

**LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF April 1, 2011 through March 31, 2012**

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

Job Title: <u>WBUZ Part-Time On-Air</u>	Date Filled: <u>4/4/2011</u>
Job Title: <u>WPRT On-Air Nights</u>	Date Filled: <u>4/4/2011</u>
Job Title: <u>Sales</u>	Date Filled: <u>4/18/2011</u>
Job Title: <u>WBUZ Part-Time On-Air</u>	Date Filled: <u>4/22/2011</u>
Job Title: <u>Sales</u>	Date Filled: <u>4/25/2011</u>
Job Title: <u>WBUZ Part-Time On-Air</u>	Date Filled: <u>5/16/2011</u>
Job Title: <u>Promotions Coordinator</u>	Date Filled: <u>5/16/2011</u>
Job Title: <u>Sales (Part-Time)</u>	Date Filled: <u>5/23/2011</u>
Job Title: <u>WPRT Assistant Program Director</u>	Date Filled: <u>8/9/2011</u>
Job Title: <u>WPRT Full-Time Sports Reporter</u>	Date Filled: <u>8/10/2011</u>
Job Title: <u>WPRT Part-Time On-Air</u>	Date Filled: <u>8/11/2011</u>
Job Title: <u>WPRT Full-Time Sports Reporter</u>	Date Filled: <u>8/11/2011</u>
Job Title: <u>WPRT Full-Time Sports Reporter</u>	Date Filled: <u>8/11/2011</u>
Job Title: <u>WPRT Station Manager</u>	Date Filled: <u>8/12/2011</u>
Job Title: <u>WPRT Part-Time On-Air</u>	Date Filled: <u>8/22/2011</u>
Job Title: <u>WPRT Part-Time On-Air</u>	Date Filled: <u>8/22/2011</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  
FOR THE 12 MONTH PERIOD OF April 1, 2011 through March 31, 2012**

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

Job Title: <u>WPRT Part-Time On-Air</u>	Date Filled: <u>9/8/2011</u>
Job Title: <u>Sales</u>	Date Filled: <u>10/19/2011</u>
Job Title: <u>Sales</u>	Date Filled: <u>10/19/2011</u>
Job Title: <u>WPRT Full-Time Sports Announcer</u>	Date Filled: <u>11/1/2011</u>
Job Title: <u>WBUZ Part-Time On-Air</u>	Date Filled: <u>11/15/2011</u>
Job Title: <u>WPRT Show Producer</u>	Date Filled: <u>11/16/2011</u>
Job Title: <u>WPRT Part-Time On-Air</u>	Date Filled: <u>1/14/2012</u>
Job Title: <u>Sales</u>	Date Filled: <u>1/16/2012</u>
Job Title: <u>Promotions Coordinator</u>	Date Filled: <u>1/23/2012</u>
Job Title: <u>Digital Strategies Manager</u>	Date Filled: <u>2/1/2012</u>
Job Title: <u>Sales</u>	Date Filled: <u>2/6/2012</u>
Job Title: <u>Part-Time Engineer</u>	Date Filled: <u>2/20/2012</u>
Job Title: <u>Sales</u>	Date Filled: <u>3/1/2012</u>
Job Title: <u>WBUZ Part-Time On-Air</u>	Date Filled: <u>3/1/2012</u>
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.*

**YEARLY TOTAL NUMBER OF INTERVIEWEES  
AND TOTAL NUMBER OF INTERVIEWEES REFFERED 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, 2011     Ending:     March 31, 2012    

Total Number of Persons Interviewed for Full-Time Vacancies:                     146                    

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
TAB	29
Craigslis	19
NASBA (Career Page)	13
In House	11
TAB Job Fair	11
Walk In	9
Radio Ad	6
All Access.com	5
Sportscasters Talent Agency	4

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Yearly Period Beginning: April 1, 2011 Ending: March 31, 2012

Total Number of Persons Interviewed for Full-Time Vacancies: 146

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Belmont	3
Ramp Daily	2
Word of Mouth	2
Referral: Chad Fournier	2
Newspaper Ad	2
American Broadcast School	2
Employee Referral: Kim Heineger	2
MTSU	2
Employee Referral: T. Hanson	2
Employee Referral: D. McFarland	2

