

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF MARCH, 2009 through MARCH, 2010**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: <u>Sales</u>	Date Filled: <u>7/21/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>9/8/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>10/1/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>10/1/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>10/9/2009</u>
Job Title: <u>Promotions Director</u>	Date Filled: <u>10/19/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>12/1/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>12/16/2009</u>
Job Title: <u>Promotions Director</u>	Date Filled: <u>12/28/2009</u>
Job Title: <u>Sales</u>	Date Filled: <u>1/21/2010</u>
Job Title: <u>On-Air</u>	Date Filled: <u>2/1/2010</u>
Job Title: <u>Production Manager</u>	Date Filled: <u>3/16/2010</u>
Job Title: <u>Program Coordinator WQZQ/WPRT</u>	Date Filled: <u>3/16/2010</u>
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: 10/1/2009

Recruitment Source for Actual Hire: Walk-In/Listener

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Name and Address of Source	Contact Person and Phone Number
2009-2010 EEO Contact List	**see attached**
Craigslis Posting 8/11/09	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

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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: _____ 12/16/2009 _____

Recruitment Source for Actual Hire: _____ Former Employee Referral _____

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Name and Address of Source	Contact Person and Phone Number
2009-2010 EEO Contact List **see attached**	
Craigslis Posting 10/19/09	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

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: Production Manager Date Vacancy Filled: 3/16/2010

Recruitment Source for Actual Hire: Internal Hire

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Name and Address of Source	Contact Person and Phone Number
2009-2010 EEO Contact List **see attached**	
Craiglst Posting 2/11/10	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

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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: March 2009 Ending: April 2010

Total Number of Persons Interviewed for Full-Time Vacancies: 30

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Tennessee Association of Broadcasters	8
Employee Referral	6
Craigslist	4
Internal Hire	4
Walk In	2
All Access.com	2
Former Employee	1
Client Referral	1
Buzz Website	1
Radio Advertising	1

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2008-2009 EEO Contact List

Organization	Contact	E-mail	Phone	Address
Contacts Requesting Job Vacancies				
MTSU Career and Employment Center <i>(Prefer Email)</i>	Karen Austin	career@mtsu.edu	898-5732 898-4698 fax	1301 E. Main St. Box 2 Murfreesboro, TN 37132
Urban League of Mid TN <i>(Prefer Email)</i>	Juliet Mason	jmason@urbanleagueofmidtn.org	254-0525	2250 Rosa L Parks Blvd
Austin Peay State University <i>(Prefer Email)</i>	Debbie Zartner	cac@apsu.edu	931-221-6544	P.O. Box 4745 Clarksville, TN 37040
David Lipscomb University <i>(Prefer Email)</i>	Monica Wentworth	careerdevelopment@lipscomb.edu	966-6295 966-1815 fax	3901 Granny White Pike Nashville, TN 37204
Additional Contacts (not requested to send openings)				
Belmont Mike Curb College of Ent.		careerservices@mail.belmont.net	640-6438	1900 Belmont Boulevard Nashville, TN 37212
NAB	Virginia Galindo	jobbank@nabi.org	202-662-7145 202-662-7144 fax	1771 N. St. NW Washington, DC
TN State University	Lucy Tucker	lucker@tnstate.edu	963-5981 963-7534 fax	3500 John Merritt Blvd Suite 304 Nashville, TN 37209
Western KY University	Linda Johnson		270-745-5807 270-745-5795 fax	328 Downing University Center Bowling Green, KY 42101
TAB		Tabtn.org web posting		
Draughons Junior College	Colby Allen	callen@draughons.edu	361-7555 367-2736 fax	340 Plus Pky Blvd Nashville, TN 37217
Fisk University	Gussie Fuller	gfuller@fisk.edu	329-8894	1000 Seventeenth Ave. N. Nashville, TN 37208
Hopkinsville Community College	Konya Allen	kallen0061@kctcs.edu	270-886-3921 270-886-2808 fax	P.O. Box 2100 Hopkinsville, KY 42240
Nashville State Comm. Coll	Lisa Fletcher	cec@nscoc.edu	353-3248 353-3254 fax	120 White Bridge Rd. Nashville, TN 37209
Sister Stations:				
WEJT/WYDS/WZNX/WZUS Cromwell Group Inc of IL	Kelly Bacuita	kbacuita@cromwellradio.com	217-428-4487 217-428-4501 fax	410 N. Water St. Suite C Decatur, IL 62523
WMCI/WWGO/WCBH Cromwell Group Inc of IL	Kathie St. Clair	kstclair@cromwellradio.com	217-235-5624 217-235-6624 fax	209 Lakeland Blvd Mattoon, IL 61938
WCRC/WCRA/WHQQ Cromwell Group Inc of IL	Kathie St. Clair	kstclair@cromwellradio.com	217-342-4141 217-342-4143 fax	405 S. Banker St. Suite #201 Effingham, IL 62401
WKRV/WPBM Cromwell Group Inc of IL	Kathie St. Clair	kstclair@cromwellradio.com	618-283-2325 618-1503 fax	232 S. 4th St. Vandalia, IL 32471
WBIO/WXCM/WKCM/WWJS/VLME Hancock Communications	Amy Spalding	aspalding@cromwellradio.com	270-683-5200 270-688-0108 fax	1115 Tamarack Rd Suite 500 Owensboro, KY 42301

