

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF APRIL 1, 2015 through MARCH 31, 2016**

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

Job Title: Sales Date Filled: 5/26/2015

Job Title: Sales Date Filled: 6/15/2015

Job Title: Sales Date Filled: 6/22/2015

Job Title: Sales Date Filled: 11/9/2015

Job Title: Sales Date Filled: 11/30/2015

Job Title: Sales Date Filled: 2/22/2016

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: \_\_\_\_\_ 5/26/2015 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Walk In \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
2015-2016 EEO Contact List	
Facebook Post Dated 4/22/15	
Craigslisat Post dated 4/22/15	
AllAccess.com post dated 4/22/15	
Radio Ads on WBIO, WLME, WVJS, WXCM	

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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: April 1, 2015 Ending: March 31, 2016

Total Number of Persons Interviewed for Full-Time Vacancies: 10

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Walk-In	4
Website	3
Radio Ads	1
Craigslist	1
Employee Referral: Brandon Stacy	1

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**2015-2016 EEO Contact List**

<b>ORGANIZATION</b>	<b>EMAIL</b>	<b>ADDRESS</b>	<b>CITY/STATE/ZIP</b>	<b>PHONE</b>	<b>CONTACT</b>
BRESCIA UNIVERSITY		717 Frederica St	Owensboro, KY 42301	270-686-4338	HELEN BENNETT
Vandalia Market	CHANSEN@CROMWELLRADIO.COM		Vandalia, IL 62471	618-283-2325	CINDY HANSEN
NATIONAL ALLIANCE OF STATE BROADCASTERS ASSOCIATION	SUZANSTRONG@NMBA.ORG	WWW.CAREERPAGE.ORG			SUZAN STRONG
Decatur Market	CHANSEN@CROMWELLRADIO.COM		Decatur IL 62523	217-428-4487	CINDY HANSEN
Effingham Market	CHANSEN@CROMWELLRADIO.COM		Effingham, IL 62401	217-342-4141	CINDY HANSEN
Mattoon Market	CHANSEN@CROMWELLRADIO.COM		Mattoon, IL 61938	237-235-5624	CINDY HANSEN
Tennessee Market	AKAMER@CROMWELLRADIO.COM	1824 Murfreesboro Rd	Nashville, TN 37217	615-361-7560	ANDREA KAMER
HANCOCK CO CAREER CENTER	CareerCenter@HancockKy.us	1818 STATE ROUTE 271 N	Hawesville, KY 42648	270-927-8066	KIM MCMANAWAY
Henderson Community College	angie.watson@kctcs.edu	2660 S Green St	Henderson KY, 42420	270-827-1867	ANGIE WATSON
Indiana Broadcasters Association	JOE@INDIANABROADCASTERS.ORG, G	3003 E 98th St, Ste 161	Indianapolis, IN 46280	317-573-0119	MISIEWICZ
KY CAREER CENTER - OWENSBORO	WWW.FOCUSTALENT.KY.GOV	1901 SOUTHEASTERN PKWY	Owensboro, KY 42301	270-687-7297	FRAN
Kentucky Wesleyan College	MCAMBRON@KWC.EDU	P.O. Box 1039	Owensboro, KY 42302	270-926-3111	MARGARET CAMBRON
OHIO CO. CHAMBER OF COMMERCE	CHAMBER@OHIOCOUNTY.COM	1350 CLAY STREET	Hartford, KY 42347	270-298-3551	JUDY LAW
HANCOCK CO. CHAMBER OF COMMERCE	CAREERCENTER@HANCOCKKY.US	1605 US 60	Hartford, KY 42347	270-927-8223	CAROLYN NUGENT
OHIO COUNTY CAREER CENTER	CAREERCENTER@OHIOCOUNTYKY.GOV	1605 US 60	Hartford, KY 42347	270-298-4421	BARBARA
WESTERN KY UNIVERSITY-OBORO CAMPUS	DAVID.POWERS@WKU.EDU	4821 NEW HARTFORD ROAD	OWENSBORO KY 42303	270-684-9797	DAVID POWERS
ITT TECHNICAL INSTITUTE	DTUCKER4@ITT-TECH.EDU	10999 STAHL ROAD	NEWBURGH, IN 47630	812-858-1600	DAVID M. TUCKER
VOCATIONAL REHABILITATION & JOB PLACEMENT	MAIL THIS ONE	955 FAIRVIEW AVE SUITE 100	BOWLING GREEN KY 42101	606-677-4116	SETH BASHAM
VOCATIONAL REHABILITATION & JOB PLACEMENT	MAIL THIS ONE	1901 SOUTHEASTERN PKWY	OWENSBORO KY 42303	270-687-7308	SETH BASHAM
MCLEAN COUNTY CAREER CENTER	MAIL THIS ONE	200 KY 81	CALHOUN KY 42327	270-273-9023	KAY THURMAN
H.L. NEBLETT COMMUNITY CENTER	MAIL THIS ONE	801 WEST 5TH STREET	OWENSBORO, KY 42301	270-685-3197	RICK SEARCY
UNIVERSITY OF SOUTHERN IN - WSWI AM	MAIL THIS ONE	110 S GREEN RIVER ROAD	EVANSVILLE, IN 47715	812-464-8600	JOHN M MORRIS
<b>ORGANIZATIONS REQUESTING JOB POSTINGS:</b>					
OWENSBORO CHAMBER OF COMMERCE -	WWW.CHAMBER.OWENSBORO.COM	717 FREDERICA STREET	OWENSBORO KY 42301	270-926-1860	JIM DEMAIO