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**YEARLY TOTAL NUMBER OF INTERVIEWEES  
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Yearly Period Beginning: April 1, 2011 Ending: March 31, 2012

Total Number of Persons Interviewed for Full-Time Vacancies: 146

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
NAB	1
Nashville Business Journal	1
Employee Referral: Jeremy Bennfield	1
WUBT Referral: A. Granderson	1
KY State University	1
Monsterjobs.com	1
Employee Referral: Eric Matheson	1
Client Referral: Mark Neu	1
WQQZ Sales Staffer: C. Renfroe	1
Client Referral: Skywatch Traffic	1

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**YEARLY TOTAL NUMBER OF INTERVIEWEES  
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RECRUITMENT SOURCE**

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Yearly Period Beginning: April 1, 2011 Ending: March 31, 2012

Total Number of Persons Interviewed for Full-Time Vacancies: 146

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Employee Referral: D. Kinzer	1
Career Builder.com	1
Client Referral: Niki Tyree	1
Employee Referral: J. Kolb	1
Employee Referral: B. Walters	1
Employee Referral: M. Fletcher	1
Employee Referral: W. Daunic	1
Referral by Local Lawyer	1

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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: WPRT On-Air Nights Date Vacancy Filled: 4/4/2011

Recruitment Source for Actual Hire: All-Access

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Craigslist Posting 2/9/11	

*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: \_\_\_\_\_ 4/18/2011 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Industry Adrian Granderson \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 04/04/11	
Craigslist Posting 02/09/11 & 04/04/11	
Radio Ads 02/2-02/27 on WBUZ & WPRT	

*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: \_\_\_\_\_ 4/25/2011 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Client \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 04/04/11	
Craigslist Posting 04/04/11	

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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: WPRT Assistant Program Director Date Vacancy Filled: 8/9/2011

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Troy Hanson

\* \* \* \* \*

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 7/27/11	
Tennessean Ad 7/27/11	

**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: WPRT Full-Time Sports Reporter Date Vacancy Filled: 8/10/2011

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Bud Walters

\* \* \* \* \*

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Careerpage.org 7/27/11	
Tennessean Ad 7/27/11	

**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: WPRT Part-Time On-Air Date Vacancy Filled: 8/11/2011

Recruitment Source for Actual Hire: TAB

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Careerpage.org 7/28/11	

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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: WPRT Full-Time Sports Reporter Date Vacancy Filled: 8/11/2011

Recruitment Source for Actual Hire: TAB

\* \* \* \* \*

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 07/26/2011	
Tennessean Ad 7/27/11	

**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: WPRT Part-Time On-Air Date Vacancy Filled: 9/8/2011

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 7/27/11	
Tennessean Ad 7/27/11	

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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: \_\_\_\_\_ 10/19/2011 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Jeff Kolb \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 04/04/11 & 07/27/11	
Craigslist Posting 04/04/11 & 07/27/11	
Radio Ads May, June, July & August on WBUZ & WPRT	

*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: WPRT Full-Time Sports Announcer Date Vacancy Filled: 11/1/2011

Recruitment Source for Actual Hire: Newspaper

\* \* \* \* \*

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 10/12/11	
Tennessean Ad 7/27/11	

**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: WBUZ Part-Time On-Air Date Vacancy Filled: 11/15/2011

Recruitment Source for Actual Hire: \_\_\_\_\_ Referral: Chad Fournier

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Careerpage.org 6/9/11	
Craigslist Posting 6/10/11	

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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: \_\_\_\_\_ 1/16/2012 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Radio Ad \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 10/31/11 & 12/14/11	
Craigslist Posting 10/25/11 & 12/14/11	
Radio Ads January 2012	

*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 Manager  Date Vacancy Filled:  2/1/2012

Recruitment Source for Actual Hire:  TAB

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Careerpage.org 12/7/11	
Craigslist Posting 12/7/11	

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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: \_\_\_\_\_ 2/6/2012 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Radio Ad \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Careerpage.org 12/14/11	
Craigslist Posting 12/14/11	
Radio Ads January 2-8	