**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 , 200 9 **AND ENDING** March 31 , 20 10

Specify First Initiative: Craigslist.com postings April 1, 2009 – March 31, 2010

Describe activities undertaken to fulfill that initiative: Job openings were posted on Craigslist.com as part of a broad outreach for individuals from all over the country looking for a job in the Nashville area. Applicants contacted the station as a result of this initiative.

Specify Second Initiative: Co-Sponsorship of the Nashville Older Worker/Veteran Career Fair held on September 23, 2009

Describe activities undertaken to fulfill that initiative: WBUZ 102.9 The Buzz and WPRT 102.5 The Party were co-sponsors of the "Putting America to Work" job fair. The Employment Guide, the National Council on Aging, the TN Dept. of Labor and Workforce Development, Veteran's Service, and the Nashville Career Advancement Center partnered to put on the event, which aimed to help veterans and older workers find employment opportunities in the Nashville area. Station vehicles and personnel were on hand to help promote the event, which was held at LP Field on September 23, 2009 from 10am to 3pm. Marshall Weidner and Kenneth Lockett were in attendance at the job fair.

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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2/4 YEAR PERIOD BEGINNING April 1 , 200 9 **AND ENDING** March 31 , 20 10

Specify Third Initiative: Tennessee Association of Broadcasters' 2010 Conference and

Career Fair held on January 20, 2010

Describe activities undertaken to fulfill that initiative: On January 20, Bayard Walters, President of the Cromwell Group and the licensee of the Cromwell affiliate stations, attended the TAB hosted EEO and Diversity training. The two hour session was held at The Embassy Suites Hotel in Murfreesboro, and the training was conducted by attorney Doug Pierce and Dr. Jennifer Woodard, Middle Tennessee State University professor. Walters also attended the TAB job fair, Held the same day. Nashville staff members Tincy Crouse, general manager, Noel Jordan, Senior Account Executive, and Promotions Director Lauren Ruth were also in attendance to speak with job applicants.

Specify Forth Initiative: 2010 Idea Bank Scholarship sponsorship and advertisements

April 1, 2009 through March 31, 2010

Describe activities undertaken to fulfill that initiative: WBUZ, WPRT and WQZQ aired radio ads to promote a scholarship sponsored by the Cromwell Group, SESAC and the Idea Bank. Individuals interested in the annual scholarship, which is awarded to college students seeking a degree in media related fields, were directed to email for more information.

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2/4 YEAR PERIOD BEGINNING April 1 , 200 9 **AND ENDING** March 31 , 20 10

Specify Fifth Initiative: **Annual Cromwell Managers Meeting held August 16-18, 2009**

Describe activities undertaken to fulfill that initiative: The General Mangers, Operations Managers, and Business Managers from all of Cromwell Radio's stations gathered to discuss information on correct protocol for various aspects of the business, including record keeping, political guidelines, EEO recruiting, political guidelines, public file issues, compliance, and sexual harassment issues. John Garziglia and Doug Pierce led the meeting. Representatives from Cromwell's corporate office—President Bayard Walters, Administrative Director Janice Russell, Corporate Business Manager Ann Guest, CFO Tommy Crocker, and Controllwer Dorothy Black—were also present for the meeting.

Specify Sixth Initiative: **Internship Program April 1, 2009 through March 31, 2010**

Describe activities undertaken to fulfill that initiative: College students interested in learning more about the radio business were given the opportunity to participate in the stations' internship program. Students who participated were required to spend a semester working with various departments, including promotions, sales, programming, and on-air, and their experiences were tailored to satisfy the necessary requirements to receive academic credit from their colleges and universities. Operations Manager Troy Hanson headed the program.

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