,  
and preparing for a career in radio.

Specify Fourth 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.

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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](mailto: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](http://collegecentral.com/richland)
  5. Millikin University, Communications Department, Communications Department, 1184 W. Main St., Decatur, IL 62522 Email notices to: [career-center@millikin.edu](mailto: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](mailto:bhillman@beonair.com)
  8. Lincoln Trail College – fill out their form (in file) and email  
Teresa Jenkins  
[jenkinst@iecc.edu](mailto:jenkinst@iecc.edu)
  9. Eastern IL University  
Radio & TV Dept.  
Jeff Owens                    [jdowens@eiu.edu](mailto:jdowens@eiu.edu)
- IL Dept of Human Resources                    email: [volke@iecc.edu](mailto:volke@iecc.edu)  
Employment Resource Specialist - Erin Volk