



April 1, 2019

Federal Communications Commission
 Enforcement Bureau
 445 12th Street, SW
 Washington, D.C. 20554

Re: EEO Audit Response for Radio Training Network, Inc., Station Employment Unit
 WCIE (Facility ID. No. 60262) and WJIS (Facility ID. NO 54857)
 Contact Person: Karen Rutherford karen@thejoyfm.com

By letter dated February 14, 2109, the Commission notified Radio Training Network, Inc (RTN) that WCIE 91.5 had been randomly selected for an audit of its EEO program. RTN considers WCIE and WJIS to be part of a Station Employment Unit. RTN is a Religious Broadcaster, and all positions at RTN are subject to religious qualification, including all positions at WCIE and WJIS. WCIE hereby submits the following responses to the inquiries in the Commission’s February 14th letter:

- (a) **Copies of the Unit’s two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit’s most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit’s most recent EEO public file report must be linked to either the unit’s site or the general corporate site, pursuant to 47 C.F.R. § 73.2080(c)(6).**

Copies of the Unit’s two most recent EEO public file reports are attached as Exhibit A.

STATION WEBSITE LIST

The RTN “The JOY FM” websites that contain links to the Unit’s most recent EEO Public File Reports and Online Public Files are:

- i. <https://www.thejoyfm.com/>
- ii. <https://florida.thejoyfm.com/>
- iii. <https://florida.thejoyfm.com/about/public-files/>

FLORIDA	
Auburndale	95.9
Avon Park	89.3
Bradenton	88.1
Chiefland	101.7
Clearwater	91.5
Crystal River	90.9
Frostproof	89.3
Gainesville	91.7
Haines City	107.9
Jacksonville	88.1
Lakeland	106.1
	96.3
Lake Placid	91.7
Lake Wales	107.9
Ocala	88.1
Port Richey	91.5
St. Augustine	88.1
St. Petersburg	91.5
Sarasota	88.1
Sebring	91.7
Tampa	91.5
Trenton	101.7
Winter Haven	95.9

GEORGIA	
Athens	88.9
Atlanta	93.3
Carrollton	101.9
Columbus	102.1
Cornelia	99.3 HD2
Lilburn	92.5
Macon	102.1
Morrow	100.1

ALABAMA	
Dothan	94.3
Enterprise	96.1
Montgomery	93.5

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thejoyfm.com

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6469 Parkland Drive
 Sarasota, FL 34243
 (941) 753-0401
 Fax (941) 753-2963

6214 Springer Drive
 Port Richey, FL 34668
 (727) 848-9150
 Fax (727) 848-1233

2131 NW 40th Terrace, Ste E
 Gainesville, FL 32605
 (352) 373-9553
 Fax (352) 373-9888

1175 Senoia Road, Ste E
 Tyrone, GA 30290
 (770) 487-4500
 Fax (770) 486-6400

2563 Montgomery Hwy, Ste 1
 Dothan, AL 36304
 (334) 699-5672
 Fax (334) 699-5034

The Unit's two most recent EEO public file reports contain the following full-time hires:

Job Title of Full Time Vacancy	Date Filled
1. AE - Account Executive Sebring	07/17/2017
2. AE - Account Executive Ocala	08/21/2017
3. RTN Events Manager	11/01/2017

- (b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

Because all of the positions at WCIE and WJIS are subject to a religious qualification, RTN is not required to keep records of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies for this Unit. Nevertheless, we are attaching materials as Exhibit B, to show RTN's good faith effort to recruit widely among those who share RTN's religious beliefs.

- (c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

Because all of the positions at WCIE and WJIS are subject to a religious qualification, RTN is not required to keep records of the total number of interviewees for each vacancy and the referral source for each interviewee. Following is a table showing the information RTN is required to keep for the period covered by the relevant EEO Public File Reports: (1) the hires listed by job title and date filled, (2) the recruitment sources used for the position, and (3) the source of the eventual hiree.

Position	Job Post Date	Date Posting Filled	Applicant Recruitment Source	Interview Date	Hire Date
AE – Account Executive Sebring	06/09/2017	07/17/2017	Employee Referral	03/14/17	07/17/2017
AE – Account Executive Ocala	06/09/2017	8/21/2017	JOY FM Radio Ad	07/24/17	08/21/2017
RTN Events Manager	10/13/2017	11/01/2017	Internal/Word of Mouth	10/05/17	11/01/2017

Recruitment Source (Website information provided below)	Total Number of Interviewees this source has provided during this period	Full Time Positions for which this source was utilized
Joy FM website	0	Account Executive Ocala
Indeed.com	4	Account Executive Ocala
Career Builders	0	Account Executive Ocala
Joy FM Radio	3	Account Executive Ocala
Spherion.com	3	Account Executive Ocala
Monster.com	0	Account Executive Ocala
Facebook	1	Account Executive Ocala
Monster.com	0	RTN Events Manager
Indeed.com	0	RTN Events Manager
Joy FM website	0	RTN Events Manager
Internal/Word of Mouth	1	RTN Events Manager
Employee Referral	1	Account Executive Sebring

- (d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

Because all of the positions at WCIE and WJIS are subject to a religious qualification, RTN is not required to complete the Outreach Initiatives in section 73.2080(c)2 for this Unit. Nevertheless, RTN has engaged in a robust effort to reach out to the communities surrounding this Unit. These efforts have included educating students about opportunities in broadcasting and providing internships to college students, as described in Exhibit C.

- (e) **Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.**

There are no pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, national origin, or sex.

- (f) **In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.**

Responsibilities of CEO/President and General Manager:

1. Participate in and actively support Radio Training Network, Inc EEO policy as it relates to recruitment, selection, evaluation, compensation, training, promotion and termination. Includes being knowledgeable and conversant with the FCC EEO Rules effective March 10, 2003 and understanding the compliance issues that safeguard the station's FCC license
2. Take a proactive role in supporting RTN's policy to prevent harassment of any kind within the workplace, at off-site places of company business and at company-sponsored social venues
3. Develop Equal Employment Opportunity (EEO) policy statements, and internal and external communication procedures
4. Ensure the compliance with state and federal legal requirements
5. Inform employees of the EEO policy and enlist their cooperation/participation and support
6. Create personnel policies to prohibit unlawful discrimination
7. Review job structure, job descriptions and employment practices with management to ensure effective EEO
8. Assist management in arriving at effective solutions to EEO problems

9. Design and implement an internal audit and reporting system
10. Regularly review the company's EEO program with managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities
11. Ensure that Annual EEO report is generated and posted by Office Managers/Compliance Manager
12. Assist and collaborate with legal counsel and Compliance Manager on all station license renewals, mid-term reports, random FCC EEO audits, and public inspection files
13. Audit the contents of the company's bulletin boards and public inspection files to ensure compliance information is posted and up-to-date

Responsibilities of Network Account:

1. Participate in and actively support Radio Training Network, Inc EEO policy as it relates to recruitment, selection, evaluation, compensation, training, promotion and termination. Includes being knowledgeable and conversant with the FCC EEO Rules effective March 10, 2003 and understanding the compliance issues that safeguard the station's FCC license
2. Take a proactive role in supporting Radio Training Network, Inc policy to prevent harassment of any kind within the workplace, at off-site places of company business and at company-sponsored social venues
3. Develop Equal Employment Opportunity (EEO) policy statements, and internal and external communication procedures
4. Ensure the compliance with state and federal legal requirements
5. Inform employees of the EEO policy and enlist their cooperation/participation and support
6. Create personnel policies to prohibit unlawful discrimination
7. Review job structure, job descriptions and employment practices with management to ensure effective EEO
8. Assist in the identification of EEO problem areas
9. Assist management in arriving at effective solutions to EEO problems
10. Design and implement an internal audit and reporting system
11. Keep President/CEO and General Managers/Office Managers informed of equal opportunity progress and reporting potential problem areas within the company
12. Regularly review the company's EEO program with managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities

Responsibilities of Compliance Manager :

1. Generate and post Annual EEO Report
2. Assist and collaborate with legal counsel on all station license renewals, mid-term reports, random FCC EEO audits, and public inspection files
3. Audit the contents of the company's bulletin boards and public inspection files to ensure compliance information is posted and up-to-date
4. Create and maintain company's EEO Outreach List
5. Disseminate the EEO policy and employment needs to all organizations on company's EEO Outreach List

Responsibilities of All Managers and Supervisors:

1. Participate in and actively support RTN's EEO policy as it relates to recruitment, selection, evaluation, compensation, training, promotion and termination. Includes being knowledgeable and conversant with the FCC EEO Rules effective March 10, 2003 and understanding the compliance issues that safeguard the station's FCC license
2. Take a proactive role in supporting RTN's policy to prevent harassment of any kind within the workplace, at off-site places of company business and at company-sponsored social venues
3. Notify Network Account/Office Manager of any job openings in a timely manner.
4. Complete and distribute Job Postings and Job Descriptions
5. Review all submitted applications and interview qualified applicants for all department job openings
6. Review the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur
7. Ensure that all questions asked during the interview pertain only to the specific job requirements/needs of the open position
8. Notify Network Account of top applicant by completing an RTN Status Authorization Form
9. Complete New Hire 90-Day Performance Appraisals and Annual Performance Appraisals/Reviews for all direct reports
10. Review the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities
11. Notify President/CEO immediately of any performance issues, sexual harassment issues and/or violence in the work place complaints or concerns, and any other issues that may require further investigation or assistance
12. Assist and collaborate with Compliance Manager on all station license renewals, mid-term reports, random FCC EEO audits, and public inspection files (quarterly reports – issues and programs)
 - a. Employees are informed of the Company's EEO policy during their initial New Hire Orientation and during annual staff Sexual Harassment Trainings.
 - b. All applicants are informed of the EEO Policy because Radio Training Network, Inc requires that it be included on all job postings. In addition, in order for an individual to be considered for any job opening, they must submit complete and sign a Radio Training Network, Inc Employment Application. The Radio Training Network, Inc Employment Application contains a notice informing all job applicants that RTN is an Equal Opportunity Employer and that discrimination of any kind is prohibited.

