

Organization	Contact	Phone	Address
All Access.com user: jpowers09 pswd: reo2097	www.allaccess.com/forum	(f) 310-457-8058	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265
Bell Whitley Comm Agency	marciahembree@bell-whitley.org		
Blue River Services	brpesgen@aye.net	(p) 812-547-6040	
Broadcast Center		(f) 314-647-1575	
Breckenridge Co Tech Center		(p) 270-756-2138 (f) 270-756-2878	P.O. Box 68 1915 E Hwy 60 Harned, KY 40144
Craigslist	www.craigslist.com		
Decatur Market	kbacuita@cromwellradio.com	(p) 217-428-4487 (f) 217-428-4501	410 N Water St Decatur IL 62523
Effingham Market	chansen@cromwellradio.com	(p) 217-342-4141 (f) 217-342-4143	405 S Banker St Effingham, IL 62401
Facebook	97x Page 94.7, WBIO Page		
Hancock Co Career Ctr	carolyn.nugent@ hancock.kyschools.us		
Henderson Community College	angie.watson@kctcs.edu	(p) 270-830-5206	2660 S Green St Henderson KY, 42420
Hopkinsville Community College	kallen0061@kctcs.edu	(p) 270-707-3827	720 N Dr P. O. Box 2100 Hopkinsville, KY 42241
IL Broadcasters Association	chansen@cromwellradio.com		
Indiana Wesleyan University user: aspalding pswd: isaac	www.collegecentral.com/iwu/ enterprisezone@indwes.edu	(p) 765-677-2520	4201 Washington St Marion, IL 46953
ITT Tech Institute	Elizabeth Willem	(p) 812-858-1600	10999 Stahl Rd Newburgh, IN 47630
Kelly Services	rippydk@kellyservices.com	(p) 270-826-1140 (f) 270-826-3805	
KBA	kba@kba.org	(p) 502-848-0426 (f) 502-848-5710	101 Enterprize Dr Frankfort, KY 40601
KY Dept for Employment Services Owensboro Career Center	aimee.newberry@ky.gov	(p) 270-687-7297 (f) 270-687-7268	311 W 2nd Street Owensboro, KY 42301
Ky Wesleyan College	mcambron@kwc.edu	(p) 270-852-3305 (f) 270-852-3295	P.O. Box 1039 Owensboro, KY 42302
Lakeland College Career Services Center	Brandy McMillan careerservices@lakeland.cc.il.us	(p) 217-234-5288	5001 Lake Land Blvd Mattoon, IL 61983
Lincoln Hills Development		(p) 812-649-5034	P.O. Box 27 Rockport, IN 47635
Mattoon Market	chansen@cromwellradio.com		209 Lake Land Blvd Mattoon, IL 61938
McLean County Career Center		(p) 270-273-9023	200 N Hwy 81 Calhoun, KY 42327
OH & IL Centers for Broadcasting	gary@beonair.com		

Owensboro Comm & Tech College	katie.ballard@kctcs.edu	(p) 270-686-4452	4800 New Hartford Rd Owensboro, KY 42303
Kentucky Market	aspalding@cromwellradio.com	(p) 270-683-5200 (f) 270-686-0108	1115 Tamarack Rd, Ste 500 Owensboro, KY 42301
Office of Employment & Training	www.oet.ky.gov margalee.conlee@ky.gov	(p) 502-782-3358	
Tennessee Market	akamer@cromwellradio.com		1824 Murfreesboro Rd Nashville, TN 37217
Tennessee Association of Broadcasters (TAB)	tabtn.org		Two International Plaza Dr Nashville, TN 37217
University of Evansville	gw5@evansville.edu http://careerservices.evansville.edu	(p) 812-488-1083 (f) 812-488-2156	Ridgeway University Ctr. 1800 Lincoln Ave Evansville, IN 47722
Vandalia Market	chansen@cromwellradio.com		232 S 4th Street Vandalia, IL 62471
Western Kentucky University Career Services Center	Dan Onitsuka dan.onitsuka@wku.edu		

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF APRIL 1, 2010 through MARCH 31, 2011**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: Sales Executive Date Filled: 04/01/2010

Job Title: Sales Executive Date Filled: 04/16/2010

Job Title: Sales Executive Date Filled: 04/16/2010

Job Title: Sales Executive Date Filled: 04/19/2010

Job Title: Sales Executive Date Filled: 05/17/2010

Job Title: Sales Executive Date Filled: 10/05/2010

Job Title: Sales Executive Date Filled: 10/07/2010

Job Title: Sales Executive Date Filled: 10/18/2010

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: _____

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 Executive** Date Vacancy Filled: **04/01/2010**

Recruitment Source for Actual Hire: **Radio Advertisement**

Name and Address of Source	Contact Person and Phone Number
Radio Advertisement	Amy Spalding, 270-683-5200
Employee, 1115 Tamarack Rd, Owensboro, KY	Lee Wilson, 270-683-5200
Employee, 1115 Tamarack Rd, Owensboro, KY	Dayna Cox, 270-683-5200
Friend (Client)	

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: Sales Executive Date Vacancy Filled: 05/17/2010

Recruitment Source for Actual Hire: Radio Advertisement

Name and Address of Source	Contact Person and Phone Number
Radio Advertisement	Amy Spalding, 270-683-5200

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: **Sales Executive** Date Vacancy Filled: **10/05/2010**

Recruitment Source for Actual Hire: **Radio Advertisement**

Name and Address of Source	Contact Person and Phone Number
Radio Advertisement	Amy Spalding, 270-683-5200
Walk-In	
owensbororadio.com	Amy Spalding, 270-683-5200
Owensboro Career Center, 311 W 2 nd St, Owensboro, KY 42301	Aimee Newberry, 270-687-7297
Evansville Job Link	

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.

