

Effingham

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF 8/1, 2007 through 7/31, 2008**

Complete this worksheet continuously every time a vacancy is filled

Job Title: <u>Reception</u>	Date Filled: <u>11-5-07</u>
Job Title: <u>AE</u>	Date Filled: <u>4-7-08</u>
Job Title: <u>ON-AIR</u>	Date Filled: <u>5-16-08</u>
Job Title: <u>AE</u>	Date Filled: <u>6-2-08</u>
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: _____
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.

**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: 8/1/07 Ending: 7/31/08

Total Number of Persons Interviewed for Full-Time Vacancies: 12

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Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
walk-in	1 (1)
promotion	11 (2)
web-site (All Access.com)	III (5)
employee referral	1 (1)
call-in	11 (2)
radio ad	1 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.

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.

Job Title for Vacancy: Reception Date Vacancy Filled: 11-5-07

Recruitment Source for Actual Hire: promotion

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
<i>see attached sheets (3 pgs)</i>	

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.

**WMCI – WHQQ – WWGO – WCBH – WCRA – WCRC – WPMB – WKRV
RECRUITING POLICY**

Advertising:

All positions will be posted in/at the publications, departments, and organizations listed below:

1. Eastern Illinois University, Radio & TV Department, 1521 Buzzard Bldg., Charleston, IL 61920, phone 217-581-5956, fax (none), send notices by mail.
2. The Daily Eastern News, Eastern Illinois University, Betsy Jewell, Student Publications, 600 E. Lincoln, Charleston, IL 61920, phone 217-581-2812, fax 217-581-2923, e-mail (none).
3. Lakeland Community College, Communications Dept., Greg Powers, 5001 Lakeland Blvd., Mattoon, IL 61938, phone 217-234-5271, fax 217-234-5506, e-mail gpowers@lakeland.cc.il.us, website: lakelandcollege.edu.
4. University of Illinois, Radio & Television Dept., Diane Perry, Campbell Hall for Telecommunications, 300 N. Goodwin, Urbana, IL 61801, phone 217-333-0850, fax 217-244-9586, e-mail dperry@uiuc.edu.
5. Illinois State University, Radio & Television Dept., Illinois State University Fell 011, Normal, IL 61790, phone 309-438-7409, fax (none), send notices by mail.
6. Richland Community College, Placement Department, Lynne Clark, 1 College Park, Decatur, IL 62526, phone 217-857-7200 ext. 307, e-mail (none), send notices by mail.
7. Millikin University, Communications Department, Communications Department, 1184 W. Main St., Decatur, IL 62522, phone 217-424-6211, fax 217-424-3993, e-mail (none).
8. Veteran's Employment Rep., Gene Chastain, 2311 Hoffman Dr., Effingham IL 62401, phone 217-342-4149, fax 217-342-4198, e-mail (none).
9. NAACP, Janelle Norman, 401 Longview Pl., Decatur, IL 62521, phone 217-422-3972, fax (none), e-mail (none), send notices by mail.
10. TV and Radio Jobs Website: www.tvandradijobs.com, on-line, no other contact.
11. Broadcast Center, Jim Bland, (no address), phone 314-647-8181, fax 314-647-1575, e-mail (none).
12. Illinois Broadcaster Association, Debbie David, 300 N. Pershing, Ste. B, Energy, IL 62933, phone 618-942-2139, fax 618-988-9056, notices on-line only lbrdcst@neondsl.com, (go to Members Only, Posting A Job, user name: cfloyd@cromwellradio, password: cromwell).