- (g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.**

An evaluation of the station's compliance with the wide dissemination requirement is conducted on an annual basis. Each station's website provides information to individuals and organizations regarding open positions. Staff handling human resource functions attend

training periodically on hiring skills and EEO laws. An inclusive culture in the workplace is promoted by fostering an environment of professionalism and respect for personal differences. RTN fosters open communication and early dispute resolution. Managers have been trained in Transformational Leadership (transformlead.com) and quarterly enrichment meetings are held for all staff to help ensure good working relationship. Employees are hired based on objective, job-related qualification standards from an analysis of duties, functions and competencies relevant to the job. Current employees are mentored regarding the criteria needed for promotions and personal growth. Job openings are communicated and posted for all eligible employees. Openings are posted within The JOY FM, as well as on our website and job search websites. In addition, employment agencies are utilized for specialized positions.

(h) **In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.**

- Compensation/Benefits- Managers/Supervisors make compensation decisions regarding staff on the basis of established pay procedures.

Principles applicable to all salary decisions:

- Equal pay without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, sexual orientation, or veteran status
- Emphasis on internal equity within RTN
- Determinants of all salary decisions include:
 - The employee's job-related qualifications and performance
 - Pay of other employees performing similar work
 - RTN's fiscal status
 - External market considerations for similar work in the relevant labor market segment based on geographical considerations (local, state, regional, or national)
- Availability of funds
- Required President/CEO approval obtained prior to communicating salary offers or changes, including any required fiscal approvals
- Medical/Dental Benefits are provided to all full-time employees (full-time is anyone working 32 hours or more each week) after their first 30-days of employment
- Holiday pay – Provided to all full-time employees effective immediately from their full-time start date
- Vacation pay – All full-time employees are given 2 weeks of vacation pay each year. Fifth year and beyond of employment, employees are given 3 weeks vacation pay each year.
Only exception would be employees on a contract.

- Selection Process- RTN bases all hiring decisions on the individual's ability to perform the core/essential job functions/requirements of the posted position and without regard to individuals on the basis of their race, sex, color, national or ethnic origin, age, disability, military service, sexual orientation, gender identity, or gender expression. In order to ensure these requirements are met:
 - All job openings/vacancies are posted with all company recruitment sources for a minimum of at least five business days.
 - The hiring manager must review all submitted applications and interview qualified applicants.
 - Decisions to hire individuals must be based on specified job-related criteria. To fulfill this obligation, the hiring manager only solicits information (via submitted applications/resumes and interviews) which directly relates to an applicant's ability to perform the tasks of the job opening.
- Promotions and Transfers- RTN ensures that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements for promotional opportunities. Decisions to promote an individual are based on specified job-related criteria, the individuals' ability to perform the tasks of sought after position, and the company's needs.
- Discharge/Termination- All decisions are based upon objective criteria. Performance deficiencies and other disciplinary action are administered according to established RTN policies and are administered without regard to individuals on the basis of their race, sex, color, national or ethnic origin, age, disability, military service, sexual orientation, gender identity, or gender expression.

Also attached is a Declaration signed by Karen Rutherford, Office Manager, declaring the foregoing responses to be accurate and complete to the best of her knowledge and belief.

Please direct any questions to the undersigned.

Respectfully submitted,

RADIO TRAINING NETWORK, INC
WCIE 91.5

I certify the accuracy and completeness of the response.

By: 
James Campbell
President/CEO
gosrad@aol.com

Enclosures: Declaration executed by Karen Rutherford, Office Manager, karen@thejoyfm.com
Exhibits (as stated)

cc: Radio Training Network, Inc WCIE 91.5 (For Public File)



Declaration Statement by Preparer

RE: FCC EEO Audit of WCIE Radio 91.5

March 2019

I, Karen Rutherford, Office Manager for The JOY FM, an entity of Radio Training Network, declare that:

1. I have prepared the FCC EEO Audit document to the best of my ability.
2. I have not knowingly included false, misleading or incomplete information in forgoing document.
3. I have not knowingly failed to reveal any relevant information or document to the administering authority.

Preparer's Name: Karen Rutherford
 Company: The Joy FM
 Preparer's Signature: Karen Rutherford
 Date: 3-8-19

FLORIDA

Auburndale	95.9
Avon Park	89.3
Bradenton	88.1
Chiefland	101.7
Clearwater	91.5
Crystal River	90.9
Frostproof	89.3
Gainesville	91.7
Haines City	107.9
Jacksonville	88.1
Lakeland	106.1
	96.3
Lake Placid	91.7
Lake Wales	107.9
Ocala	88.1
Port Richey	91.5
St. Augustine	88.1
St. Petersburg	91.5
Sarasota	88.1
Sebring	91.7
Tampa	91.5
Trenton	101.7
Winter Haven	95.9

GEORGIA

Athens	88.9
Atlanta	93.3
Carrollton	101.9
Columbus	102.1
Cornelia	99.3 HD2
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 Dothan, AL 36304
 (334) 699-5672
 Fax (334) 699-5034

Exhibit A

1. WJIS/WCIE/RTN Annual EEO Public File Report Form
Oct 1, 2016-Sept 30, 2017
2. WJIS/WCIE/RTN Annual EEO Public File Report Form
Oct 1, 2017-Sept 30, 2018

***The EEO Public File Report for October 1, 2016-September 30, 2017, was originally placed in the WCIE and WJIS Public Files on: October 1, 2017. That Report was revised to remove data on corporate positions not required to be included in the Report and to correct the number of interviewees, even though these numbers are not required to be reported for religiously qualified positions. The Revised Report was placed in the WCIE and WJIS Public Files on: April 1, 2019**

**Annual EEO Public File Report Form
October 1, 2016-September 30, 2017**

**WJIS/WCIE
Radio Training Network, Inc. (RTN)**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.208 (c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WJIS/WCIE and is required to be placed in the public inspection files of these stations.

The information contained in this Report covers the time period beginning 10/1/2016 to and including 9/30/2017 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during this Applicable Period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for which this source was utilized” refer to the number of the full-time positions listed on Appendix 1

APPENDIX 1 TO
 ANNUAL EEO PUBLIC FILE REPORT FORM
 COVERING THE PERIOD FROM 10/1/16-9/30/17
 Station Comprising Station Employment Unit: WJIS, WCIE

Section 1: Vacancy Information

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position
1	Account Executive Sebring	Employee Referral	1
2	Account Executive Ocala	Joy FM Radio Ad	11
3			
4			
5			
6.			

Total Number of Persons Interviewed During Applicable Period: 12

APPENDIX 2 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/1/16-9/30/17

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: WJIS, WCIE

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone ,Contact Name	Total Number of Interviewees this source has provided during this period	Full Time Positions for which this source was utilized
A	Joy FM Radio	3	1
B	CareerBuilders.com	0	1
C	Monster.com	0	1
D	Joy FM website	0	1
E	Internal Posting	0	2
F	Employee Referrals	1	1
G	Spherion.com	3	1
H	Indeed.com	4	1
I	Facebook	1	1

* Indicates sources that have requested notification of job openings

APPENDIX 3 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/1/16- 9/30/17

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: WJIS, WCIE

Section 3: Supplemental (Non-vacancy specific) recruitment activities undertaken by WJIS, WCIE

ACTIVITIES:

Southern Christian Leadership Conference EEO ad

Provided Internship opportunities

Lauren Seitz, College student, personal growth (May 2017-July 2017)

Andrew National, College student, personal growth (May 2017-August 2017)

Nate Carson, College Student, Southeastern University Credit (Sept 2017-)

Offering job shadowing for students of local high schools and universities including but not limited to Southeastern University, University of South Florida, State College of Florida

Offer community service hours to local high school students.

