

**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: <u>Sales</u>	Date Filled: <u>6/10/2024</u>
Job Title: <u>On-Air</u>	Date Filled: <u>7/4/2024</u>
Job Title: <u>Sales</u>	Date Filled: <u>11/1/2024</u>
Job Title: <u>Sales</u>	Date Filled: <u>3/3/2025</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: _____

*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: \_\_\_\_\_ 6/10/2024 \_\_\_\_\_

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

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2024-2025 EEO Contact List</b>	
Owensboro Chamber of Commerce	4/5/24
Indiana Broadcasters Association	4/5/24
Kentucky Broadcasters Association	4/5/24
Indeed Post Dated	4/5/24
Facebook Post Dated	4/17/24

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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: \_\_\_\_\_ On-Air \_\_\_\_\_ Date Vacancy Filled: \_\_\_\_\_ 7/4/2024 \_\_\_\_\_

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

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2024-2025 EEO Contact List</b>	
<b>Facebook Post Dated 5/15/24</b>	

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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: \_\_\_\_\_ 11/1/2024 \_\_\_\_\_

Recruitment Source for Actual Hire: \_\_\_\_\_ Employee Referral Caleb Farkas \_\_\_\_\_

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2024-2025 EEO Contact List</b>	
Owensboro Chamber of Commerce	8/9/24
Indiana Broadcasters Association	8/9/24
Kentucky Broadcasters Association	8/9/24
Indeed Post	Dated 8/9/24
Facebook Post	Dated 9/19/24

*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: \_\_\_\_\_ 3/3/2025 \_\_\_\_\_

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

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

<b>Name and Address of Source</b>	<b>Contact Person and Phone Number</b>
<b>2024-2025 EEO Contact List</b>	
Owensboro Chamber of Commerce	8/9/24
Indiana Broadcasters Association	8/9/24
Kentucky Broadcasters Association	8/9/24
Indeed Post	Dated 8/9/24
Facebook Post	Dated 9/19/24

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**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: 6

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Indeed.com	5
Employee Referral	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: Management Meeting 7/14/24-7/16/24

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 – 4/30/24

Describe activities undertaken to fulfill that initiative: Station hosted a job fair at Cromwell  
Media location. Job seekers are invited to apply for various jobs available in the community.  
Employment units in attendance include USAF, US Army, Superior Maintenance, Owensboro  
Health, Goodwill and River Valley Behavior Health.

*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: KBA Annual Convention/Training 9/29/24-10/1/24

Describe activities undertaken to fulfill that initiative: Jordan Yeckering, Tatum Helm, Vic

Evans, Kristen Martin, Jalen Daugherty and Rob Nichols attended this annual convention

focused on new technology, training in sales and leadership, and legal and regulatory issues in

the industry.

Specify Fourth Initiative: 10/2/24 Phoenix Future Fair

Describe activities undertaken to fulfill that initiative: Kristen Martin and Jordan Yeckering

attended this job fair At Heritage Park High School to educate students on broadcasting, digital

opportunities and community outreach.

*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 Estes
Kentucky Wesleyan College	<a href="mailto:laura.rudolph@kwc.edu">laura.rudolph@kwc.edu</a>	P.O. Box 1039	Owensboro, KY 42302	Laura Rudolph
OHIO CO. CHAMBER OF COMMERCE	CHAMBER@OHIOCOUNTY.COM	1350 CLAY STREET	Hartford, KY 42347	JUDY LAW
WESTERN KY UNIVERSITY-OBORO CAMPUS	<a href="mailto:judy.rous@wku.edu">judy.rous@wku.edu</a>	4821 NEW HARTFORD ROAD	OWENSBORO KY 42303	Austin Klaine
KY Career Center	<a href="mailto:melissa.roberts@rescare.com">melissa.roberts@rescare.com</a>	3108 Fairview Drive	OWENSBORO KY 42303	Melissa Roberts
KY Community & Technical College System	<a href="mailto:john.bristow@kctcs.edu">john.bristow@kctcs.edu</a>	4800 New Hartford Rd	Owensboro, KY 42303	John Bristow