

**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: Sports Announcer Date Filled: 4/13/2015

Job Title: Sales Date Filled: 4/15/2015

Job Title: Sports Announcer Date Filled: 4/20/2015

Job Title: Traffic Manager Date Filled: 7/2/2015

Job Title: Sales Date Filled: 8/13/2015

Job Title: Sales Date Filled: 8/24/2015

Job Title: Promotions Coordinator Date Filled: 9/18/2015

Job Title: Promotions Coordinator Date Filled: 12/14/2015

Job Title: Sales Date Filled: 1/4/2016

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: _____

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: 9/18/2015

Recruitment Source for Actual Hire: _____ Employee Referral: Tom Callahan

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2015-2016 EEO Contact List	
Indeed.com Post Dated 8/25/15	
AllAccess.com Post Dated 8/25/15	
Careerpage.org Post Dated 8/25/15	
Job News USA Post Dated 9/8/2015	

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: 2015 Ending: 2016

Total Number of Persons Interviewed for Full-Time Vacancies: 59

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Indeed.com	9
Word of Mouth	7
All Access	7
Radio Ads on Stations	6
Job News USA	4
Tennessee Association of Broadcasters	3
Employee Referral: Mike Creel	2
Current Contract Employee	2
Employee Referral: Cliff McArdle	2
Employee Referral: Tom Callahan	2

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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: 2015 Ending: 2016

Total Number of Persons Interviewed for Full-Time Vacancies: 59

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Employee Referral: Jana Hampton	2
Employee Referral: Jason Mayes	2
Internal Promotion	1
Employee Referral: Hayley John	1
Volunteer State University	1
Employee Referral: Jason Mayes	1
Lipscomb University	1
Employee Referral: Jeff Kolb	1
Employee Referral: Austin Stanley	1
National Career Fair 6/9/15	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 April 1, 2015 **AND ENDING** March 31, 2016

Specify First Initiative: Internship Program April 1, 2015-March 31, 2016

Describe activities undertaken to fulfill that initiative: Each year WYCQ, Inc. accepts interns in the programming, sales and promotions department 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 internship and/or graduation.

Specify Second Initiative: National Career Fair June 9, 2015

Describe activities undertaken to fulfill that initiative: Tincy Crouse, National Sales Manager, And Parker Minor, Promotions Coordinator, attended the National Career Fair held at the Holiday Inn in Nashville TN. They talked to attendees about our current job opportunities.

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**

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

Specify Third Initiative: Co-Sponsored the Job Boot Camp June 25, 2015

Describe activities undertaken to fulfill that initiative: WYCQ, Inc. co-sponsored the Job

Boot Camp held at the Music City Center June 25, 2015. As part of our sponsorship, our

stations aired commercials advertising the Boot Camp to listeners in the Nashville Area

From June 8, 2015 through June 25, 2015. Workshops are available to attendees to help them

develop their resumes and job interview skills.

Specify Fourth Initiative: Annual Managers Meeting July 12, 2015-July 14, 2015

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 internship and/or graduation.

**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 April 1, 2015 **AND ENDING** March 31, 2016

Specify Fifth 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.

Specify Sixth Initiative: Co-Sponsored the Job Boot Camp October 8, 2015

Describe activities undertaken to fulfill that initiative: WYCQ, Inc. co-sponsored the Job Boot Camp held at the Music City Center October 8, 2015. As part of our sponsorship, our stations aired commercials advertising the Boot Camp to listeners in the Nashville Area from September 21, 2015 through October 8, 2015. Workshops are available to attendees to help them develop their resumes and job interview skills.

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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 Seventh Initiative: **National Career Fair October 22, 2015**

Describe activities undertaken to fulfill that initiative: Tincy Crouse, National Sales Manager,
And Parker Minor, Promotions Coordinator, attended the National Career Fair held at the
Holiday Inn in Nashville TN. They talked to attendees about our current job opportunities.

Specify Eighth Initiative: **SMX Staff Management Recruiting Job Fair December 3, 2015**

Describe activities undertaken to fulfill that initiative: Christy Wilson, Senior Account
Executive and Hayley St. John, On-Air personality, attended the job fair to talk to attendees
About our current job opportunities.

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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 Ninth Initiative: **2016 International Broadcasters Idea Bank/SESAC Scholarship**

Describe activities undertaken to fulfill that initiative: As members of the International

Broadcasters Idea Bank, stations aired commercials soliciting college students in their second

Year of college seeking a degree in broadcasting or journalizing to apply for a \$10,000

scholarship provided by the Idea Bank and SESAC

Specify Tenth Initiative: **Co-Sponsored the Job Boot Camp March 31, 2016**

Describe activities undertaken to fulfill that initiative: WYCQ, Inc. co-sponsored the Job

Boot Camp held at the Bridgestone Arena March 31, 2016. As part of our sponsorship, our

stations aired commercials advertising the Boot Camp to listeners in the Nashville Area

From March 9, 2016 through March 31, 2016. Workshops are available to attendees to help

them develop their resumes and job interview skills.

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

2015-2016 Job Posting List

Company	Website	Contact	Phone Number	E-Mail	Address	City State Zip
Murray State	http://www.murraystate.edu/headermenu/Offices/CareerServices/employers/index.aspx	Ray Karraker	270-809-3117	msu.careerservices@murraystate.edu	100 Oakley Applied Science Bldg	Murray, KY 42071
Austin Peay	https://www.myinterfase.com/apsu/employer/	Amanda L Walker	931-221-6544	careerservices@apsu.edu	Morgan University Center, Room 201 PO Box 4637	Clarksville, TN 37044
Belmont	https://www.myinterfase.com/belmont/employer/	Patricia Jacobs	615-460-6490	careerdevelopment@belmont.edu	1900 Belmont Blvd Gabhart Student Center 2nd Floor	Nashville, TN 37212
Trevecca	https://www.myinterfase.com/trevecca/employer/	Nicole Hubbs	615-248-7725	nhubbs@trevecca.edu	333 Murfreesboro Rd.	Nashville, TN 37210
Lipscomb	https://www.myinterfase.com/lipscomb/employer/home.aspx	Monica Wentworth	615-966-1792	careerdevelopment@lipscomb.edu	One University Park Dr. Bennett Campus Center Suite 120	Nashville, TN 37204
Volunteer State Community College	http://www.volstate.edu/AreaJobs/add-new-job.php	Dr. Rick Parrent	615-230-3321	rick.parrent@volstate.edu	1480 Nashville Pike	Gallatin, TN 37066
MTSU	https://www.myinterfase.com/mtsu/employer/	Bill Fletcher	615-898-2500	career@mtsu.edu	KUC Room 328 1301 East Main St.	Murfreesboro, TN 37132
TAB	http://www.tabtn.org	Brenda Heidt	615-545-5762	brenda@tabtn.org	2 International Plaza Dr. Suite 902	Nashville, TN 37217

Companies Requesting Job Postings

Company	Website	Contact	Phone Number	E-Mail	Address	City State Zip
The Art Institute of Tennessee-Nashville		Lyndsay Cooper, Director of Career Services	615-514-3868	lcooper@aii.edu	100 Centerview Dr. Suite 250	Nashville, TN 37214