Member of Manatee Chamber Education & Workforce Partnership Committee

Participated in PROJECT TEACH, Manatee County Chamber (5/17/2017)

Participated in Big Bank Theory through Manatee County Chamber (2/24/17)

Provided tours for local elementary/middle/high/home school students interested in radio.

Florida Unschoolers Umbrella School, Synethia Rose, K-5th Grade (2/24/17)

Sarasota/Bradenton Homeschoolers, Michelle Channing, ages 7-14 (4/7/17)

Victorious Homeschoolers, Jenny Sandborn, school age (5/19/17)

Pinellas Parent Educators Association, Kim Godfrey, (8/25/17)

***The EEO Public File Report for October 1, 2017-September 30, 2018, was originally placed in the WCIE and WJIS Public Files on: October 1, 2018. That Report was revised to remove data on corporate positions not required to be included in the Report and to correct the number of recruitment sources. The Revised Report was placed in the WCIE and WJIS Public Files on: April 1, 2019**

**Annual EEO Public File Report Form
October 1, 2017-September 30, 2018**

**WJIS/WCIE
Radio Training Network, Inc. (RTN)**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.208 (c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WJIS/WCIE and is required to be placed in the public inspection files of these stations.

The information contained in this Report covers the time period beginning 10/1/2017 to and including 9/30/2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during this Applicable Period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for which this source was utilized” refer to the number of the full-time positions listed on Appendix 1

APPENDIX 1 TO
 ANNUAL EEO PUBLIC FILE REPORT FORM
 COVERING THE PERIOD FROM 10/1/17-9/30/18

Station Comprising Station Employment Unit: WJIS, WCIE

Section 1: Vacancy Information

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position
1	RTN Events Manager	Internal/Word of Mouth	1
2			
3			
4			
5			
6.			

Total Number of Persons Interviewed During Applicable Period: 1

APPENDIX 2 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/1/17-9/30/18

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: WJIS, WCIE

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone ,Contact Name	Total Number of Interviewees this source has provided during this period	Full Time Positions for which this source was utilized
A	Internal/Word of Mouth	1	1
B	The Joy FM website	0	1
C	Monster.com	0	1
D	Indeed.com	0	1
E			
F			

* Indicates sources that have requested notification of job openings

APPENDIX 3 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/1/17- 9/30/18

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: WJIS, WCIE

Section 3: Supplemental (Non-vacancy specific) recruitment activities undertaken by WJIS, WCIE

ACTIVITIES:

Southern Christian Leadership Conference EEO ad

Provided Internship opportunities

Isabelle Schmidt, Community Service/Personal Growth, (8/2017-12/2017)

Haley Sumer, USF College Credit, (8/2018-12/2018)

Offering job shadowing for students of local high schools and universities including but not limited to Southeastern University, University of South Florida, State College of Florida

Offer community service hours to local high school students.

Sarasota Christian School, 10/6/17 12 students participated

Member of Manatee Chamber Education & Workforce Partnership Committee

Participated in PROJECT TEACH, Manatee County Chamber (5/2018)

Participated in Big Bank Theory, Manatee County Chamber (Jan-April 2018)

Provided tours for local elementary/middle/high/home school students interested in radio.

Pinellas Parent Educators Assn 10/6/2017

Tampa Covenant Homeschoolers 10/13/2017 10/27/2017

Sarasota/Manatee Homeschooling 3/1/2018

Anchor Homeschool of Southshore 5/4/2018

Youngblood Homeschool 5/18/2018

Florida Unschoolers Umbrella 7/13/2018

Bay Area Homeschool Academy 8/17/18 8/31/2018

Tampa Bay HEAT Homeschool (4) 8/24/2018 (4) 9/14/2018

Exhibit B

1. Account Executive - Ocala Job postings documentation
2. Account Executive - Sebring Job postings documentation
3. RTN Events Manager - Job postings documentation

Karen Rutherford

From: Dennis Cockerham
Sent: Friday, May 19, 2017 9:48 AM
To: Karen Rutherford; Johanna Antes

Karyn and Johanna... would either of you change anything on this communication to the staffing agency???
<https://www.spherion.com/>

|||||

Hi Jeff = Please call me ASAP

As we continue the discussion about the possibly of collaborating on our hiring process take a look at info below...

Are you guys a good fit to represent us?

<http://florida.thejoyfm.com/about/job-openings/>

We will likely post here... what link will we have them visit on your end???

We will likely run a :30 spot on air in Ocala... do you have samples of spots you have ran in that market recently...

You will note that we are using Ad-Vance in the Bradenton/Sarasota area.

The JOY FM = Radio Training Network (RTN) is a regional ministry seeking a one of a kind individual who has: radio/media sales experience, computer/PowerPoint skills, and a servant's heart. This new team member would do underwriting/advertising sales for a non-com Christian Radio Station and work in the Greater Ocala Area (Marion, Citrus, Alachua, Gilchrist). Also they could sell all our 10 stations/frequencies in FL and the 100 frequencies/stations across the Southeast. Our new candidate will be part of a a dedicated ministry team that is impacting people for Christ. They will be asked for a personal statement of faith along with a resume. Candidate must agree to company's written statement of faith/mission statement.

Desired Experience/Skills/Education:

- SalesForce and Smartsheet or other CRM Experience is important.
- Write copy and complete traffic orders and upload to Smartsheet/SalesForce
- Ability to work in a fast paced environment prioritizing and managing multiple clients/partners
- Excellent oral and written communication skills; good presentation skills
- Analytical and creative problem solving skills
- Proficiency with MS Word, Excel, Outlook, PowerPoint, Go To Meeting and the ability to learn new software efficiently and effectively
- BS/BA preferred (additional experience will be considered in lieu of degree)

We typically pay \$1k per week for the first 6 months then transition to a 25% commission on all collections

Karen Rutherford

From: Dennis Cockerham
Sent: Monday, June 12, 2017 4:04 PM
To: The Joy FM Florida Staff
Subject: New Hire Effort

We are working with Spherion Staffing and advertising for a full time account executive in Ocala... The call to action is =

Experienced media sales candidates are encouraged to send your resume and statement of faith to marioncountyjobs@spherion.com or apply in person at SPHERION STAFFING IN OCALA OFF OF HWY 200

If you get anyone that calls or emails us you can refer them to me...

Dennis Cockerham

Tampa Bay Operations Manager
The JOY FM NETWORK



The JOY FM
6214 Springer Drive
Port Richey FL 34668
727-848-9150 phone
863-581-9382 cell
727-848-1233 fax
dennis@thejoyfm.com
Listen online at www.thejoyfm.com

Karen Rutherford

From: Dennis Cockerham
Sent: Tuesday, March 5, 2019 12:05 PM
To: Karen Rutherford; Andrea Jewell; Jeff MacFarlane
Subject: FW: Signed Agreement

Hi Karen, here is the copy for Spherion...

Call or text me if you need more info... emails may get lost for a while... 10 tigers by the tail are taking top priority but you are #1 so call or text me...

From: Dennis Cockerham <Dennis@thejoyfm.com>
Sent: June 14, 2017 12:27 PM
To: Dennis Cockerham <Dennis@thejoyfm.com>; Jeff Otte <jeffotte@spherion.com>
Cc: TerriOtte@spherion.com
Subject: RE: Signed Agreement

Hi Terri,

Thanks for the hard work on trying to find us a new team member for Ocala area

I called and left a message... please give me a call...

Should we mention = **The JOY FM** is seeking one of a kind..... ????

Or **Local Non-com community supported radio station** is seeking one of a kind..... ????

https://www.spherion.com/job-seekers/jobs/media-sales-representative-ocala-13486733/?utm_source=Indeed&utm_medium=organic&utm_campaign=Indeed

Job Description

Seeking a one of a kind individual who has: radio/media sales experience, computer/PowerPoint skills, and a servant's heart. This new team member would do underwriting/advertising sales. Also they could sell all our 10 stations/frequencies in FL and the 100 frequencies/stations across the Southeast. The new candidate will be part of a dedicated ministry team that is impacting people for Christ.

Working hours: 8:00 a.m. - 5:00 p.m.

Skills:

- Salesforce and Smartsheet or other CRM Experience is important.
- Write copy and complete traffic orders and upload to Smartsheet/SalesForce
- Ability to work in a fast paced environment prioritizing and managing multiple clients/partners
- Excellent oral and written communication skills; good presentation skills
- Analytical and creative problem solving skills
- Proficiency with MS Word, Excel, Outlook, PowerPoint, Go To Meeting and the ability to learn new software efficiently and effectively
- BS/BA preferred (additional experience will be considered in lieu of degree)

Below is the spot we are running and what we put on our website...

