

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF April 1, 2013 through March 31, 2014**

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

Job Title: <u>Traffic Manager</u>	Date Filled: <u>4/15/2013</u>
Job Title: <u>Promotions Coordinator</u>	Date Filled: <u>7/1/2013</u>
Job Title: <u>Sales</u>	Date Filled: <u>8/1/2013</u>
Job Title: <u>Sales</u>	Date Filled: <u>8/12/2013</u>
Job Title: <u>Sales</u>	Date Filled: <u>8/23/2013</u>
Job Title: <u>Program Director</u>	Date Filled: <u>9/1/2013</u>
Job Title: <u>Operations Director</u>	Date Filled: <u>9/3/2013</u>
Job Title: <u>Sales</u>	Date Filled: <u>9/5/2013</u>
Job Title: <u>Part Time Board Op</u>	Date Filled: <u>9/14/2013</u>
Job Title: <u>Part Time Board Op</u>	Date Filled: <u>9/14/2013</u>
Job Title: <u>Game Imaging Director</u>	Date Filled: <u>10/1/2013</u>
Job Title: <u>P/T On-Air</u>	Date Filled: <u>10/16/2013</u>
Job Title: <u>Part Time Board Op</u>	Date Filled: <u>11/15/2013</u>
Job Title: <u>Program Director</u>	Date Filled: <u>12/4/2013</u>
Job Title: <u>F/T On-Air</u>	Date Filled: <u>12/31/2013</u>
Job Title: <u>Part Time Board Op</u>	Date Filled: <u>1/15/2014</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 ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF April 1, 2013 through March 31, 2014**

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

Job Title: Part Time On-Air Date Filled: 2/15/2014

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: \_\_\_\_\_

*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: April 1, 2013 Ending: March 31, 2014

Total Number of Persons Interviewed for Full-Time Vacancies: 38

Total Number of Interviewees Referred by Each Recruitment Source:

<b>Recruitment Source Name</b>	<b>Total Number of Interviewees</b>
Internal Posting	6
Craigslist.org Posting	5
National Career Fair	5
Employee Referral	5
Internal Promotion	4
Internship	4
Word of Mouth	2
Walk In	2
Rehire	2
Linked-In	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.*

**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, 2013 Ending: March 31, 2014

Total Number of Persons Interviewed for Full-Time Vacancies: 38

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
MTSU	1
Previous Job Posting	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.*

**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: Traffic Manager Date Vacancy Filled: 4/15/2013

Recruitment Source for Actual Hire: Internal Promotion

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>See 2013-2014 EEO Contact List</b>	

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: Promotions Coordinator Date Vacancy Filled: 7/1/2013

Recruitment Source for Actual Hire: Internal Posting

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Careerpage.org post dated 6/4/2013	
Craigslislist.org post dated 6/4/13	

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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: \_\_\_\_\_ 8/1/2013 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Employee Referral \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
AllAccess.com post dated 4/9/13	
Craigslist.org post dated 4/9/13	
Careerpage.org post dated 4/9/13	

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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: \_\_\_\_\_ 8/12/2013 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Employee Referral \_\_\_\_\_

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
AllAccess.com post dated 4/9/13	
Craigslisr.org post dated 4/9/13	
Careerpage.org post dated 4/9/13	

*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: \_\_\_\_\_ 8/23/2013 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Previous Job Posting \_\_\_\_\_

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
AllAccess.com post dated 4/9/13	
Craigslst.org post dated 4/9/13	
Careerpage.org post dated 4/9/13	

*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: Program Director Date Vacancy Filled: 9/1/2013

Recruitment Source for Actual Hire: Internal Promotion

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>No Posting</b>	

*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: Operations Director Date Vacancy Filled: 9/3/2013

Recruitment Source for Actual Hire: Internal Promotion

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Craigslisr.org post dated 8/13/13	
Careerpage.org post dated 8/13/13	

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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: \_\_\_\_\_ 9/5/2013 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Word of Mouth \_\_\_\_\_

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
AllAccess.com post dated 4/9/13	
Craigslst.org post dated 4/9/13	
Careerpage.org post dated 4/9/13	

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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: Part Time Board Op Date Vacancy Filled: 9/14/2013

Recruitment Source for Actual Hire: Internship

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>See 2013-2014 EEO Contact List</b>	
<b>Careerpage.org post dated 8/21/2013</b>	

*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: Part Time Board Op Date Vacancy Filled: 9/14/2013

Recruitment Source for Actual Hire: Internship

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Careerpage.org post dated 8/21/2013	

*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: Game Imaging Director Date Vacancy Filled: 10/1/2013

Recruitment Source for Actual Hire: Craigslist.org post

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>See 2013-2014 EEO Contact List</b>	
<b>Careerpage.org post dated 10/1/2013</b>	

*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: \_\_\_\_\_ P/T On-Air \_\_\_\_\_ Date Vacancy Filled: 10/16/2013

Recruitment Source for Actual Hire: \_\_\_\_\_ Rehire \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Craigslisr.org post dated 4/9/13	
Careerpage.org post dated 4/9/13	

*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: Part Time Board Op Date Vacancy Filled: 11/15/2013

