

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF APRIL 1, 2014 through MARCH 31, 2015**

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

Job Title: Digital Strategies Coordinator Date Filled: 5/16/2014

Job Title: Sales Date Filled: 5/16/2014

Job Title: P/T On-Air WBUZ Date Filled: 7/1/2014

Job Title: P/T On-Air WBUZ Date Filled: 7/1/2014

Job Title: P/T Accounting Assistant Date Filled: 7/21/2014

Job Title: P/T Board Operator Date Filled: 7/28/2014

Job Title: Sales Date Filled: 8/7/2014

Job Title: P/T Board Operator Date Filled: 8/9/2014

Job Title: Sales Coordinator Date Filled: 8/18/2014

Job Title: P/T Board Operator Date Filled: 8/28/2014

Job Title: P/T Board Operator Date Filled: 10/31/2014

Job Title: P/T Board Operator Date Filled: 11/3/2014

Job Title: On-Air/Imaging Director WBUZ Date Filled: 11/5/2014

Job Title: Sales Date Filled: 11/10/2014

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: Digital Strategies Coordinator      Date Vacancy Filled: 5/16/2014

Recruitment Source for Actual Hire: AllAccess.com

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2014-2015 EEO Contact List	
CareerPage.org Post dated 4/24/14	
AllAccess.com Posts dated 4/2/14 & 4/24/14	
Jobs4TN.gov post dated 4/2/14	
JobNewsUSA.com post dated 4/9/2014	
Craigslisr.Org post dated 4/7/14	

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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: \_\_\_\_\_ 5/16/2014 \_\_\_\_\_

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

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>See 2014-2015 EEO Contact List</b>	
<b>CareerPage.org Post dated 4/28/14</b>	
<b>AllAccess.com Post dated 4/28/14</b>	
<b>Jobs4TN.gov Post dated 4/28/14</b>	

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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:  P/T Accounting Assistant       Date Vacancy Filled:  7/22/2014

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

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>See 2014-2015 EEO Contact List</b>	

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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:           8/7/2014          

Recruitment Source for Actual Hire:                                     Radio Ads on 102.5 The Game                                    

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>See 2014-2015 EEO Contact List</b>	
<b>CareerPage.org Post dated 6/10/2014</b>	
<b>AllAccess.com Post dated 4/28/14</b>	
<b>Jobs4TN.gov Post dated 4/28/14</b>	

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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:         P/T Board Operator              Date Vacancy Filled:         8/28/2014        

Recruitment Source for Actual Hire:   Former Intern        

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2014-2015 EEO Contact List	
CareerPage.org Post dated 7/23/14	
AllAccess.com Post dated 7/23/14	

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**LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY**

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Title for Vacancy:         P/T Board Operator              Date Vacancy Filled:         11/3/2014        

Recruitment Source for Actual Hire:         Tennessee Association of Broadcasters        

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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 2014-2015 EEO Contact List</b>	
<b>CareerPage.org Post dated 8/10/14</b>	

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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: On-Air/Imaging Director Date Vacancy Filled: 11/5/2014  
WBUZ

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
See 2014-2015 EEO Contact List	
CareerPage.org Post dated 11/3/14	
AllAccess.com Post dated 11/3/14	

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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: \_\_\_\_\_ 11/10/2014 \_\_\_\_\_

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

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
See 2014-2015 EEO Contact List	
CareerPage.org Post dated 10/8/2014	

*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: 2014 Ending: 2015

Total Number of Persons Interviewed for Full-Time Vacancies: 43

Total Number of Interviewees Referred by Each Recruitment Source:

<b>Recruitment Source Name</b>	<b>Total Number of Interviewees</b>
AllAccess.com	7
Job Fairs	7
Craigslis.Org	4
Tennessee Association of Broadcasters	3
Indeed.com	3
Employee Referral: Jeremy Bennfield	2
Internal Promotion	2
Ads on 102.5 The Game	2
Employee Referral: Bayard Walters	2
Employee Referral: Chris Bullock	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.*



*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: 2014 Ending: 2015

Total Number of Persons Interviewed for Full-Time Vacancies: 43

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Employee Referral: Jason Mayes	1
Employee Referral: Jeff Kolb	1
Employee Referral: Justin Styll	1
Employee Referral: Mary Lynn Williams	1
Employee Referral: Zach Bingham	1
Former Intern	1
Middle Tennessee State University	1
Word of Mouth	1
Employee Referral: Michael Creel	1
Employee Referral: Dorothy Black	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, 2014 **AND ENDING** March 31, 2015

Specify First Initiative: **2014-2015 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 internship and/or graduation.