Local Non-com community supported radio station is looking for a leader with media sales experience. If you are interested in a career as a vital part of a dedicated ministry team impacting people for Christ, this may be the opportunity for you. Experienced media sales candidates are encouraged to send your resume and statement of faith to marioncountyjobs@spherion.com or apply in person at SPHERION STAFFING IN OCALA OFF OF HWY 200

The JOY FM / Radio Training Network (RTN) is a regional ministry seeking a one of a kind individual who has: radio/media sales experience, computer/PowerPoint skills, and a servant's heart. This new team member would be responsible for underwriting/advertising sales for a non-com Christian Radio Station and work in the Greater Ocala Area (Marion, Citrus, Alachua, Gilchrist). In addition the new team member would represent our 10 stations/frequencies in FL and the 100 stations/frequencies across the Southeast. Our new candidate will be part of a dedicated ministry team that is impacting people for Christ. They will be asked for a personal statement of faith along with a resume. Candidate must agree to company's written statement of faith/mission statement. If interested mail your resume and personal statement of faith to marioncountyjobs@spherion.com



GIVE NOW

salary requirements to: careers@rtn.cc

Underwriting/Sales Account Manager

The JOY FM / Radio Training Network (RTN) is a regional ministry seeking a one of a kind individual who has: radio/media sales experience, computer/PowerPoint skills, and a servant's heart. This new team member would be responsible for underwriting/advertising sales for a non-com Christian Radio Station and work in the Greater Ocala Area (Marion, Citrus, Alachua, Gilchrist). In addition the new team member would represent our 10 stations/frequencies in FL and the 100 stations/frequencies across the Southeast. Our new candidate will be part of a dedicated ministry team that is impacting people for Christ. They will be asked for a personal statement of faith along with a resume. Candidate must agree to company's written statement of faith/mission statement. If interested mail your resume and personal statement of faith to marioncountyjobs@spherion.com

Job openings will be posted as they are available.

The JOY FM is an Equal Opportunity Employer



Shows
The Morning Cruise
Music
Mobile Apps

Get Involved
Donate To The JOY FM
About Us



RADIO TRAINING NETWORK
 WHIJ - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WHIJ Invoice

Invoice ID: 17060255
 Invoice Date: 6/30/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/9/2017	:30 Spot	12:24 AM	01:47 AM	02:45 AM	08:27 AM	10:21 AM			
		12:48 PM	02:22 PM	03:59 PM	06:49 PM	07:51 PM			
6/10/2017	:30 Spot	09:23 PM					11	42.00	462.00
		12:49 AM	02:50 AM	04:49 AM	06:27 AM	08:26 AM			
		10:29 AM	12:28 PM	02:30 PM	04:26 PM	06:25 PM			
6/11/2017	:30 Spot	09:26 PM					11	42.00	462.00
		12:40 AM	04:48 AM	01:51 PM	03:30 PM	05:49 PM			
6/12/2017	:30 Spot	07:30 PM	09:27 PM	11:28 PM			8	42.00	336.00
		12:24 AM	01:43 AM	04:46 AM	07:24 AM	08:54 AM			
		10:24 AM	11:47 AM	04:26 PM	05:58 PM	07:19 PM			
6/13/2017	:30 Spot	09:49 PM					11	42.00	462.00
		12:26 AM	01:48 AM	04:48 AM	07:26 AM	09:24 AM			
		11:25 AM	12:49 PM	01:47 PM	04:27 PM	07:22 PM			
6/14/2017	:30 Spot	08:47 PM					11	42.00	462.00
		12:50 AM	02:47 AM	04:47 AM	06:57 AM	09:55 AM			
		11:22 AM	12:50 PM	03:54 PM	06:50 PM	08:22 PM			
6/15/2017	:30 Spot	09:48 PM					11	42.00	462.00
		12:48 AM	02:49 AM	04:24 AM	06:58 AM	08:56 AM			
		10:53 AM	01:24 PM	04:30 PM	06:21 PM	07:47 PM			
6/16/2017	:30 Spot	09:50 PM					11	42.00	462.00
		12:44 AM	02:25 AM	04:48 AM	07:25 AM	09:52 AM			
		11:52 AM	02:51 PM	04:28 PM	05:55 PM	07:50 PM			
6/17/2017	:30 Spot	09:54 PM					11	42.00	462.00
		12:49 AM	02:24 AM	05:45 AM	07:26 AM	08:50 AM			
		11:32 AM	01:31 PM	04:28 PM	05:27 PM	07:25 PM			
6/18/2017	:30 Spot	09:28 PM					11	42.00	462.00
		12:22 AM	01:50 AM	04:21 AM	12:49 PM	02:27 PM			
		03:29 PM	05:29 PM	07:30 PM	08:49 PM				
6/19/2017	:30 Spot	12:24 AM	02:23 AM	04:24 AM	07:27 AM	09:25 AM	9	42.00	378.00
		10:48 AM	01:24 PM	05:26 PM	06:51 PM	08:24 PM			
6/20/2017	:30 Spot	09:48 PM					11	42.00	462.00
		12:23 AM	01:48 AM	04:22 AM	07:57 AM	09:22 AM			
		11:22 AM	12:47 PM	02:49 PM	05:54 PM	07:18 PM			
6/21/2017	:30 Spot	08:50 PM					11	42.00	462.00
		01:24 AM	02:49 AM	04:22 AM	07:27 AM	09:21 AM			
		11:19 AM	12:50 PM	02:48 PM	06:19 PM	07:48 PM			
6/22/2017	:30 Spot	09:50 PM					11	42.00	462.00
		12:45 AM	02:50 AM	04:25 AM	07:23 AM	08:52 AM			
		10:22 AM	11:50 AM	02:22 PM	04:57 PM	07:48 PM			
6/23/2017	:30 Spot	09:49 PM					11	42.00	462.00
		12:23 AM	02:50 AM	04:24 AM	06:27 AM	08:27 AM			
		09:56 AM	11:49 AM	01:50 PM	05:28 PM	07:44 PM			
6/24/2017	:30 Spot	09:21 PM					11	42.00	462.00
		12:22 AM	01:47 AM	05:49 AM	09:26 AM	11:30 AM			
		12:28 PM	02:31 PM	04:31 PM	06:32 PM	07:46 PM			
6/25/2017	:30 Spot	09:25 PM					11	42.00	462.00
		12:15 AM	01:42 AM	03:22 AM	12:52 PM	02:28 PM			
		05:27 PM	06:49 PM	08:31 PM	09:48 PM				
6/26/2017	:30 Spot	12:21 AM	01:50 AM	04:47 AM	06:28 AM	07:53 AM	9	42.00	378.00
		09:21 AM	11:49 AM	01:21 PM	03:57 PM	07:21 PM			
6/27/2017	:30 Spot	08:48 PM					11	42.00	462.00
		01:24 AM	02:50 AM	04:50 AM	06:26 AM	10:23 AM			
		12:54 PM	02:21 PM	04:34 PM	06:19 PM	08:21 PM			
6/28/2017	:30 Spot	09:48 PM					11	42.00	462.00
		12:51 AM	02:51 AM	04:45 AM	06:55 AM	08:26 AM			
		10:22 AM	11:46 AM	03:26 PM	05:00 PM	08:24 PM			
6/29/2017	:30 Spot	09:48 PM					11	42.00	462.00
		12:47 AM	02:25 AM	04:48 AM	07:25 AM	09:52 AM			

Continued

RTN - WHIJ Invoice

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Invoice ID: 17060255
 Invoice Date: 6/30/2017

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/30/2017	:30 Spot	11:24 AM	01:19 PM	03:52 PM	05:30 PM	07:23 PM	11	42.00	462.00
		08:45 PM							
		12:47 AM	02:45 AM	04:24 AM	06:24 AM	08:27 AM	11	42.00	462.00
		11:22 AM	12:53 PM	02:48 PM	04:26 PM	07:21 PM			
		09:49 PM							

235 Total Items

Total Cost: \$9,870.00
 - Discounts Allowed: -\$9,870.00

Net Total: \$0.00

Amount Due: \$0.00



RADIO TRAINING NETWORK
 WHIJ - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WHIJ Invoice