Recruitment Source for Actual Hire: Internship

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Careerpage.org post dated 8/21/2013	

*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: Program Director Date Vacancy Filled: 12/4/2013

Recruitment Source for Actual Hire: Internal Promotion

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Craigslis.org post dated 8/15/13	
Careerpage.org post dated 8/15/13	
Radio & Television Business Report web post dated 9/26/13	

*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: \_\_\_\_\_ F/T On-Air \_\_\_\_\_ Date Vacancy Filled: \_\_\_\_\_ 12/31/2013 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Internal Promotion \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Craigslisr.org post dated 6/24/13	
Careerpage.org post dated 6/24/13 & 9/3/13	

*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: Part Time Board Op Date Vacancy Filled: 1/15/2014

Recruitment Source for Actual Hire: Intership

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Careerpage.org post dated 8/21/2013	

*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: Part Time On-Air                      Date Vacancy Filled: 2/15/2014

Recruitment Source for Actual Hire: \_\_\_\_\_ Rehire \_\_\_\_\_

\* \* \* \* \*

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
See 2013-2014 EEO Contact List	
Careerpage.org post dated 1/30/14	

*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** April 1, 2013 **AND ENDING** March 31, 2014

Specify First Initiative: April 7<sup>th</sup>, 2013 Meeting with 23 St. Cloud College Students

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The Cromwell Group Inc and Affiliates), Larry Fuss, Beth Mann, Bob Grammons, Douglas Nelson and Roget Utnehmer, members of the International Broadcasters Idea Bank, met with 23 broadcast students from St. Cloud College in Las Vegas to discuss the future of the Broadcast Industry and their future career paths.

Specify Second Initiative: July 31, 2013 KBA WKU Radio Talent Institute Guest Speaker

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The Cromwell Group, Inc and Affiliates) was a guest speaker at the KBA WKU Radio Talent Institute. This is an intense 10 day training event for students that covers all aspects of the radio Business. The goal of this program is to attract young people that have a desire to be in the radio Industry today who will become our leaders tomorrow. Tincy Crouse (GM) and Troy Hanson (Operations Manager) also taught sessions in respect to their area of expertise.

*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**

*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, 2013 **AND ENDING** March 31, 2014

Specify Third Initiative: Annual TAB Conference August 6<sup>th</sup> and 7<sup>th</sup> 2013

Describe activities undertaken to fulfill that initiative: Bud Walters (President), Jeanna Crocker (Director of Corporate and Legal Affairs), and Andrea Kamer (Corporate Business Manager) attended the 65<sup>th</sup> annual TAB Conference held in Mufreesboro, TN. Mnay topics were discussed including EEO regulations and procedures, FCC rulings and regulations, new radio technology, and sales strategies.

Specify Fourth Initiative: 2013-2014 Annual Internship Program

Describe activities undertaken to fulfill that initiative: Each year WYCQ, Inc. accepts interns In the programming, sales and promotions departments to help students fulfill the required field work to earn a degree in their chosen field of study. Interns also have the ability to apply for employment with WYCQ, Inc. upon completion of their intership and/or graduation.

*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**

*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, 2013 **AND ENDING** March 31, 2014

Specify Fifth Initiative: **2014 Idea Bank Scholarship Sponsorship**

Describe activities undertaken to fulfill that initiative: Each year The Cromwell Group, Inc  
And Affiliates, SESAC, and the International Broadcasters Idea Bank sponsor a \$10,000  
Scholarship for 1 student in his/her second year of college seeking a degree in the broadcasting  
industry.

Specify Sixth Initiative: **National Career Fairs job fairs 6/3/13, 10/21/13 and 3/24/14**

Describe activities undertaken to fulfill that initiative: Parker Minor (Promotions Coordinator)  
manned a booth at the National Career Fairs job fairs held in Nashville TN from 11:00-2:00pm.  
The fair is free to job seekers who are encouraged to submit resumes and network with  
Hiring managers and employers in the Nashville area.

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



# Job 2013-2014 Posting List

Company	Website
Murray State	<a href="http://murraystate.experience.com/er/security/login.jsp">http://murraystate.experience.com/er/security/login.jsp</a>
Volunteer State Community College	<a href="http://www.volstate.edu/careerplacement/employer_form.php">http://www.volstate.edu/careerplacement/employer_form.php</a>
MTSU	<a href="http://mtsu-csm.symplicity.com/employers">http://mtsu-csm.symplicity.com/employers</a>
National Alliance of State Broadcasters	<a href="http://www.careerpage.org">http://www.careerpage.org</a>
TAB	<a href="http://www.tabtn.org">http://www.tabtn.org</a>
Hopkinsville Community College	<a href="mailto:kanya.allen@kctcs.edu">kanya.allen@kctcs.edu</a>
FISK	<a href="mailto:sjones@fisk.edu">sjones@fisk.edu</a>
IADT	<a href="mailto:DSCHULER@IADPNASHVILLE.COM">DSCHULER@IADPNASHVILLE.COM</a>
All Access.com	allaccess.com
Job News	<a href="http://nashville.jobnewsusa.org">http://nashville.jobnewsusa.org</a>