

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF APRIL 1, 2024 through MARCH 31, 2025**

Complete this worksheet continuously every time a vacancy is filled.

Job Title: Account Manager Date Filled: 4/5/2024

Job Title: On-Air Talent Date Filled: 7/17/2024

Job Title: On Air Talent Date Filled: 7/17/2024

Job Title: Account Manager Date Filled: 10/14/2024

Job Title: Account Manager Date Filled: 11/4/2024

Job Title: Account Manager Date Filled: 11/18/2024

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.

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: Account Manager Date Vacancy Filled: 4/5/2024

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
2024-2025 EEO Contact List	
Careerpage.org Post 1/18/24	
Indeed Post Dated 1/18/24	
Tennessee Association of Broadcasters Post Dated 1/18/24	
Station Website Listing	

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: On-Air host Date Vacancy Filled: 7/17/2024

Recruitment Source for Actual Hire: Industry Professional

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
Hire was uniquely qualified for this position as a well known on-air personality in the market.	

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: On Air Talent Date Vacancy Filled: 7/17/2024

Recruitment Source for Actual Hire: Industry Professional

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
Hire was uniquely qualified for this position as a well known on-air personality in the market.	

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: Account Manager Date Vacancy Filled: 10/14/2024

Recruitment Source for Actual Hire: Nashville Chamber of Commerce

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2024-2025 EEO Contact List	
Tennessee Association of Broadcasters Post Dated 8/29/24	
CareerPage.org Post Dated 8/29/24	
Indeed.com Post Dated 8/29/24	
On-Air Ads 8/30/24-9/29/24	
Station Website Listing	

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: Account Manager Date Vacancy Filled: 11/4/2024

Recruitment Source for Actual Hire: _____ Employee Referral: Lanse Macke

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
2024-2025 EEO Contact List	
Tennessee Association of Broadcasters Post Dated 8/29/24	
CareerPage.org Post Dated 8/29/24	
Indeed.com Post Dated 8/29/24	
On-Air Ads 8/30/24-9/29/24	
Station Website Listing	

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: Account Manager Date Vacancy Filled: 11/18/2024

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
2024-2025 EEO Contact List	
Tennessee Association of Broadcasters Post Dated 8/29/24	
CareerPage.org Post Dated 8/29/24	
Indeed.com Post Dated 8/29/24	
On-Air Ads 8/30/24-9/29/24	
Station Website Listing	

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: 2024 Ending: 2025

Total Number of Persons Interviewed for Full-Time Vacancies: 13

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Station Website/On-Air Ads	8
Station Public Event	1
Indeed.com	1
Employee Referral	1
Industry Referral	1
Nashville Chamber of Commerce	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, 2024 AND ENDING March 31, 2025

Specify First Initiative: **Annual Management Meeting July 14-16 2024**

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: **Jobs Posted Online on TAB Job Bank and NASBA Job Bank**

Describe activities undertaken to fulfill that initiative: All jobs, including upper-level
positions, are posted to the Tennessee Association of Broadcasters website job bank. TAB’s
membership includes the participation of women and minorities. All jobs are also posted to
Careerpage.org that is operated by the National Alliance of State Broadcasters Associations.

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, 2024 AND ENDING March 31, 2025

Specify Third Initiative: **Internship Program**

Describe activities undertaken to fulfill that initiative: Each semester, stations host interns

From area colleges seeking a degree in radio broadcasting. Interns observe the day to day

operations of our Promotions and Programming departments. Stations have subsequently hired

former interns to fill vacant positions in the our Promotions and Programming departments.

Specify Fourth Initiative: **Monthly Employee Salute On-Air Ads**

Describe activities undertaken to fulfill that initiative: Each month, stations air ads saluting

employees who have anniversaries in that month, spotlighting those who have worked with us for

multiple years and encourage listeners to join our team by applying.

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, 2024 AND ENDING March 31, 2025

Specify Fifth Initiative: **ST. Andrew’s Sewanee Visit 4/4/2024**

Describe activities undertaken to fulfill that initiative: On Air Personality, Dagwood, visited
the high school radio station students at St. Andrew’s Sewanee to talk to them about working
in the industry and how to improve the skills they are learning.

Specify Sixth Initiative: **Franklin Road Academy visit 1/28/25**

Describe activities undertaken to fulfill that initiative: On Air Personality and Program Director
Chase McCabe spoke to the media class about careers in radio.