Invoice ID: 17070254
 Invoice Date: 7/31/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
7/1/2017	:30 Spot	12:23 AM	01:48 AM	04:47 AM	08:48 AM	09:53 AM			
		11:32 AM	01:31 PM	03:52 PM	05:26 PM	07:26 PM	11	0.00	0.00
7/2/2017	:30 Spot	08:49 PM							
		12:20 AM	01:45 AM	03:25 AM	01:49 PM	03:30 PM	9	0.00	0.00
7/3/2017	:30 Spot	04:50 PM	06:29 PM	07:50 PM	09:48 PM				
		12:45 AM	02:48 AM	04:45 AM	06:24 AM	09:59 AM	10	0.00	0.00
7/4/2017	:30 Spot	12:26 PM	02:25 PM	04:25 PM	07:25 PM	08:49 PM			
		12:24 AM	02:45 AM	04:22 AM	06:45 AM	08:44 AM			
		12:20 PM	01:39 PM	04:37 PM	06:43 PM	08:18 PM	11	0.00	0.00
7/5/2017	:30 Spot	09:42 PM							
		12:22 AM	01:47 AM	04:47 AM	06:24 AM	09:59 AM	11	0.00	0.00
		11:21 AM	01:49 PM	04:33 PM	05:56 PM	08:20 PM			
7/6/2017	:30 Spot	09:47 PM							
		12:23 AM	01:45 AM	04:48 AM	07:25 AM	09:27 AM	11	0.00	0.00
		11:23 AM	12:47 PM	02:23 PM	04:54 PM	08:24 PM			
7/7/2017	:30 Spot	09:50 PM							
		12:45 AM	02:22 AM	04:48 AM	07:51 AM	10:22 AM	11	0.00	0.00
		11:48 AM	02:22 PM	03:51 PM	05:29 PM	07:46 PM			
7/8/2017	:30 Spot	09:49 PM							
		12:23 AM	02:25 AM	04:49 AM	08:27 AM	10:31 AM	11	0.00	0.00
		11:31 AM	12:52 PM	04:23 PM	05:44 PM	07:23 PM			
7/9/2017	:30 Spot	08:43 PM							
		12:17 AM	01:42 AM	05:24 AM	12:31 PM	01:51 PM	11	0.00	0.00
		03:31 PM	05:54 PM	08:31 PM	09:48 PM		9	0.00	0.00
7/10/2017	:30 Spot	12:46 AM	02:26 AM	04:46 AM	06:56 AM	09:53 AM			
		11:47 AM	02:22 PM	03:54 PM	05:24 PM	07:23 PM	11	0.00	0.00
		08:49 PM							
105 Total Items							Total Cost:	\$0.00	

Amount Due: \$0.00



RADIO TRAINING NETWORK
 WJLF/WDVH - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WJLF/WDVH Invoice

Invoice ID: 17070346
 Invoice Date: 7/31/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
7/1/2017	:30 Spot	12:23 AM	01:48 AM	04:47 AM	07:26 AM	09:30 AM			
		11:32 AM	12:53 PM	02:51 PM	05:26 PM	07:26 PM	11	0.00	0.00
7/2/2017	:30 Spot	09:28 PM	12:20 AM	02:23 AM	04:49 AM	01:50 PM	8	0.00	0.00
		05:31 PM	07:28 PM	09:47 PM	09:47 PM	03:53 PM			
7/3/2017	:30 Spot	12:45 AM	02:48 AM	04:45 AM	07:30 AM	08:59 AM			
		10:27 AM	12:25 PM	04:25 PM	05:48 PM	07:25 PM	11	0.00	0.00
7/4/2017	:30 Spot	08:49 PM	12:24 AM	04:22 AM	07:19 AM	08:45 AM			
		11:43 AM	01:18 PM	04:36 PM	06:43 PM	08:39 PM	11	0.00	0.00
7/5/2017	:30 Spot	10:40 PM	12:47 AM	02:45 AM	04:23 AM	07:27 AM			
		12:21 PM	01:48 PM	04:33 PM	05:57 PM	07:19 PM	11	0.00	0.00
7/6/2017	:30 Spot	08:48 PM	12:23 AM	01:45 AM	04:48 AM	06:25 AM			
		09:27 AM	11:23 AM	01:52 PM	06:19 PM	07:47 PM	11	0.00	0.00
7/7/2017	:30 Spot	09:22 PM	12:45 AM	02:22 AM	04:48 AM	08:25 AM			
		11:24 AM	01:49 PM	04:27 PM	05:55 PM	07:46 PM	11	0.00	0.00
7/8/2017	:30 Spot	09:22 PM	12:23 AM	01:46 AM	03:24 AM	08:49 AM			
		11:52 AM	01:28 PM	03:27 PM	04:45 PM	07:22 PM	11	0.00	0.00
7/9/2017	:30 Spot	09:25 PM	12:17 AM	02:42 AM	04:24 AM	12:31 PM			
		03:51 PM	05:31 PM	07:26 PM	09:47 PM	02:31 PM	9	0.00	0.00
7/10/2017	:30 Spot	12:46 AM	02:26 AM	04:46 AM	07:55 AM	09:53 AM			
		11:47 AM	02:22 PM	03:54 PM	05:24 PM	07:50 PM	11	0.00	0.00
		09:20 PM							
105 Total Items							Total Cost:	\$0.00	

Amount Due: \$0.00



RADIO TRAINING NETWORK
 WAQV - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WAQV Invoice

Invoice ID: 17060168
 Invoice Date: 6/30/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/9/2017	:30 Spot	12:48 AM	01:47 AM	04:48 AM	10:21 AM	11:21 AM			
		12:18 PM	04:28 PM	05:35 PM	06:49 PM	07:51 PM			
6/10/2017	:30 Spot	08:46 PM					11	0.00	0.00
		12:26 AM	01:24 AM	02:50 AM	06:48 AM	09:53 AM			
6/11/2017	:30 Spot	12:49 PM	03:31 PM	06:25 PM	07:27 PM	09:26 PM	10	0.00	0.00
		12:40 AM	01:44 AM	02:46 AM	01:51 PM	02:51 PM			
6/12/2017	:30 Spot	03:30 PM	06:30 PM	07:30 PM	08:27 PM		9	0.00	0.00
		12:24 AM	01:43 AM	04:23 AM	07:25 AM	09:24 AM			
		11:47 AM	01:23 PM	02:47 PM	05:29 PM	07:19 PM			
6/13/2017	:30 Spot	09:23 PM					11	0.00	0.00
		12:26 AM	01:48 AM	04:48 AM	06:58 AM	08:55 AM			
		11:55 AM	01:22 PM	03:51 PM	06:20 PM	07:48 PM			
6/14/2017	:30 Spot	09:24 PM					11	0.00	0.00
		12:50 AM	02:47 AM	04:25 AM	06:23 AM	09:21 AM			
		11:22 AM	01:51 PM	04:32 PM	05:54 PM	07:22 PM			
6/15/2017	:30 Spot	08:49 PM					11	0.00	0.00
		12:48 AM	02:26 AM	04:24 AM	07:29 AM	09:58 AM			
		11:50 AM	02:19 PM	03:51 PM	05:32 PM	07:21 PM			
6/16/2017	:30 Spot	09:22 PM					11	0.00	0.00
		12:44 AM	02:25 AM	04:24 AM	06:55 AM	08:28 AM			
		11:25 AM	01:48 PM	03:22 PM	06:21 PM	07:50 PM			
6/17/2017	:30 Spot	09:26 PM					11	0.00	0.00
		12:25 AM	01:50 AM	03:23 AM	06:28 AM	08:27 AM			
		09:53 AM	12:32 PM	02:30 PM	05:26 PM	06:48 PM			
6/18/2017	:30 Spot	09:28 PM					11	0.00	0.00
		12:46 AM	02:25 AM	01:28 PM	02:48 PM	04:53 PM			
		06:28 PM	08:49 PM	11:46 PM			8	0.00	0.00
6/19/2017	:30 Spot	12:24 AM	01:49 AM	04:24 AM	08:24 AM	09:56 AM			
		12:23 PM	01:51 PM	04:26 PM	05:51 PM	07:20 PM			
6/20/2017	:30 Spot	09:48 PM					11	0.00	0.00
		12:23 AM	01:48 AM	04:46 AM	06:24 AM	08:53 AM			
		11:54 AM	01:51 PM	03:24 PM	05:23 PM	08:21 PM			
6/21/2017	:30 Spot	09:52 PM					11	0.00	0.00
		01:24 AM	02:49 AM	04:45 AM	06:25 AM	08:26 AM			
		09:56 AM	12:19 PM	01:51 PM	04:24 PM	06:19 PM			
6/22/2017	:30 Spot	09:22 PM					11	0.00	0.00
		12:23 AM	01:45 AM	04:25 AM	06:54 AM	08:27 AM			
		10:49 AM	01:23 PM	02:50 PM	06:50 PM	08:21 PM			
6/23/2017	:30 Spot	09:50 PM					11	0.00	0.00
		12:23 AM	02:50 AM	04:46 AM	07:26 AM	08:54 AM			
		11:49 AM	02:22 PM	04:26 PM	05:54 PM	07:44 PM			
6/24/2017	:30 Spot	09:22 PM					11	0.00	0.00
		12:22 AM	01:47 AM	03:24 AM	08:23 AM	09:48 AM			
		11:30 AM	12:49 PM	03:31 PM	05:29 PM	07:26 PM			
6/25/2017	:30 Spot	09:25 PM					11	0.00	0.00
		12:15 AM	01:42 AM	05:22 AM	12:51 PM	02:27 PM			
		03:52 PM	05:47 PM	07:49 PM	08:32 PM		9	0.00	0.00
6/26/2017	:30 Spot	12:21 AM	01:50 AM	04:21 AM	06:28 AM	08:56 AM			
		11:24 AM	01:21 PM	03:56 PM	05:53 PM	07:22 PM			
6/27/2017	:30 Spot	08:49 PM					11	0.00	0.00
		12:47 AM	04:50 AM	06:55 AM	08:26 AM	10:23 AM			
		11:54 AM	01:50 PM	03:56 PM	06:20 PM	09:20 PM			
6/28/2017	:30 Spot	10:42 PM					11	0.00	0.00
		12:26 AM	01:47 AM	03:23 AM	07:55 AM	09:23 AM			
		11:21 AM	01:51 PM	04:31 PM	05:54 PM	08:25 PM			
		09:49 PM					11	0.00	0.00
6/29/2017	:30 Spot	12:47 AM	02:49 AM	06:26 AM	07:57 AM	09:20 AM			
		10:49 AM	02:25 PM	03:52 PM	06:23 PM	07:47 PM			

