

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF April 1, 2008 through March 31, 2009**

Complete this worksheet continuously every time a vacancy is filled.

Job Title:	<u>General Manager</u>	Date Filled:	<u>4/7/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>4/9/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>4/15/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>4/15/2008</u>
Job Title:	<u>P/T Overnight Station Monitor</u>	Date Filled:	<u>4/20/2008</u>
Job Title:	<u>Promotions Coordinator (WBUZ)</u>	Date Filled:	<u>4/21/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>4/21/2008</u>
Job Title:	<u>F/T On-Air WBUZ</u>	Date Filled:	<u>4/21/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>5/5/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>6/16/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>6/27/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>8/7/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>8/11/2008</u>
Job Title:	<u>P/T On-Air WPRT</u>	Date Filled:	<u>9/11/2008</u>
Job Title:	<u>P/T On-Air WBUZ</u>	Date Filled:	<u>9/20/2008</u>
Job Title:	<u>P/T On-Air</u>	Date Filled:	<u>9/20/2008</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
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Job Title:	<u>P/T Promotions Assistant</u>	Date Filled:	<u>9/25/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>9/29/2008</u>
Job Title:	<u>Operation Manager</u>	Date Filled:	<u>10/1/2008</u>
Job Title:	<u>F/T On-Air Overnights WPRT</u>	Date Filled:	<u>10/3/2008</u>
Job Title:	<u>F/T On-Air Afternoon/Promotions</u>	Date Filled:	<u>10/8/2008</u>
Job Title:	<u>P/T On-Air WBUZ</u>	Date Filled:	<u>10/9/2008</u>
Job Title:	<u>P/T On-Air WPRT</u>	Date Filled:	<u>10/10/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>10/16/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>10/16/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>11/17/2008</u>
Job Title:	<u>P/T On-Air WPRT</u>	Date Filled:	<u>11/25/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>11/25/2008</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>12/30/2008</u>
Job Title:	<u>Sales Manager</u>	Date Filled:	<u>1/2/2009</u>
Job Title:	<u>Sales</u>	Date Filled:	<u>1/16/2009</u>
Job Title:	<u>P/T On-Air WPRT</u>	Date Filled:	<u>3/23/2009</u>

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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, 2008 Ending: March 31, 2009

Total Number of Persons Interviewed for Full-Time Vacancies: 118

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Craigslist Postings	46
All Access.com	11
Employee Referral	10
Inside Radio	9
Call In	8
MTSU Job Fair	7
Word of Mouth	5
Internal Promotion	5
TAB	4
RAB	3
Former Employee	3
Call Back	3
TSU	1
The Rage	1
On Air Ads	1