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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SUPPLEMENTAL OUTREACH INITIATIVES**

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2/4 YEAR PERIOD BEGINNING April 1, 2024 AND ENDING March 31, 2025

Specify Seventh Initiative: **Cane Ridge High School 1/22/25, 1/29/25 & 2/12/25**

Describe activities undertaken to fulfill that initiative: Cindy Mario visited Cane Ridge High School's graphic and health students about creating a marketing campaign including graphics and marketing strategies on an anti-vape campaign.

Specify Eighth Initiative: **Franklin Road Academy station visit 3/6/25**

Describe activities undertaken to fulfill that initiative: On Air Personality and Program Director Chase McCabe invited the Franklin Road Academy media class to visit our studio location.
The students had the opportunity to sit with various departments at the station to discuss the different roles that make up a radio stations daily operations.

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

2024-2025 Job Posting List

Company	Contact	Phone Number	E-Mail	Address	City State Zip
Cumberland University				1 Cumberland Square	Lebanon, TN 37087
East Tennessee State University	Jenny Lockmiller	423-439-4450	careers@etsu.edu	Gilbreath Dr.	Johnson City, TN 37614
Eastern KY University	Matt Schumacher	859-622-1296	oacs@eku.edu	521 Lancaster Ave	Richmond, KY 40475
Fisk University	Lakiesha Griffin	615-329-8500	careerplanning@fisk.edu	930 17th Ave N	Nashville, TN 37208
KY State University	Chris Cribbs	502-597-6700	career.center@kysu.edu	400 E Main St.	Frankfort, KY 40601
KY Wesleyan College	Laura Rudolph	270-852-3222	laura.rudolph@kwc.edu	3000 Frederica St.	Owensboro, KY 42301
Leadership Music	Lindsay Doheny		lindsay@leadershipmusic.org	PO Box 120478	Nashville, TN 37212
Lipscomb University	Monica Wentworth	615-966-1000	careerdevelopment@lipscomb.edu	One University Park Dr. Bennett Campus Center Suite 120	Nashville, TN 37204
Murray State	Matt Purdy	270-809-3735	msu.careerservices@murraystate.edu	100 Oakley Applied Science Bldg	Murray, KY 42071
Simmons College of KY	Courtney Standard	502-776-1443	info@simoonscollegeky.edu	1018 South 7th St.	Louisville, KY 40203
TAB	Brenda Heidt	615-545-5762	brenda@tabtn.org	2 International Plaza Dr. Suite 902	Nashville, TN 37217
Tennessee State University	Angela Davis	615-963-5981	careerdevelopment@tnstate.edu	3500 John A Merritt Blvd	Nashville, TN 37209
Tennessee Technological University	Sharon Stevenson	931-372-3232	career@tntech.edu		Cookeville, TN
The University of Tennessee Knoxville	Andrew Hart	865-974-5435	career@utk.edu		Knoxville, TN
The University of Tennessee-Martin	Katie Mantooth	731-881-7712	career@utm.edu	University St.	Martin, TN 382378
The University of TN at Chattanooga	Rob Liddell	423-425-4184	career.utc.edu	615 McCallie Ave	Chattanooga, TN 37403
Trevecca	Becky Farley	615-248-1316	careerservices@trevecca.edu	333 Murfreesboro Rd.	Nashville, TN 37210
University of KY	Ray Clere	859-257-2746	hireblue@uky.edu		Lexington, KY
Vanderbilt University Career Center	Erica Betz	615-322-2750	careercenter@vanderbilt.edu	310 25th Ave. South Suite 220 Student Life Center	Nashville, TN 37240
Watkins College of Art Design & Film				2298 Rosa L Parks Blvd	Nashville, TN 37228
Welch College				1045 Bison Trail	Gallatin, TN 37066
Western KY Univeristy	Adrienne Browning	270-745-3095	adrienne.browning@wku.edu	1906 College Heights Blvd	Bowling Green, KY 42101

Companies Requesting Job Postings

Company	Contact	Phone Number	E-Mail	Address	City State Zip
Belmont	Mary Claire Dismukes	615-460-6490	careerdevelopment@belmont.edu	1900 Belmont Blvd Gabhart Student Center 2nd Floor	Nashville, TN 37212
MTSU	Beka Moore	615-898-2500	career@mtsu.edu	1301 East Main St.	Murfreesboro, TN 37132
Austin Peay	Megan Simpson	931-221-6544	careerservices@apsu.edu	Morgan University Center, Room 201 PO Box 4637	Clarksville, TN 37044