Continued

RTN - WAQV Invoice

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Invoice ID: 17060168
 Invoice Date: 6/30/2017

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/30/2017	:30 Spot	10:44 PM					11	0.00	0.00
		12:23 AM	01:48 AM	04:24 AM	07:57 AM	09:55 AM			
		11:22 AM	02:21 PM	04:27 PM	05:57 PM	07:48 PM			
		09:49 PM					11	0.00	0.00
234 Total Items							Total Cost:	\$0.00	

Amount Due: \$0.00



RADIO TRAINING NETWORK
 WAQV - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WAQV Invoice

Invoice ID: 17070169
 Invoice Date: 7/31/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
7/1/2017	:30 Spot	12:23 AM	01:48 AM	03:24 AM	08:26 AM	11:32 AM			
		12:53 PM	02:30 PM	03:52 PM	06:26 PM	07:48 PM	11	0.00	0.00
7/2/2017	:30 Spot	09:50 PM					7	0.00	0.00
		12:20 AM	01:45 AM	04:49 AM	01:49 PM	05:31 PM			
7/3/2017	:30 Spot	07:50 PM	09:27 PM						
		12:45 AM	02:48 AM	04:45 AM	06:24 AM	10:26 AM	10	0.00	0.00
7/4/2017	:30 Spot	01:25 PM	05:26 PM	06:50 PM	08:24 PM	09:51 PM			
		12:24 AM	01:48 AM	04:22 AM	06:46 AM	08:44 AM	11	0.00	0.00
		10:22 AM	11:43 AM	01:17 PM	06:42 PM	08:18 PM			
7/5/2017	:30 Spot	09:42 PM					11	0.00	0.00
		01:23 AM	02:45 AM	04:23 AM	06:23 AM	09:26 AM			
		11:21 AM	01:22 PM	03:57 PM	06:22 PM	07:43 PM	11	0.00	0.00
7/6/2017	:30 Spot	09:20 PM							
		12:47 AM	02:25 AM	04:48 AM	07:57 AM	10:21 AM	11	0.00	0.00
		12:21 PM	02:22 PM	03:56 PM	05:35 PM	07:21 PM			
7/7/2017	:30 Spot	08:48 PM					11	0.00	0.00
		12:45 AM	02:46 AM	04:25 AM	08:53 AM	10:45 AM			
		01:24 PM	02:48 PM	04:28 PM	05:55 PM	07:22 PM	11	0.00	0.00
7/8/2017	:30 Spot	09:49 PM							
		12:23 AM	02:25 AM	04:24 AM	06:49 AM	08:27 AM	11	0.00	0.00
		09:54 AM	11:52 AM	02:30 PM	04:44 PM	06:43 PM			
7/9/2017	:30 Spot	08:43 PM					11	0.00	0.00
		12:40 AM	02:19 AM	12:31 PM	02:31 PM	03:51 PM			
		06:48 PM	08:52 PM	11:44 PM			8	0.00	0.00
7/10/2017	:30 Spot								
		12:46 AM	02:26 AM	04:23 AM	06:56 AM	08:26 AM	11	0.00	0.00
		09:52 AM	11:47 AM	02:48 PM	05:55 PM	08:23 PM			
		09:50 PM							
102 Total Items							Total Cost:	\$0.00	

Amount Due: **\$0.00**



RADIO TRAINING NETWORK
 WAQV - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WAQV Invoice

Invoice ID: 17070169
 Invoice Date: 7/31/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

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Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
7/1/2017	:30 Spot	12:23 AM	01:48 AM	03:24 AM	08:26 AM	11:32 AM			
		12:53 PM	02:30 PM	03:52 PM	06:26 PM	07:48 PM	11	0.00	0.00
7/2/2017	:30 Spot	09:50 PM					7	0.00	0.00
		12:20 AM	01:45 AM	04:49 AM	01:49 PM	05:31 PM			
		07:50 PM	09:27 PM						
7/3/2017	:30 Spot	12:45 AM	02:48 AM	04:45 AM	06:24 AM	10:26 AM			
		01:25 PM	05:26 PM	06:50 PM	08:24 PM	09:51 PM	10	0.00	0.00
7/4/2017	:30 Spot	12:24 AM	01:48 AM	04:22 AM	06:46 AM	08:44 AM			
		10:22 AM	11:43 AM	01:17 PM	06:42 PM	08:18 PM			
		09:42 PM					11	0.00	0.00
7/5/2017	:30 Spot	01:23 AM	02:45 AM	04:23 AM	06:23 AM	09:26 AM			
		11:21 AM	01:22 PM	03:57 PM	06:22 PM	07:43 PM			
		09:20 PM					11	0.00	0.00
7/6/2017	:30 Spot	12:47 AM	02:25 AM	04:48 AM	07:57 AM	10:21 AM			
		12:21 PM	02:22 PM	03:56 PM	05:35 PM	07:21 PM			
		08:48 PM					11	0.00	0.00
7/7/2017	:30 Spot	12:45 AM	02:46 AM	04:25 AM	08:53 AM	10:45 AM			
		01:24 PM	02:48 PM	04:28 PM	05:55 PM	07:22 PM			
		09:49 PM					11	0.00	0.00
7/8/2017	:30 Spot	12:23 AM	02:25 AM	04:24 AM	06:49 AM	08:27 AM			
		09:54 AM	11:52 AM	02:30 PM	04:44 PM	06:43 PM			
		08:43 PM					11	0.00	0.00
7/9/2017	:30 Spot	12:40 AM	02:19 AM	12:31 PM	02:31 PM	03:51 PM			
		06:48 PM	08:52 PM	11:44 PM			8	0.00	0.00
7/10/2017	:30 Spot	12:46 AM	02:26 AM	04:23 AM	06:56 AM	08:26 AM			
		09:52 AM	11:47 AM	02:48 PM	05:55 PM	08:23 PM			
		09:50 PM					11	0.00	0.00
102 Total Items							Total Cost:	\$0.00	

Amount Due: \$0.00

MIKE G: If you are interested in a career as a vital part of a dedicated ministry team impacting people for Christ, this may be the opportunity for you.

LORI T: A local non-commercial, community-supported radio station is looking for a leader with media sales experience.

MIKE G: So, if YOU have media sales experience, send your resume and statement of faith to [marion county jobs at spherion dot com](#)

LORI T: ... or apply in person at SPHERION STAFFING IN OCALA OFF OF HIGHWAY 200.

MIKE G: That's S-P-H-E-R-I-O-N dot com or in Ocala off Highway 200.

PRONOUNCED: SPHERE ee on.

EEO Reporting Hiring Form

Full Time Position Job Title:	Media Sales Representative
Recruitment Source:	Radio, Job Boards, Social Media
Total Number of Interviews from all Sources for this position:	11

All Recruitment Sources	Total Number of interviewees this source provided
Joy FM Radio Ad <i>Paula</i>	3
Spherion.com	3
Indeed	4
Career Builders	0
Monster	0
Facebook	1

Prepared by: Jerri Otte Date: 9-13-17

Paula source - on air

Karen Rutherford

From: Dennis Cockerham
Sent: Friday, May 19, 2017 10:05 AM
To: Karen Rutherford
Subject: FW:

When we talk ask me about Sebring Also...

From: Dennis Cockerham
Sent: Friday, May 19, 2017 9:48 AM
To: Karen Rutherford; 'johanna@rtn.cc'
Subject:

Karyn and Johanna... would either of you change anything on this communication to the staffing agency???

<https://www.spherion.com/>

|||||

Hi Jeff = Please call me ASAP

As we continue the discussion about the possibly of collaborating on our hiring process take a look at info below...

Are you guys a good fit to represent us?

<http://florida.thejoyfm.com/about/job-openings/>

We will likely post here... what link will we have them visit on your end???