13. Ohio & Illinois Centers for Broadcasting, Gary James, 55 W. 22nd Street, #240, Lombard, IL 60148, 9000 Sweet Valley Dr., Valley View, OH 44125, phone 630-916-1700 IL, 216-447-9117 OH, fax (none), e-mail gary@beonair.com, on-line www.funjobsonair.com.
14. Indiana Broadcasters Association, Gwen Piening, 3003 E. 98th Street, Ste. 161, Indianapolis, IN 46280, phone 317-573-0119, ext. 104, fax 317-573-0895, e-mail indba@aol.com, notices on-line only www.indianabroadcasters.org, user name: kstclair@cromwellradio.com, password: twopetaz.
15. Kentucky Broadcasters Association, Gary White, 101 Enterprise Drive, Frankfort, KY 40601, phone 502-848-0426, fax 502-848-5710, e-mail KBA@MIS.net.
16. WMCI, WHQQ, WWGO, WCBH Radio Stations, 209 Lakeland Blvd., Mattoon, IL 61938, phone 217-235-5624, fax 217-235-6624, e-mail theparty@radiomattoon.com, both posting of openings and *radio ads airing on the station(s)*.
17. WCRA, WCRC Radio Stations, Marv Phillips, 405 S. Banker #201, Effingham IL 62401, phone 217-342-4141, fax 217-342-4143, e-mail wrc@wrc957.com, both posting of openings and *radio ads airing on the station(s)*.
18. WPMB, WKRV Radio Stations, John Harris, PO Box 100, Vandalia, IL 62471, phone 618-283-2325, fax 618-283-1503, e-mail wkrv@sbcglobal.net, both posting of opening and *radio ads airing on the station(s)*.
19. WEJT, WYDS, WZNX, WZUS Radio Stations, Kelly Bacuita, 401 N. Water St., #C, Decatur, IL 62523, phone 217-428-4487, fax 217-428-4501, e-mail wejt@motion.net.
20. WBUZ, WQZQ, WXTZ Radio Stations, Ann Guest, 1824 Murfreesboro Rd, Nashville, TN 37217, phone 615-399-1029, fax 615-399-1023.
21. WBIO, WXCM, WKCM, WVJS, WLME, WTCJ Radio Stations, Amy Spalding, 1115 Tamarack Rd., #500, Owensboro, KY 42301, phone 270-683-5200, fax 270-688-0108.

Eastern Illinois University Minority Organizations:

Black Student Union

Latino American Student Organization

Asian American Association

Association of International Students

Chinese Student Association

Contact is made through the specific organization name in care of:

Student Life Office, 600 Lincoln, Charleston, IL 61920, phone 217-581-5000, fax (none).

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.

Job Title for Vacancy: AE Date Vacancy Filled: 4-7-08

Recruitment Source for Actual Hire: promotion

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Table with 2 columns: Name and Address of Source, Contact Person and Phone Number. The table contains one row with the handwritten text 'See attached sheet'.

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.

WMCI - WHQQ - WWGO - WCBH - WCRA - WCRC - WPMB - WKRV

Recruitment List

1. WCRA, WCRC Radio Stations, Marv Phillips, 405 S. Banker #201, Effingham IL 62401, phone 217-342-4141, fax 217-342-4143, e-mail wrc@wrc957.com, both posting of openings and radio ads airing on the station(s).

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.

Job Title for Vacancy: ON-AIR Date Vacancy Filled: 5-16-08

Recruitment Source for Actual Hire: Employee referral

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Table with 2 columns: Name and Address of Source, Contact Person and Phone Number. Handwritten entry: See attached (2pgs)

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.

WMCI - WHQQ - WWGO - WCBH - WCRA - WCRC - WPMB - WKRV

Recruitment List

1. The Daily Eastern News, Eastern Illinois University, Betsy Jewell, Student Publications, 600 E. Lincoln, Charleston, IL 61920, phone 217-581-2812, fax 217-581-2923, e-mail (none).
2. Lakeland Community College, Communications Dept., Greg Powers, 5001 Lakeland Blvd., Mattoon, IL 61938, phone 217-234-5271, fax 217-234-5506, e-mail gpowers@lakeland.cc.il.us, website: lakelandcollege.edu.
3. University of Illinois, Radio & Television Dept., Diane Perry, Campbell Hall for Telecommunications, 300 N. Goodwin, Urbana, IL 61801, phone 217-333-0850, fax 217-244-9586, e-mail dperry@uiuc.edu.
4. Illinois State University, Radio & Television Dept., Illinois State University Fell 011, Normal, IL 61790, phone 309-438-7409, fax (none), send notices by mail.
5. Richland Community College, Placement Department, Lynne Clark, 1 College Park, Decatur, IL 62526, phone 217-857-7200 ext. 307, e-mail (none), send notices by mail.
6. Millikin University, Communications Department, Communications Department, 1184 W. Main St., Decatur, IL 62522, phone 217-424-6211, fax 217-424-3993, e-mail (none).
7. Illinois Employment and Training Center, 2311 Hoffman Drive, Effingham, IL 62401. fax 217-342-4198
8. Illinois Employment and Training Center, 305Richmond Ave., East, Mattoon IL 61938 fax 217-235-2222
9. WMCI, WHQQ, WWGO, WCBH Radio Stations, 209 Lakeland Blvd., Mattoon, IL 61938, phone 217-235-5624, fax 217-235-6624, e-mail theparty@radiomattoon.com, both posting of openings and *radio ads airing on the station(s)*.
10. WCRA, WCRC Radio Stations, Marv Phillips, 405 S. Banker #201, Effingham IL 62401, phone 217-342-4141, fax 217-342-4143, e-mail wrc@wrc957.com, both posting of openings and *radio ads airing on the station(s)*.
11. WPMB, WKRV Radio Stations, John Harris, PO Box 100, Vandalia, IL 62471, phone 618-283-2325, fax 618-283-1503, e-mail wkrv@sbcglobal.net, both posting of opening and *radio ads airing on the station(s)*.
12. WEJT, WYDS, WZNX, WZUS Radio Stations, Kelly Bacuita, 401 N. Water St., #C, Decatur, IL 62523, phone 217-428-4487, fax 217-428-4501, e-mail weit@motion.net.
13. WBUZ, WQZQ, WXTZ Radio Stations, Ann Guest, 1824 Murfreesboro Rd, Nashville, TN 37217, phone 615-399-1029, fax 615-399-1023.