Specify Second Initiative: **April 16, 2014 MTSU Management Communications Class**

**Guest Speaker**

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The

Cromwell Group, Inc and Affiliates) was a guest speaker during a Management Communications

class at Middle Tennessee State University on April 16<sup>th</sup>, 2014. He spoke to 15 Juniors and

Seniors about the current the radio industry and specifically the Nielsen ratings system and how

they affect industry.

*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, 2014 **AND ENDING** March 31, 2015

Specify Third Initiative: **National Career Fairs Job Fair 6/9/2014**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at  
the National Career Fairs job fair held at the Holiday Inn on Elm Hill Pike in Nashville on  
June 9<sup>th</sup>, 2014 from 11:00am to 2:00pm. Applications and Resumes were accepted from the  
job fair attendees.

Specify Fourth Initiative: **Sinclair Broadcasting Boot Camp/Job Fair 6/19/14**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at  
the Sinclair Broadcasting Boot Camp held at the Rivergate Mall in Goodlettsville, TN on  
June 19<sup>th</sup>, 2014. Applications and Resumes were accepted from the attendees and they also  
received training on career search, successful interviewing and best practices on networking  
and relationship building.

*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, 2014 AND ENDING March 31, 2015**

Specify Fifth Initiative: **Sinclair Broadcasting Boot Camp/Job Fair 10/2/14**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at  
the Sinclair Broadcasting Boot Camp held at the Cool Springs Galleria in Franklin, TN on  
October 2<sup>nd</sup>, 2014. Applications and Resumes were accepted from the attendees and they also  
received training on career search, successful interviewing and best practices on networking  
and relationship building.

Specify Sixth Initiative: **Sinclair Broadcasting Boot Camp/Job Fair 3/24/15**

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at  
the Sinclair Broadcasting Boot Camp held at the Bridgestone Arena in Nashville, TN on  
March 24<sup>th</sup>, 2015. Applications and Resumes were accepted from the attendees and they also  
received training on career search, successful interviewing and best practices on networking  
and relationship building.

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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, 2014 **AND ENDING** March 31, 2015

Specify Seventh Initiative: National Career Fairs Job Fair 3/26/15

Describe activities undertaken to fulfill that initiative: Station personnel manned a booth at the National Career Fairs job fair held at the Holiday Inn on Elm Hill Pike in Nashville on March 26<sup>th</sup>, 2015 from 11:00am to 2:00pm. Applications and Resumes were accepted from the job fair attendees.

Specify Eighth Initiative: 2015 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.

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SUPPLEMENTAL OUTREACH INITIATIVES**

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**2/4 YEAR PERIOD BEGINNING April 1, 2014 AND ENDING March 31, 2015**

Specify Ninth Initiative: Job Postings on Jobs4TN.gov and CareerPage.org

Describe activities undertaken to fulfill that initiative: Job openings were posted on Jobs4TN.gov and CareerPage.org which promote job openings to the general public.

Specify Tenth Initiative: \_\_\_\_\_

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

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# 2015-2016 Job Posting List

Company	Website
Murray State	<a href="https://murraystate.experience.com/ev/jobs/er_job_profile_complete.jsp?confirm=true&amp;job_hnd=32270969&amp;ev_aff_hnd=378">https://murraystate.experience.com/ev/jobs/er_job_profile_complete.jsp?confirm=true&amp;job_hnd=32270969&amp;ev_aff_hnd=378</a>
Austin Peay	<a href="https://apsu.experience.com/emp/sblogin">https://apsu.experience.com/emp/sblogin</a>
Belmont	<a href="mailto:careerservices@belmont.edu">careerservices@belmont.edu</a>
Trevecca	<a href="https://trevecca.experience.com/experience/login">https://trevecca.experience.com/experience/login</a>
Lipscomb	<a href="https://lipscomb.experience.com/emp/sblogin?">https://lipscomb.experience.com/emp/sblogin?</a>
Volunteer State Community College	<a href="http://www.volstate.edu/AreaJobs/add-new-job.php">http://www.volstate.edu/AreaJobs/add-new-job.php</a>
MTSU	<a href="http://mtsu-csm.symplicity.com/employers">http://mtsu-csm.symplicity.com/employers</a>
TAB	<a href="http://www.tabtn.org">http://www.tabtn.org</a>
All Access.com	allaccess.com
Job News	<a href="http://nashville.jobnewsusa.org">http://nashville.jobnewsusa.org</a>
Jobs4TN	<a href="https://www.jobs4tn.gov/vosnet/Default.aspx">https://www.jobs4tn.gov/vosnet/Default.aspx</a>
National Alliance of State Broadcasters	<a href="http://www.careerpage.org">http://www.careerpage.org</a>
Craigslis	<a href="http://www.craigslist.org">www.craigslist.org</a>
Indeed.com	<a href="http://www.indeed.com/hire">http://www.indeed.com/hire</a>