

LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF Aug. 1, 2015 through July 31, 2016

Complete this worksheet continuously every time a vacancy is filled

- Job Title: account manager Date Filled: 6/1/16
- Job Title: news reporter Date Filled: 4/4/16
- Job Title: (2) staff announcers Date Filled: 5/23/16 & 7/17/16
- Job Title: _____ Date Filled: _____
- Job Title: _____ Date Filled: _____
- Job Title: _____ Date Filled: _____
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- Job Title: _____ Date Filled: _____
- Job Title: _____ Date Filled: _____
- Job Title: _____ Date Filled: _____

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

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

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

Yearly Period Beginning: Aug. 1, 2015 Ending: July 31, 2016

Total Number of Persons Interviewed for Full-Time Vacancies: 17

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Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
personal recruitment	1
referred by client	1
all access.com	111
Dana News Balladium	1
referred by another broadcast	1
outreach initiative to area colleges	11
Sports caster Talent Agency website	1
indeed.com	1

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

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

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

Job Title for Vacancy: account manager Date Vacancy Filled: 4/1/16

Recruitment Source for Actual Hire: personal recruitment

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
personal recruitment	
referred by client	

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.

**TALLY OF INTERVIEWEE SOURCES
FOR EACH FULL-TIME VACANCY**

Complete this worksheet for each full-time vacancy.

Job Title for Vacancy: account manager Date Vacancy Filled: 2/1/16

Recruitment Source	Number of Interviewees Referred by Source
personal recruitment	1
referred by client	1

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 19)

INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Nei Hohenschein

Date(s) of Interview(s): 2/19/16

Job Title of Vacancy: account manager

Recruitment Referral Source: personal recruitment

Hired? YES NO

If YES, Date of Hire: 6/1/16

Form Prepared By: RJ Date: 2/19/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

Keep in station's internal files to document compliance if required by the FCC.

INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Bill G Conn
Date(s) of Interview(s): Feb 16, 2016
Job Title of Vacancy: account manager
Recruitment Referral Source: referred by client
Hired? YES NO
If YES, Date of Hire: _____
Form Prepared By: [Signature] Date: 2/16/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

Keep in station's internal files to document compliance if required by the FCC.

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: news reporter Date Vacancy Filled: 4/4/16

Recruitment Source for Actual Hire: All Access internet ad

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
AAMFMJOBS.COM	
illinihelpwanted.com	
careerpage.com	
allaccess.com	
radioonline.com	
outreachinitiative to area colleges	
Dana News Halladium	
Illinois Broadcasters Assn. web site	

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**TALLY OF INTERVIEWEE SOURCES
FOR EACH FULL-TIME VACANCY**

Complete this worksheet for each full-time vacancy.

Job Title for Vacancy: News reporter Date Vacancy Filled: 4/4/16

Recruitment Source	Number of Interviewees Referred by Source
Allaccess.com	1
Q and newspaper	1

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 19)

INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Michael Pickett

Date(s) of Interview(s): 3/17/16

Job Title of Vacancy: News reporter

Recruitment Referral Source: All Access Internet ad

Hired? YES NO

If YES, Date of Hire: 4/4/16

Form Prepared By: R. [Signature] Date: 4/4/16

*Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).
Keep in station's internal files to document compliance if required by the FCC.*

INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Christine Lockwood

Date(s) of Interview(s): 3/24/16

Job Title of Vacancy: news reporter

Recruitment Referral Source: Dana newspaper

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By: [Signature] Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

Keep in station's internal files to document compliance if required by the FCC.

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 (2) Date Vacancy Filled: 5/23/16 & 7/17/16
 Recruitment Source for Actual Hire: (1) Allaccess.com & (1) referred by another broadcaster

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RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Person and Phone Number
Allaccess.com	
referred by another broadcaster	
outreach initiative to area colleges	
Sports caster Talent Agency web site	
Indeed.com	
AMFNTJOBS.COM	
TaylorvilleDailyNews.com	Facebook page
Illinois Broadcasters Assn. web site	
Radio online.com	
Dana News Palladium	
illinoiswanted.com	

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.

Carca page.org

**TALLY OF INTERVIEWEE SOURCES
FOR EACH FULL-TIME VACANCY**

Complete this worksheet for each full-time vacancy.

Job Title for Vacancy: staff announcer 5(2) Date Vacancy Filled: 5/13/16 & 7/17/16

Recruitment Source	Number of Interviewees Referred by Source
e11access.com	11 (2)
referred by another broadcaster	1 (1)
outreach initiative to area colleges	11 (2)
Sports center Talent Agency, web site	1 (1)
Indeed.com	1 (1)

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 19)

INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Jacob Linden
Date(s) of Interview(s): 4/28/16
Job Title of Vacancy: staff announcer
Recruitment Referral Source: All Access website
Hired? YES NO
If YES, Date of Hire: 7/11/16
Form Prepared By: [Signature] Date: 7/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).
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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Daniel Statum

Date(s) of Interview(s): 4/27/16

Job Title of Vacancy: staff announcer

Recruitment Referral Source: referred by another broadcaster

Hired? YES NO

If YES, Date of Hire: 5/23/16

Form Prepared By: POm Date: 5/31/16

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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Justin Moore

Date(s) of Interview(s): 4/28/16

Job Title of Vacancy: staff announcer

Recruitment Referral Source: Lake Land College

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By: [Signature] Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Anthony Weber

Date(s) of Interview(s): 4/9/16

Job Title of Vacancy: staff announcer

Recruitment Referral Source: Sportcasters Talent Agency web site

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By: [Signature] Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Brad Karr

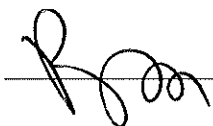
Date(s) of Interview(s): 4/23/16

Job Title of Vacancy: staff announcer

Recruitment Referral Source: indeed.com

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By:  Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Garrett Knock

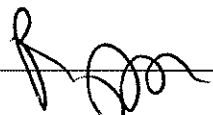
Date(s) of Interview(s): 4/9/16

Job Title of Vacancy: Staff announcer

Recruitment Referral Source: AllAccess.com web site

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By:  Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

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INTERVIEWEE/HIREE RECORD SHEET

Complete this worksheet for every applicant interviewed for any full time vacancy.

Name of Interviewee/Hiree: Derek Warren

Date(s) of Interview(s): 4/12/16

Job Title of Vacancy: staff announcer

Recruitment Referral Source: Lake Land College

Hired? YES NO

If YES, Date of Hire: _____

Form Prepared By: [Signature] Date: 5/31/16

Use this worksheet to compile Tally of Interviewee Sources For Each Full-Time Vacancy (Page 18).

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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: 7/31/16

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).

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: 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: 7/31/16

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).

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: 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: 7/31/16

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: 7/31/16

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).