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2007-2008 EEO Contact List

Organization	Contact	Phone	Address
Austin Peay University	Cherylle Ward cac@apsu.edu	(p) 931-221-7896 (f) 931-221-7100	P.O. Box 4745/UC210 Clarksville, TN 37040
Belmont University	Laura Wheeler Careerservices@mail.belmont.edu	(p)460-6490 (f) 460-5527	1900 Belmont Blvd Nashville, TN 37212
CT School of Broadcasting	Stay Soulimiotis csbnashville@gocsb.com	(p)884-0299	25 Century Blvd Suite 103 Nashville, TN 37214
Draughons Junior College	Colby Allen Callen@draughons.edu	(p)361-7555 (f) 367-2736	340 Plus Pky Blvd Nashville, TN 37217
Fisk University	Echelle Eady eeady@fisk.edu	(p) 329-8500	1000 Seventeenth Ave. N. Nashville, TN 37208
Hopkinsville Community College	Konya Allen	(p) 270-886-3921 (f) 270-886-2808	P.O. Box 2100 Hopkinsville, KY 42240
KAB	Career Development Dept. kba@kba.org(preferred)	(p)502-848-0426	101 Enterprise Dr. Franfurt, KY 40601
Lipscomb University	Career Development Dept. careerdevelopment@lipscomb.edu	(p)966-1792 (f) 966-1815	1 University Park Dr. Nashville, TN 37204
Mike Curb College of Ent. And Music Business (Belmont)	Career Development Dept.	(p) 640-6438	1900 Belmont Boulevard Nashville, TN 37212
MTSU Career and Employment Center	Nancy Stubblefield nstubble@mtsu.edu (Preferred)	(p)898-5732 (f) 898-4698	1301 E. Main St. Box 2 Murfreesboro, TN 37132
NAACP	Career Development Dept. info@naacpnashville.org	(p)329-0999 (f) 329-4366	1308 Jefferson St. Nashville, TN 37208
Nashville Tech	Career Development Dept. cec@nsc.edu	(p)353-3248 (f) 353-3254	120 White Bridge Rd. Nashville, TN 37209
NAB	Virginia Galindo jobbank@nahj.org (preferred)	(p)202-662-7145 (f) 202-662-7144	1771 N. St. NW Washington, DC
National Association of Black Journalists	Career Development Dept.	(p)301-445-7100 (f) 301-445-7101	8701 Adelphi Rd. Adelphi, MD 20787
TN Dept. of Labor	Betty Collier (fax preferred)	(p)931-648-5530 (f) 931-648-5564	350 Pageant Ln Suite 406 Clarksville, TN 37040
TN State University	Lucy Tucker Ltucker@tnstate.edu	(p) 963-5981 (f) 963-7534	3500 John Merritt Blvd Ste 304 Nashville, TN 37209
Urban League of Mid. TN	Juliet Mason (fax preferred)	(p) 254-0525 (f) 254-0636	2250 Metro Center Blvd Nashville, TN 37228
Western KY University	Linda Johnson	(p) 270-745-5807 (f) 270-745-5795	326 Downing University Center Bowling Green, KY 42101
Vanderbilt University	Career Development Dept. www.vanderbilt.edu/careers		2201 West End Avenue Nashville, TN 37240

2008-2009 Contact List

Organization	Contact	Phone	Address
Contacts Requesting Job Vacancies: CT School of Broadcasting	Stay Soulimiotis stacysoul@gocsb.com	884-0299	25 Century Blvd Suite 103 Nashville, TN 37214
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
MTSU Career and Employment Center	Janice Stewart career@mtsu.edu	898-2500 898-4698 fax	1301 E. Main St. Box 2 Murfreesboro, TN 37132
Nashville State Comm. Coll	Lisa Fletcher cec@nsc.edu	353-3248 353-3254 fax	120 White Bridge Rd. Nashville, TN 37209
Urban League of Mid TN	Juliet Mason jmason@urbanleagueofmidtn.org	254-0525 254-0636 fax	2250 Rosa L Parks Blvd Nashville, TN 37228
Additional Contacts: David Lipscomb University	careerdevelopment@lipscomb.edu	966-1792 966-1815 fax	1 University Park Dr. Nashville, TN 37204
Belmont Mike Curb College of Ent.	careerservices@mail.belmont.net	640-6438	1900 Belmont Boulevard Nashville, TN 37212
NAB	Virginia Galindo jobbank@nahj.org	202-662-7145 202-662-7144 fax	1771 N. St. NW Washington, DC
TN State University	Lucy Tucker ltucker@tnstate.edu	963-5981 963-7534 fax	3500 John Merrit Blvd Suite 304 Nashville, TN 37209
Western KY University	Linda Johnson	270-745-5807 270-745-5795 fax	326 Downing University Center Bowling Green, KY 42101
TAB	Tabtn.org web posting		
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/WVJS/WLME Hancock Communications	Amy Spalding kstclair@cromwellradio.com	270-683-5200 270-688-0108 fax	1115 Tamarack Rd Suite 500 Owensboro, KY 42301

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: _____ 12/30/2008 _____

Recruitment Source for Actual Hire: _____ Call In _____

* * * * *

Name and Address of Source	Contact Person and Phone Number
2008-2009 EEO Contact List	
Craigslist Posting Dated 10/8/08	

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: P/T On-Air WPRT Date Vacancy Filled: 3/23/2009

Recruitment Source for Actual Hire: Employee Referral

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2008-2009 EEO Contact List	

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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 April 1 , **200** 8 **AND ENDING** March 31 , **200** 9

Specify First Initiative: **Scholarship for one student at Connecticut School of Broadcast**

May 2008 and September 2008

Describe activities undertaken to fulfill that initiative: Stations ran a commercial schedule to

Provide a Broadcast scholarship to one student attending CSB chosen by CSB. Scholarships

were awarded in May 2008 to Jerinsane Williams, and in September 2008 to Josiah Graves.