**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, 2015 **AND ENDING** March 31, 2016

Specify First Initiative: 2015 College and Career Fair, Owensboro, KY

Describe activities undertaken to fulfill that initiative: Cromwell Radio Group partnered with Marlene Knight Agency to sponsor the 2015 College and Career Fair held at the Owensboro Convention Center. This was done as a recruitment measure along with several tri-state Businesses.

Specify Second Initiative: Cromwell Radio Job Fair – Owensboro, KY

Describe activities undertaken to fulfill that initiative: Cromwell Radio hosted a job fair that was open to the public. Several tri-state businesses including Cromwell Radio Group-KY participated in the event as a recruitment measure. Cromwell Radio Group broadcasted live from the event in hopes of bringing in recruits. Promos for the event were ran on air.

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**2/4 YEAR PERIOD BEGINNING** April 1, 2015 **AND ENDING** March 31, 2016

Specify Third Initiative: **International Idea Bank Workshop, January 15-17, 2016**

Describe activities undertaken to fulfill that initiative: International Broadcasters Idea Bank Workshop weekend in St. Louis, MO. Groups broke into sessions as well as open discussions sharing various radio knowledge and best practices among participating members and stations.

Specify Fourth Initiative: **International Idea Bank Scholarship**

Describe activities undertaken to fulfill that initiative: Cromwell Radio Group partnered with the International Broadcasters Idea Bank and SESAC to sponsor a \$10,000 scholarship to 1 student in his/her 2<sup>nd</sup> year of college whose seeking a degree in the broadcasting industry.

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**2/4 YEAR PERIOD BEGINNING April 1, 2015 AND ENDING March 31, 2016**

Specify Fifth Initiative: **2015 Cromwell Group Managers Meeting**

Describe activities undertaken to fulfill that initiative: \_\_\_\_\_

General Managers, Operations Managers and Business Managers met in Nashville, TN

July 12-14, 2015. Topics of discussion included Sexual Harassment and Discrimination in the

work place. These topics were covered by Doug Pierce of King and Bellow.

Specify Sixth Initiative: **2015 KBA WKU Radio Talent Institute**

Describe activities undertaken to fulfill that initiative: Bud Walters, President, lead sessions

during the 2015 Radio Talent Institute’s 10 day program. Students who are interested in the

radio industry attend the Radio Talent Institute to learn from industry leaders such as Bud

Walters, President of The Cromwell Group, Inc. and Erica Farber, President and CEO of the

RAB.

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