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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: Part-Time Engineer Date Vacancy Filled: 2/20/2012

Recruitment Source for Actual Hire: Craigslist Posting

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Job News 1/24/12	
Craiglist Posting 1/19/2012	
Careerpage.org 1/19/12	

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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: \_\_\_\_\_ 3/1/2012 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Walk-In \_\_\_\_\_

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
***2011-2012 EEO Contact List***	
Radio Ads January 2-8	
Craigslis Posting 12/14/11	
Radio Ads Feb 6-12	

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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: WBUZ Part-Time On-Air Date Vacancy Filled: 3/1/2012

Recruitment Source for Actual Hire: Craigslist Posting

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
<b>***2011-2012 EEO Contact List***</b>	
Craigslist Posting 2/22/2012	
Careerpage.org 2/22/12	

*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.*

## 2008-2009 EEO Contact List

Organization	Contact	E-mail	Phone	Fax	Address	City, St Zip
<b>Contacts Requesting Job Vacancies</b>						
MTSU Career and Employment Center	Pat Stamps	pstamps@mtsu.edu	898-2862		1301 E. Main St. Box 2	Murfreesboro, TN 37132
Urban League of Mid TN	Juliet Mason	jimason@urbanleagueofmidtn.org	254-0525 ext. 12	254-0636	2250 Rosa L Parks Blvd	Nashville, TN 37228
Austin Peay State University	Tamara Bey	careerservices@apsu.edu	221-6544	221-7100	P. O. Box 4637	Clarksville, TN 37044
Belmont Mike Curb College of Ent.	Tish Stewart	tish.stewart@belmont.edu	460-5988	460-5689	1900 Belmont Boulevard	Nashville, TN 37212
Vanderbilt University Career Center	Jill Rigsby	jill.rigsby@vanderbilt.edu	343-4911	343-4448	310 25th Ave. South, Ste. 220	Nashville, TN 37240
V S C College Office of Career Placement	Mei Timberlake		230-3307		1480 Nashville Pike	Gallatin, TN 37066
Nashville State Community College	Lisa Fletcher	cec@nscc.edu	353-3230	353-3254	120 White Bridge Rd.	Nashville, TN 37209
<b>Additional Contacts (not requested to send openings)</b>						
NAB	Virginia Galindo	jobbank@nahj.org	202-662-7145	202-662-7144	1771 N. St. NW	Washington, DC
TN State University	Lucy Tucker	ltucker@tnstate.edu	963-5981	963-7534	500 John Merrit Blvd Suite 30	Nashville, TN 37209
Western KY University	Linda Johnson		270-745-5807	270-745-5795	326 Downing University Center	Bowling Green, KY 42101
TAB		Tabtn.org web posting				
Draughons Junior College	Colby Allen	callen@draughons.edu	361-7555	367-2736	340 Plus Pky Blvd	Nashville, TN 37217
Fisk University	Gussie Fuller	gfuller@fisk.edu	329-8894		1000 Seventeenth Ave. N.	Nashville, TN 37208
Murray State Career Services		career.services@murraystate.edu	270-809-3735	270-809-3516	210 Ordway Hall	Murray, KY 42071
University of Memphis Career Services			901-678-2239	901-678-4836	400 Wilder Tower	Memphis, TN 38152
Hopkinsville Community College	Konya Allen	kallen0061@kctcs.edu	270-886-3921	270-886-2808	P.O. Box 2100	Hopkinsville, KY 42240
<b>Sister Stations:</b>						
WEJT/WYDS/WZNX/WZUS	Cindy Hansen	chansen@cromwellradio.com	217-428-4487	217-428-4501	410 N. Water St. Suite C	Decatur, IL 62523
WMCI/WWGO/WCBH	Cindy Hansen	chansen@cromwellradio.com	217-235-5624	217-235-6624	209 Lakeland Blvd	Mattoon, IL 61938
WCRC/WCRA/WHQQ	Cindy Hansen	chansen@cromwellradio.com	217-342-4141	217-342-4143	405 S. Banker St. Suite #201	Effingham, IL 62401
WKRV/WPBM	Cindy Hansen	chansen@cromwellradio.com	618-283-2325	618-1503	232 S. 4th St.	Vandalia, IL 32471
WBIO/WXCM/WKCM/WWJS/WLME	Amy Spalding	aspalding@cromwellradio.com	270-683-5200	270-688-0108	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 , 201 1 **AND ENDING** March 31 , 201 2

