

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF APRIL 1, 2022 through MARCH 31, 2023**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: Sales Date Filled: 5/16/2022

Job Title: Part Time Programming Date Filled: 7/21/2022

Job Title: Part Time Programming Date Filled: 7/27/2022

Job Title: Sales Date Filled: 8/1/2022

Job Title: Part Time Programming Date Filled: 8/2/2022

Job Title: Sales Date Filled: 9/26/2022

Job Title: Part Time Programming Date Filled: 11/2/2022

Job Title: Content Creator Date Filled: 11/14/2022

Job Title: Sales Date Filled: 12/5/2022

Job Title: General Manager Date Filled: 1/5/2023

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 _____ Date Vacancy Filled: _____ 5/16/2022 _____

Recruitment Source for Actual Hire: _____ Indeed.com _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: Part Time Programming Date Vacancy Filled: 7/21/2022

Recruitment Source for Actual Hire: Indeed.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	
On-Air Ads on WLME	

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: Part Time Programming Date Vacancy Filled: 7/27/2022

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
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: _____ 8/1/2022 _____

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
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: Part Time Programming Date Vacancy Filled: 8/2/2022

Recruitment Source for Actual Hire: Indeed.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: 9/26/2022

Recruitment Source for Actual Hire: Indeed.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: Part Time Programming Date Vacancy Filled: 11/2/2022

Recruitment Source for Actual Hire: Indeed.com

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 6/13/2022	

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: _____ Content Creator _____ Date Vacancy Filled: 11/14/2022

Recruitment Source for Actual Hire: _____ Indeed.com _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Indeed Post Dated 10/12/22	
Owensboro Radio Website	

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: _____ 12/5/2022 _____

Recruitment Source for Actual Hire: _____ Radio Ads _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Owensboro Chamber of Commerce Posted 6/13/22	
Indeed Post Dated 10/12/2022	
Owensboro Radio Website	

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: General Manager Date Vacancy Filled: 1/5/2023

Recruitment Source for Actual Hire: _____ Promotion from within _____

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2022-2023 EEO Contact List	
Linked In post dated 10/17/22	
Inside Radio & Radio Ink Post Dated 10/17/22	
Indeed.com 10/17/2022	
KY & IN Broadcasters Association	
Media Staffing Network	

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: 2022 Ending: 2023

Total Number of Persons Interviewed for Full-Time Vacancies: 21

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Indeed.com	16
Employee Referral	3
Radio Ads	1
Promotion from within	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, 2022 **AND ENDING** March 31, 2023

Specify First Initiative:

Management Meeting 7/17/22-7/19/22

Describe activities undertaken to fulfill that initiative: Bud Walters (President of The Cromwell Group Inc and Affiliates), Market Managers, Business Managers, Programmers and Digital Staff attended a two day meeting discussing topics related to company policies on Non-Discrimination policies, and EEO. Doug Pierce, HR Attorney, attended to provide training on these policies.

Specify Second Initiative: **Job Fair Host – 7/29/2022**

Describe activities undertaken to fulfill that initiative: Station hosted a job fair at Cromwell Media location, sponsored by Express Employment. Job seekers are invited to apply for various jobs available in the community.

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, 2022 **AND ENDING** March 31, 2023

Specify Third Initiative: TAB FCC EEO Training 11/9/2022

Describe activities undertaken to fulfill that initiative: Andrea Kamer, Business Manager,

Attended TAB's FCC EEO Training Meeting on November 9th, 2022

Specify Fourth 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.

<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>ADDRESS</u>	<u>CITY/STATE/ZIP</u>	<u>CONTACT</u>
HANCOCK CO CAREER CENTER	careercenter@hancockky.us	1605 US-60	HAWESVILLE KY 42348	Kim Mcmanaway
KENTUCKY BROADCASTER ASSOCIATION	chris@kba.org	101 ENTERPRISE DRIVE	FRANKFORT KY 40601	Chris Winkle
Kentucky Wesleyan College	deborah.jones@kwc.edu	P.O. Box 1039	Owensboro, KY 42302	Deborah Jones
OHIO CO. CHAMBER OF COMMERCE	CHAMBER@OHIOCOUNTY.COM	1350 CLAY STREET	Hartford, KY 42347	JUDY LAW
WESTERN KY UNIVERSITY-OBORO CAMPUS	judy.rous@wku.edu	4821 NEW HARTFORD ROAD	OWENSBORO KY 42303	Jud Rouse
KY Career Center	melissa.roberts@rescare.com	3108 Fairview Drive	OWENSBORO KY 42303	Melissa Roberts
KY Community & Technical College System	andrea.borregard@kctcs.edu	4800 New Hartford Rd	Owensboro, KY 42303	Adnea Borregard