We will likely run a :30 spot on air in Ocala... do you have samples of spots you have ran in that market recently...

You will note that we are using Ad-Vance in the Bradenton/Sarasota area.

The JOY FM = Radio Training Network (RTN) is a regional ministry seeking a one of a kind individual who has: radio/media sales experience, computer/PowerPoint skills, and a servant's heart. This new team member would do underwriting/advertising sales for a non-com Christian Radio Station and work in the Greater Ocala Area (Marion, Citrus, Alachua, Gilchrist). Also they could sell all our 10 stations/frequencies in FL and the 100 frequencies/stations across the Southeast. Our new candidate will be part of a dedicated ministry team that is impacting people for Christ. They will be asked for a personal statement of faith along with a resume. Candidate must agree to company's written statement of faith/mission statement.

Desired Experience/Skills/Education:

- SalesForce and Smartsheet or other CRM Experience is important.
- Write copy and complete traffic orders and upload to Smartsheet/SalesForce
- Ability to work in a fast paced environment prioritizing and managing multiple clients/partners
- Excellent oral and written communication skills; good presentation skills
- Analytical and creative problem solving skills
- Proficiency with MS Word, Excel, Outlook, PowerPoint, Go To Meeting and the ability to learn new software efficiently and effectively

- BS/BA preferred (additional experience will be considered in lieu of degree)

We typically pay \$1k per week for the first 6 months then transition to a 25% commission on all collections



RADIO TRAINING NETWORK
 WJLF/WDVH - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

Sebrary
RTN - WJLF/WDVH Invoice

Invoice ID: 17060356
Invoice Date: 6/30/2017
Account ID: 3537
Order ID: 3537-010
Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

Thank you for your support! We are grateful!
 Due upon receipt, please. Thanks!
 Checks payable to: Radio Training Network
 Credit cards accepted Questions? Becky 941-753-0401

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/9/2017	:30 Spot	12:24 AM	01:47 AM	02:45 AM	08:27 AM	10:21 AM			
		11:48 AM	02:23 PM	03:59 PM	05:35 PM	07:51 PM			
6/10/2017	:30 Spot	09:23 PM					11	0.00	0.00
		12:49 AM	02:50 AM	04:49 AM	06:48 AM	09:30 AM			
		11:27 AM	12:49 PM	03:32 PM	06:25 PM	07:27 PM			
6/11/2017	:30 Spot	09:27 PM					11	0.00	0.00
		12:40 AM	02:24 AM	04:48 AM	12:29 PM	01:51 PM			
		04:30 PM	05:48 PM	07:30 PM	09:27 PM		9	0.00	0.00
6/12/2017	:30 Spot	12:24 AM	01:43 AM	04:46 AM	07:24 AM	08:54 AM			
		11:47 AM	01:23 PM	03:24 PM	05:29 PM	07:19 PM			
6/13/2017	:30 Spot	08:50 PM					11	0.00	0.00
		12:26 AM	02:21 AM	06:59 AM	09:24 AM	11:55 AM			
		01:22 PM	02:46 PM	04:27 PM	06:49 PM	08:47 PM			
6/14/2017	:30 Spot	10:20 PM					11	0.00	0.00
		12:50 AM	02:47 AM	04:47 AM	08:51 AM	10:22 AM			
		12:51 PM	02:21 PM	05:24 PM	06:50 PM	08:22 PM			
6/15/2017	:30 Spot	09:48 PM					11	0.00	0.00
		12:25 AM	01:51 AM	04:24 AM	06:58 AM	08:56 AM			
		10:27 AM	12:24 PM	04:29 PM	06:21 PM	07:47 PM			
6/16/2017	:30 Spot	09:50 PM					11	0.00	0.00
		12:44 AM	02:25 AM	04:48 AM	07:56 AM	09:29 AM			
		10:51 AM	12:25 PM	04:28 PM	05:55 PM	07:21 PM			
6/17/2017	:30 Spot	09:25 PM					11	0.00	0.00
		12:49 AM	02:24 AM	04:26 AM	06:28 AM	09:31 AM			
		12:32 PM	02:30 PM	03:53 PM	05:26 PM	07:25 PM			
6/18/2017	:30 Spot	09:28 PM					11	0.00	0.00
		12:22 AM	04:21 AM	12:49 PM	02:27 PM	04:29 PM			
		05:29 PM	06:50 PM	08:49 PM	11:46 PM		9	0.00	0.00
6/19/2017	:30 Spot	12:24 AM	02:23 AM	04:24 AM	07:27 AM	08:53 AM			
		11:50 AM	01:24 PM	04:26 PM	05:51 PM	07:20 PM			
6/20/2017	:30 Spot	09:20 PM					11	0.00	0.00
		12:23 AM	01:48 AM	04:22 AM	07:56 AM	09:53 AM			
		10:47 AM	01:23 PM	03:24 PM	05:23 PM	07:44 PM			
6/21/2017	:30 Spot	09:51 PM					11	0.00	0.00
		12:25 AM	01:46 AM	04:22 AM	06:25 AM	07:57 AM			
		09:21 AM	12:49 PM	02:48 PM	06:19 PM	07:23 PM			
6/22/2017	:30 Spot	09:50 PM					11	0.00	0.00
		12:45 AM	02:50 AM	04:25 AM	07:23 AM	08:52 AM			
		12:25 PM	01:49 PM	03:27 PM	04:57 PM	07:20 PM			
6/23/2017	:30 Spot	08:49 PM					11	0.00	0.00
		12:23 AM	01:46 AM	04:24 AM	07:56 AM	08:54 AM			
		11:49 AM	01:22 PM	03:23 PM	05:28 PM	08:22 PM			
6/24/2017	:30 Spot	09:50 PM					11	0.00	0.00
		12:22 AM	01:47 AM	05:49 AM	09:26 AM	10:51 AM			
		12:49 PM	02:31 PM	04:31 PM	06:31 PM	07:26 PM			
6/25/2017	:30 Spot	09:25 PM					11	0.00	0.00
		12:15 AM	01:42 AM	12:51 PM	02:49 PM	04:51 PM			
		06:49 PM	09:27 PM	11:47 PM			8	0.00	0.00
6/26/2017	:30 Spot	12:21 AM	02:47 AM	04:47 AM	07:26 AM	09:21 AM			
		10:47 AM	12:51 PM	03:24 PM	04:58 PM	07:48 PM			
6/27/2017	:30 Spot	09:20 PM					11	0.00	0.00
		12:47 AM	02:50 AM	04:50 AM	07:55 AM	09:21 AM			
		11:25 AM	12:55 PM	03:56 PM	05:24 PM	08:22 PM			
6/28/2017	:30 Spot	09:47 PM					11	0.00	0.00
		12:51 AM	02:51 AM	04:45 AM	06:55 AM	08:26 AM			
		09:55 AM	11:21 AM	01:22 PM	02:51 PM	07:21 PM			
6/29/2017	:30 Spot	08:51 PM					11	0.00	0.00
		12:47 AM	02:25 AM	04:48 AM	06:54 AM	09:52 AM			

Continued

RTN - WJLF/WDVH Invoice

Sponsor: WHIJ / WAQV Promotions, Station & Community Events / WHIJ Now Hiring Acco
 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Invoice ID: 17060356
 Invoice Date: 6/30/2017

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
6/30/2017	:30 Spot	11:24 AM	12:46 PM	02:48 PM	05:30 PM	07:23 PM	11	0.00	0.00
		08:45 PM	01:24 AM	02:45 AM	04:24 AM	07:57 AM			
		11:49 AM	01:22 PM	04:26 PM	05:57 PM	07:21 PM	11	0.00	0.00
235 Total Items								Total Cost:	\$0.00

Amount Due: **\$0.00**



RADIO TRAINING NETWORK
 WJLF/WDVH - THE JOY FM
 6469 PARKLAND DR
 SARASOTA, FL 34243

RTN - WJLF/WDVH Invoice

Invoice ID: 17070346
 Invoice Date: 7/31/2017
 Account ID: 3537
 Order ID: 3537-010
 Account Rep: Andy Haynes

Amount Due: \$0.00

Amount Paid: _____

WHIJ / WAQV
 2131 NW 40TH TER, STE E
 GAINESVILLE, FL 32605

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 WHIJ / WAQV Promos, Station & Community Events- Now Hiring Account Exec for Ocala area JUNE/JULY '17