Specify Second Initiative: **Co-Sponsorship of the Nashville Older Worker/Veteran Career**

Fair held on September 17, 2008

Describe activities undertaken to fulfill that initiative: WBUZ 102.9 The Buzz was a co-
Sponsor of the Nashville Older Worker/Veteran Career Fair held by The Employment Guide
Partnered with the National Council on Aging and other TN Career Center partners including the
TN Dept. of Labor and Workforce Development, Verteran's Service, and Nashville Career
Advancement Center. The job fair was held to assist older works and veterans find work
opportunities in and around the Nashville Area. Station vehicles and personnel were on hand to
draw attention to the event held at LP Field on September 17, 2008. Joey Crawford was in

Attendance.

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2/4 YEAR PERIOD BEGINNING April 1 , **200** 8 **AND ENDING** March 31 , **200** 9

Specify Third Initiative: **Tennessee Association of Broadcasters' 2009 Career Fair held on January 26, 2009.**

Describe activities undertaken to fulfill that initiative: On Monday January 26, 2009 the TN Association of Broadcasters held a career fair at MTSU's College of Mass Communications, John Bragg Building, sponsored by the TN Army National Guard. This event was to assist the Broadcasting industry managers, department heads, and human resource personnel to find, mentor, and employ a diverse cross-section of TN students majoring in communications. Tincy Crouse, General Manager for The Cromwell Group's Nashville stations, was in attendance.

Specify Forth Initiative: **TAB Conference held in Murfreesboro TN to discuss many aspects, rules, and regulations of broadcast on January 27, 2009**

Describe activities undertaken to fulfill that initiative: Roy Stalwart (FCC), Frank Jazzo (Attorney), Dick Zaragoza (Attorney), Doug Pierce (TAB Attorney), and John Garziglia (Attorney) all discussed FCC rules and EEO requirements. Bayard "Bud" Walters, president of Cromwell Group, attended the meeting as well.

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Specify Fifth Initiative: **Annual Cromwell Managers Meeting held August 17-19, 2008**

Describe activities undertaken to fulfill that initiative: The General Mangers, Operations Managers, and Business Managers from all of Cromwell Radio's stations met with John Garziglia and Doug Pierce to discuss EEO recruiting, compliance, record keeping, political guidelines, public file issues, and sexual harassment issues. The meeting was also attended by Cromwell corporate employees Bud Walters, President, Janice Russell, Administrative Director, Ann Guest, Business Manager, Tommy Crocker, CFO, and Dorothy Black, Controller.

Specify Sixth Initiative: **Internship Program August 2008-March 2009**

Describe activities undertaken to fulfill that initiative: Students from local Colleges and Universities were given the opportunity to participate in our internship program to learn More about the radio business and all aspects of running a radio station. As part of the internship students were required to spend a semester working with on-air personalities, the promotions department and the programming staff based on their individual schools requirements for school credit. The program was headed up by the operations manager, Troy Hanson.

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2/4 YEAR PERIOD BEGINNING April 1 , **200** 8 **AND ENDING** March 31 , **200** 9

Specify Seventh Initiative: **2009 Idea Bank Scholarship sponsorship and advertisements**

January – February 2009

Describe activities undertaken to fulfill that initiative: WBUZ and WPRT aired radio ads

seeking applicants for a scholarship sponsored by the Cromwell Group, SESAC and the Idea

Bank. The scholarship is awarded annually to students in college seeking a degree in the media

Industry.

Specify Eighth Initiative: **Craigslist.com postings April 1, 2008 – March 31, 2009**

Describe activities undertaken to fulfill that initiative: Posted job openings on craigslist.com,

as broad outreach. 46 people applied and were interviewed for job openings as a result of this

initiatives.

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