Specify First Initiative: **Annual Cromwell Managers Meeting Held August 9-11, 2011, Decatur, Illinois**

Describe activities undertaken to fulfill that initiative:

All Market Managers, Programming and Business Managers met to discuss EEO issues, license renewal filing, job postings, political advertising, sexual harassment prevention and other facets of our business. John Garziglia, FCC attorney and Doug Pierce, employment attorney, were in attendance to help with any questions concerning EEO procedures, sexual harassment prevention, license renewal and human resource issues. The meeting was also attended by Bayard Walters, President, Janice Russell, Administrative Director, Ann Guest, Corporate Business Manager and Dorothy Black, Corporate Comptroller. This is an annual event where discussions are not limited to the above but to any and all aspects of the broadcast industry. The meeting typically starts on a Sunday afternoon/evening and ends on the following Tuesday afternoon. Markets represented were Tennessee, Kentucky and Illinois.

Specify Second Initiative: **Internship Program April 1, 2011 through March 31, 2012**

Describe activities undertaken to fulfill that initiative:

In order to prepare soon-to-be graduates for the workforce candidates could contact the station if they were interested in an internship program where they would become familiar with production, programming, sales and other departments of the broadcast industry. This was overseen by Troy Hansen, Operations Mgr, Chad Fournier, Promotions Director and Jeremy Bennefield, Sports on-air coordinator. Each student received school credit for their internship.

*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** 1 **AND ENDING** March 31 , **201** 2

Specify Third

Initiative:

**2012 Idea Bank Scholarship Sponsorship and Advertisements**

**January 1, 2012-February 20, 2012**

Describe activities undertaken to fulfill that initiative:

Nashville stations (WBUZ/WPRT/WQZQ) aired ads soliciting candidates seeking a degree in the broadcast industry. This \$7500 scholarship was sponsored by SESAC, the Idea Bank and The Cromwell Radio Group. The scholarship was awarded to a college student.

Specify Fourth Initiative:

**Tennessee Associations of Broadcasters (TAB) JOB FAIR on  
3/24/11**

Describe activities undertaken to fulfill that initiative:

Jeremy Bruce, Promotions Assistant, and Jamie Throgmorton, Sales, attended the TAB job fair held on 3/24/11. The Job Fair was held at the Marriott in Nashville, TN. Resumes were collected on site for job openings that the stations had available. Station representatives were on site for questions and to collect resumes.

*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 1 **AND ENDING** March 31 , 201 2

Specify Fifth

Initiative:

**National Career Fair 8/12/2011 From 11-2 pm**

Describe activities undertaken to fulfill that initiative:

Callie Smith, promotions and on-air representative, attended the national Career Fair held at the Holiday Inn on Elm Hill Pike in Nashville, TN on 8/12/11. All three of the Cromwell Stations participated. Resumes and applications were collected from candidates wishing to apply for positions in programming and sales. Callie Smith was available to answer questions about our industry.

Specify Sixth Initiative:

**Select Staffing Job Fair 3.21.12 from 10 am to Noon**

Describe activities undertaken to fulfill that initiative:

All three of the Cromwell Stations (WBUZ/WPRT/WQZQ) in Nashville participated in the Select Staffing Job Fair held at 697 Presidents Place, Suite 303 in Smyrna, TN. Resumes were collected on site for job openings that the stations had available in programming and sales. Callie Smith, promotions and on-air representative, was available to answer questions and to collect resumes. Commercials were purchased by Select Staffing to promote the event.

*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 1 **AND ENDING** March 31 , 201 2

Specify Sixth Initiative: **Craigslist Posting April 1, 2011-March 31, 2012**

Describe activities undertaken to fulfill that initiative:

Job openings were posted on Craigslist, a community website, where the general public is able to search for items, job openings, and services. These posts were part of our broad outreach for individuals searching for employment.

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