14. WBIO, WXCM, WKCM, WVJS, WLME, WTCJ Radio Stations, Amy Spalding, 1115 Tamarack Rd., #500, Owensboro, KY 42301, phone 270-683-5200, fax 270-688-0108.

15. *allaccess.com*

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.

Job Title for Vacancy: AE Date Vacancy Filled: 6/2/08

Recruitment Source for Actual Hire: Call-in

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Table with 2 columns: Name and Address of Source, Contact Person and Phone Number. The table contains one row with the handwritten text 'See attached sheet'.

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.

**WMCI – WHQQ – WWGO – WCBH – WCRA – WCRC – WPMB – WKRV
RECRUITING POLICY**

The information herein is to be reviewed monthly by the station Business Manager/EEO Manager who will make any necessary corrections made known to the General Manager. Wide spread dissemination of all full-time employment openings will be followed for every vacancy, unless the vacancy is absorbed by another employee. Our recruiting efforts for account executives and part-time operators are ongoing.

Advertising:

All positions posted in/at the publications, departments, and organizations listed below:

1. WCBH, WCRA, WCRC Radio Stations, 405 S. Banker #201, Effingham IL 62401, phone 217-342-4141, fax 217-342-4143, radio ads airing on the station(s).

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 8/1, 2007 AND ENDING 7/31, 2008

Specify First Initiative: Annual Mgrs. Meeting 8/12-14/07

Describe activities undertaken to fulfill that initiative:

Meeting was attended by GM's John Harris, Mary Phillips, Carol Floyd & Bush Mgr. Nathaniel St. Clair who discussed EEO recruiting & compliance w/ John Carzigia, who focused on documentation, follow-through, & consistency w/ procedures

Specify Second Initiative:

Idea Band Scholarship
1-15-08 to 2-16-08

Describe activities undertaken to fulfill that initiative:

Ran proms on all 8 stations in Matt/Eff & Vand, inviting qualified candidates to request an application for a \$7500 scholarship given by the Idea Band.

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

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2/4 YEAR PERIOD BEGINNING 8/1, 2007 AND ENDING 7/31, 2008

Specify First Initiative: Eastern IL University Job Fair
2-13-08

Describe activities undertaken to fulfill that initiative:

Job fair booth was manned by GM, Carl Floyd's Admin
Asst. Dawn Herlen who met w/prospect of employees,
took applications & resumes, provided info on different
B'cast employment positions

Specify Second Initiative: Cumberland High Career Day
5-2-08

Describe activities undertaken to fulfill that initiative:

Ops Mgr. Bub McCullough spoke to students about
the radio business, the career opportunities, the different
types of b'casting jobs available @ the 8 WATT/90/
Vand Cromwell Radio Stations

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 8/1, 2007 AND ENDING 7/31, 2008

Specify First Initiative: LC Broadcasters / Eastern LC University
Career Fair, 10/17/07

Describe activities undertaken to fulfill that initiative:

job fair booth was manned by GM Carl Cloud who met w/ prospective employees, took applications & resumes & provided info on b'casting employment positions available @ the 8 Matt/eff/Vard Cromwell stations.

Specify Second Initiative: Leeland College job fair
4-16-08

Describe activities undertaken to fulfill that initiative:

Booth was manned by Ops Mgr Bub McCullough, Admin Asst Dawn Harlin, Sales Mgr Doug Overmyer who met w/ prospective employees, took applications & resumes & provided info on different b'casting positions available @ the 8 Matt/eff/Vard Cromwell stations

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 8/1, 2007 AND ENDING 7/31, 2008

Specify First Initiative: Sales & Promotions Internship
to 7/18/08

Describe activities undertaken to fulfill that initiative:

College student Betsy Koebel earned college credit
three by working in the Effingham Ofc
w/GM, Maw Phillips, Admin Asst Bev Worthen, & station Asst
learning all aspects of radio sales, presentations, promotions,
administration

Specify Second 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.