

LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF August 1, 2023 through July 31, 2024

Complete this worksheet continuously every time a vacancy is filled

- Job Title: Admin Assistant Date Filled: 2/23/23
- Job Title: Staff announcer/production dir. Date Filled: 3/23/23
- Job Title: Staff announcer/WTHM Morning host Date Filled: 4/28/23
- Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

**YEARLY TOTAL NUMBER OF INTERVIEWEES  
AND TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH  
RECRUITMENT SOURCE**

*Complete this worksheet on the anniversary date of the renewal filing due date using the Tally of Interviewee Sources for Each Full-Time Vacancy (Page 18)*

Yearly Period Beginning: 8/1/22 Ending: 7/31/23

Total Number of Persons Interviewed for Full-Time Vacancies: 22

\* \* \* \* \*

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
Facebook	12
Referral	2
Sports Talent Agency	5
All Access website	3

*Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.*

**LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY**

*Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.*

Job Title for Vacancy: Administrative Assistant Date Vacancy Filled: 2/23/23

Recruitment Source for Actual Hire: Facebook

\* \* \* \* \*

**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
Facebook	<del>XXXXXXXXXX</del> (12)
Referral	1 (1)

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**LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY**

*Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.*

Job Title for Vacancy: Staff announcer / Production Director Date Vacancy Filled: 3/23/23

Recruitment Source for Actual Hire: Sports Talent Agency

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
Sports Talent Agency	(3)
All Access website	1 (1)

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**LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY**

*Complete this worksheet after filling a full time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.*

Job Title for Vacancy: staff member / morning Showhost Date Vacancy Filled: 4/28/23

Recruitment Source for Actual Hire: All Access website

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**RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY**

Name and Address of Source	Contact Person and Phone Number
All Access website	11 (2)
Online Nazarene University referral	1 (1)
Sports Talent Agency	11 (2)

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of each Supplemental Outreach Initiative (Page 13) elected.

Date(s) of Initiative Event(s): on-going

Describe Nature of Initiative: Recruited and hired high school students with an interest in broadcasting, to be on the air nights and weekends, on our stations.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel Involved in Initiative: Kami Payne, General Mgr.

Form Prepared By: Randal J. Miller, President Date: 7/31/23

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 20).

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Date(s) of Initiative Event(s): on-going

Describe Nature of Initiative: Our company contributes yearly, to an endowment we have set up, with proceeds given each year for students enrolled in the radio-TV broadcasting program at Lake Land College, Mattoon, IL

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel Involved in Initiative: Randal J. Miller, President

Form Prepared By: Randal J. Miller, President Date: 7/31/23

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 20).

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Date(s) of Initiative Event(s): on-going

Describe Nature of Initiative: Our company contributes yearly, to an endowment we have set up, with proceeds given each year for students enrolled in the radio-tv broadcasting program at Olivet Nazarene University, Kankakee, IL

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel Involved in Initiative: Randal J. Miller, President

Form Prepared By: Randal J. Miller, President Date: 7/31/23

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 20).

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Date(s) of Initiative Event(s): on-going

Describe Nature of Initiative: Our company president, Randal J. Miller, is chairman of the Lake Land College Radio-TV Advisory Board, which meets each April to further promote students to enter the radio-tv industry. Miller and other broadcasters on the board, direct Lake Land College in what equipment and curriculum should be used in the college's radio-tv broadcasting program.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel Involved in Initiative: Randal J. Miller, President

Form Prepared By: Randal J. Miller, President Date: 7/31/23

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 20).

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Date(s) of Initiative Event(s): on-going

Describe Nature of Initiative: Our company president, Randal J. Miller, is a member of the Olivet Nazarene University WONU Shine, Inc. Advisory Board. He participates in quarterly meetings to advise university officials on their radio curriculum, and expansion of the WONU network to other communities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Names of Station Personnel Involved in Initiative: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Form Prepared By: Randal J. Miller Date: 7/31/23  
President

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes) .  
  
Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 20).