Date	Description	Times	Times	Times	Times	Times	Qty	Rate	Cost
7/1/2017	:30 Spot	12:23 AM	01:48 AM	04:47 AM	07:26 AM	09:30 AM			
		11:32 AM	12:53 PM	02:51 PM	05:26 PM	07:26 PM	11	0.00	0.00
7/2/2017	:30 Spot	09:28 PM	12:20 AM	02:23 AM	04:49 AM	01:50 PM	8	0.00	0.00
		05:31 PM	07:28 PM	09:47 PM	09:47 PM	03:53 PM			
7/3/2017	:30 Spot	12:45 AM	02:48 AM	04:45 AM	07:30 AM	08:59 AM			
		10:27 AM	12:25 PM	04:25 PM	05:48 PM	07:25 PM	11	0.00	0.00
7/4/2017	:30 Spot	08:49 PM	12:24 AM	04:22 AM	07:19 AM	08:45 AM			
		11:43 AM	01:18 PM	04:36 PM	06:43 PM	08:39 PM	11	0.00	0.00
7/5/2017	:30 Spot	10:40 PM	12:47 AM	02:45 AM	04:23 AM	07:27 AM			
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7/6/2017	:30 Spot	08:48 PM	12:23 AM	01:45 AM	04:48 AM	06:25 AM			
		09:27 AM	11:23 AM	01:52 PM	06:19 PM	07:47 PM	11	0.00	0.00
7/7/2017	:30 Spot	09:22 PM	12:45 AM	02:22 AM	04:48 AM	08:25 AM			
		11:24 AM	01:49 PM	04:27 PM	05:55 PM	07:46 PM	11	0.00	0.00
7/8/2017	:30 Spot	09:22 PM	12:23 AM	01:46 AM	03:24 AM	08:49 AM			
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7/9/2017	:30 Spot	09:25 PM	12:17 AM	02:42 AM	04:24 AM	12:31 PM			
		03:51 PM	05:31 PM	07:26 PM	09:47 PM	02:31 PM	9	0.00	0.00
7/10/2017	:30 Spot	12:46 AM	02:26 AM	04:46 AM	07:55 AM	09:53 AM			
		11:47 AM	02:22 PM	03:54 PM	05:24 PM	07:50 PM	11	0.00	0.00
		09:20 PM							
105 Total Items							Total Cost:	\$0.00	

Amount Due: \$0.00

Karen Rutherford

From: Dennis Cockerham
Sent: Tuesday, September 19, 2017 8:41 AM
To: Alice Lyon
Cc: Karen Rutherford; Dennis Cockerham
Subject: RE: Hire source

Hi Alice and Karyn

Over the past several years we have talked with Alice Every time we did any advertising for any positions that included sales...

We posted the position on our website... Alice did see that but we did talk before she saw that...

We talked with Alice as we were advertising on Monster, Craigslist, Indeed, local media ETC ETC then we hired Leslie

We talked with Alice as we were doing our major efforts with our friends at Spherion then we hired Paula and Alice at approximately the same time...

We even talked with Alice a time or two when we were not doing advertizing efforts.

The first conversation happened because she loved the station and worked in media sales... we started talking... years later she said yes to our offer for a job...

Hope this helps

-----Original Message-----

From: Alice Lyon
Sent: Monday, September 18, 2017 5:04 PM
To: Dennis Cockerham
Subject: FW: Hire source

What's the best way for Karen to describe my hire source?

Alice Lyon
863-446-1071
Email: alichel@thejoyfm.com
Web: <http://www.thejoyfm.com>

From: Karen Rutherford
Sent: Monday, September 18, 2017 4:45 PM
To: Alice Lyon
Subject: RE: Hire source

Alice

That's wonderful. But I really can't put calling from God on my report. :) How specifically did you know there was an opening at this time. Did someone call you? Did you hear it on the radio? Were you checking in from time to time and someone said we now have an opening? Did you see it on the website?

JOYfully,

Karen Rutherford
Office Manager
Phone: 941-753-0401

Karen Rutherford

From: Dennis Cockerham
Sent: Friday, October 13, 2017 2:16 PM
To: Avery Ditmars; Leslie Rowe; Karen Rutherford; Dennis Cockerham
Subject: jobs@thejoyfm.com or careers@thejoyfm.com

jobs@thejoyfm.com or careers@thejoyfm.com

RTN EVENTS

Hi Avery, we will be doing some advertising on Monster and Indeed. The plan is to hire an admin person in NPR.

Will you please figure out which of these email addresses is best to use.. I can't remember what we did a year ago when we were advertising for a position up here... whichever you decide will you please add Leslie and me to the distribution list... Thanks..

Thanks for your help...

Karen Rutherford

From: Dennis Cockerham
Sent: Friday, October 13, 2017 2:40 PM
To: Leslie Rowe
Cc: Dennis Cockerham; Karen Rutherford
Subject: FW: Recent Job Openings

Leslie improve this one... maybe fewer words to make it cheaper... send your idea back to me but keep mine intact also so I can compare... let's use Monster and Indeed... but nothing till we talk with Karen on Monday please... Karen hope you had a great vacation... WELCOME BACK ON TIME CARD MONDAY☺

Job Opening

RTN Events

Administrative Team Member – The JOY FM – New Port Richey, FL

Are you looking for a job that puts your administrative and organizational skills to use in a meaningful way? Do you have experience with: Outlook, Excel, Salesforce, other CRM systems? Our you extremely organized Our new candidate will be part of a dedicated ministry team that is impacting people for Christ. Candidate must agree to company's written statement of faith/mission statement. please email your resume, personal statement of faith to: jobs@thejoyfm.com



Random notes below

Donor Relations Specialis - Sarasota, FL: Are you looking for a job that puts your customer service experience to use in a meaningful way? To be a part of a team that appreciates you and your efforts? To know your communication skills and caring heart will let others know THEY are making a difference by supporting Christian Radio? Are you comfortable praying with others over the phone when their circumstances call for prayer? Is making courtesy calls to get updated giving information from donors something you'd consider an interesting challenge? Is technology your friend for things like calendars, reminders and communications? Are you quick to learn new skills like running reports and working with specialized donor management software? If so, please email your **resume, personal statement of faith and salary requirements to:** kturner@ad-vance.com

From: Jake Dempsey
Sent: Friday, October 13, 2017 11:39 AM
To: Dennis Cockerham <Dennis@thejoyfm.com>
Subject: Recent Job Openings

Here are the last couple that we've posted: <https://florida.thejoyfm.com/about/job-openings-test>

Karen Rutherford

From: Dennis Cockerham
Sent: Friday, October 20, 2017 9:38 AM
To: Karen Rutherford; RTN EVENTS
Cc: Jeff MacFarlane
Subject: New Hire = 2 Links

RTN events

Hi Karen, Jim just met with us yesterday and we are doing the final steps before hiring Rebecca...
Rebecca von Klock (rtn.events@thejoyfm.com)

Rebecca has been part of the team for a long time as a volunteer but we need to get everything finalized to get her on the team as a full-time employee.

Please email her the two links we talked about...

Thanks for your help Karen
Dennis

Exhibit C

1. 15 School Tours,

Elementary, Middle School and High School

- | | |
|--|------------|
| a. Florida Unschoolers umbrella School | 2/24/2017 |
| b. Sarasota/Bradenton Homeschoolers | 4/7/2017 |
| c. Victorious Homeschoolers | 5/19/2017 |
| d. Pinellas Parent Educators Association | 8/25/2017 |
| e. Pinellas Parent Educators Association | 10/6/2017 |
| f. Tampa Covenant Homeschoolers | 10/13/2017 |
| g. Tampa Covenant Homeschoolers | 10/27/2017 |
| h. Sarasota/Manatee Homeschooling | 3/1/2018 |
| i. Anchor Homeschool of Southshore | 5/4/2018 |
| j. Youngblood Homeschool | 5/18/2018 |
| k. Florida Unschoolers Umbrella | 7/13/2018 |
| l. Bay Area Homeschool Academy | 8/17/2018 |
| m. Tampa Bay HEAT (4 shift; 9/10/11am/12pm) | 8/24/2018 |
| n. Bay Area Homeschool Academy | 8/31/2018 |
| o. Tampa Bay HEAT (4 shifts; 9/10/11am/12pm) | 9/14/2018 |

2. School Community Service Project, High School

Student 9th-12th grade

- | | |
|------------------------------|-----------|
| a. Sarasota Christian School | 10/6/2017 |
|------------------------------|-----------|

3. 6 Internship Opportunities, College Students

- | | |
|--------------|-----------------|
| a. L Seitz | May – July 2017 |
| b. A Nation | May – Aug 2017 |
| c. N Carson | Aug – Dec 2017 |
| d. I Schmidt | Aug – Dec 2017 |
| e. H Summer | Aug – Dec 2018 |

4. Project Teach May 2017 & 2018, 4th grade students

Oneco Elementary School

5. Big Bank Theory, 2017, High School Seniors

- a. Inspiration Academy, Bradenton, FL - 2/24/2017
- b. Bayshore High, Bradenton, FL – 1/24 & 25/ 2018
- c. Manatee High, Bradenton, FL – 2/15-16/2018

6. Manatee Chamber of Commerce, Education & Workforce Partnership Committee 2012-Current

- a. Monthly meetings