**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, 2010 Ending: March 31, 2011

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
Radio Advertisement	16
Lee Wilson, General Manager	1
Friend (Client of Cromwell Radio)	1
Dayna Cox, Sales Executive	1
Word of Mouth	1
Walk-In	4
Website	1
Owensboro Career Center	2
Evansville Job Link	1
Henderson Community College Job Board	1
Top Jobs on Internet	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, 2010 AND ENDING March 31, 2011

Specify First Initiative: Career Networking Night at Kentucky Wesleyan College, April 2010.

Describe activities undertaken to fulfill that initiative: We were there to recruit staff and promote our company. Lee Wilson (general manager) and Dayna Cox (sales executive) attended the career networking night at Kentucky Wesleyan College which was held Owensboro, KY. Applications were accepted for all departments within the Kentucky market.

Specify Second Initiative: Programming Internship, May 1, 2010 to July 16, 2010

Describe activities undertaken to fulfill that initiative: Provided programming and business experience for intern. People involved were: Jeff Morgan (programming director) Amy Spalding (business manager) and Jennifer Powers (assistant business manager) Intern helped with weekly invoicing, obtaining scripts for commercials, data entry, and assisted in answering the telephone.

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, 2010 **AND ENDING** March 31, 2011

Specify Third Initiative: FCC EEO Rules Webinar present by Brendan Holland and David Wright Tremain LLP on May 11, 2010, Noon to 02:00 p.m. Central Time

Describe activities undertaken to fulfill that initiative: The webinar explained the basic

FCC EEO Rules (how the rules apply, explanation of the rules and reminders on

documentation that must be sent out to places, and information on public files and rules

regulating public files); People attending webinar: Lee Wilson (general manager), Amy

Spalding (business manager) and Jennifer Powers (assistant business manager).

Specify Fourth Initiative: January 10, 2011 to February 24, 2011 (45 days)

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

The posting was listed on January 10, 2011 and remained posted for 45 days. The

posting was posted by Jennifer Powers, Assistant Business Manager under the supervision

of Amy Spalding, Business Manager. The job vacancy being advertised was for a sales

executive from the Evansville, IN area for the Evansville, IN area.

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, 2010 **AND ENDING** March 31, 2011

Specify Fifth Initiative: Business Intern; June 1, 2010 to August 26, 2010

Describe activities undertaken to fulfill that initiative: The intern assisted with monthly billing filing, and data entry. The Intern also assisted programming with morning show and music look-up. Internship gave intern office and programming experience. Those involved were Derek Hancock (Morning Personality), Jeff Morgan (Program Director), Amy Spalding (Business Manager), and Jennifer Powers (Assistant Business Manager).

Specify Sixth Initiative: Annual Managers Meeting; August 8, 2010 to August 10, 2010

Describe activities undertaken to fulfill that initiative: The meeting focused on successes and future goals and plans to meet these goals for each market. The meeting was held in Nashville, TN. The meeting was attended by Jeff Morgan (Program Director), Lee Wilson (General Manager), and Amy Spalding (Business Manager). This is an opportune time with Managers from each department to discuss important issues such as recruitment, EEO & public file rules and regulations as well as a discussion on preventing sexual harassment in the work place.

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, 201 0 AND ENDING March 31, 201 1

Specify Seventh Initiative:

Regional Career and Job Fair, November 10, 2010 @ 1:00 p.m.

to 5:00 p.m.

Describe activities undertaken to fulfill that initiative: The fair was held at the Sports

Center in Owensboro, KY and attended by Jennifer Powers, Assistant Business Manager.

KWC partnered with other universities/colleges to put together a regional career/job fair.

Cromwell Radio Group was there to promote our company and recruit employees.

Applications were being accepted for all departments within the stations.

Specify Eighth Initiative: Idea Bank Scholarship, January 17, 2011 to February 20, 2011

Describe activities undertaken to fulfill that initiative: All 7-Stations broadcast

information about the scholarship and how to apply for the scholarship. Those involved

were Ann Guest, Senior Business Manager, Bud Walters, Owner, Amy Spalding, Business

Manager, and Lee Wilson, General Manager. Advertisements were run on each station for

\$7,500 scholarship awarded each year & this event is sponsored by Idea Bank & The

Cromwell Radio Group.

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, **201** 0 **AND ENDING** March 31, **201** 1

Specify Ninth Initiative: March 11, 2011, 9:30 a.m. to 11:30 a.m.

Describe activities undertaken to fulfill that initiative: Heidi McCarty represented our company at the High School Career Day. She informed students of career opportunities in radio and what department positions are involved. The event was held at Perry Central Junior-Senior High School in Leopold, In.

Specify Tenth Initiative: _____

Describe activities undertaken to fulfill that initiative: _____

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