

List of all Full-Time Jobs Filled

Complete this worksheet continuously every time a vacancy is filled.

For the 12 month period of August, 2015__ through July, 2015__ MACOMB, Illinois

Job Title: Account Executive Date Filled: 08-17-15

Job Title: Account Executive Date Filled: 04-18-16

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

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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 12)

Yearly Period Beginning: August 1st, 2015 _____ Ending: July 31st, 2016 _____

Total Number of Persons Interviewed for Full-Time Vacancies: 7 _____

Total Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total Number of Interviewees
On Air Announcements	1
MacombJobsNow.com	6
Voice Newspaper Ad	

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 Executive Date Vacancy Filled: 08-17-16

Recruitment Source for Actual Hire: On Air Announcements

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number
On Air Announcements on Regional Media Stations	Jason Chute 30-833-1212
MacombJobsNow.com	MacombJobsNow.com
The Voice Newspaper 26 West Side Square, Macomb, IL 61455	Lynn Campbell 309-833-2114

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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: Account Executive _____ Date Vacancy Filled: 04-18-16

Recruitment Source for Actual Hire: MacombJobsNow.com

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number
On Air Recruitment Ads	Jason Chute 309-833-2121
The Voice Newspaper Ad 26 West Side Square, Macomb, IL 61455	Lynn Campbell 309-833-2114
MacombJobsNow.com	MacombJobsNow.com

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Post on station's website, if applicable.**

List of Recruitment Sources Used to Fill Each Vacancy

Include organizations requesting notice of vacancy.

Job Title for Vacancy: _____ Date Vacancy Filled: _____

Recruitment Source for Actual Hire: _____

Recruitment Sources Utilized for this Vacancy

Name and Address of Source	Contact Person and Phone Number

**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.**

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 7) elected.

Date(s) of Initiative Event(s): July 11th 2016 through July 31st 2016

Describe Nature of Initiative:
John Koehn Memorial Scholarship

Scholarship program aimed at recruiting college bound broadcasters. The John Koehn Memorial Scholarship Program is an initiative of the International Broadcasters Ideabank.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Regional Media Virden Broadcasting and Associated Stations participated in the John Koehn Memorial Scholarship Program by promoting the program via a series of on-air announcements.

Names of Station Personnel Involved in Initiative:

Program Director Sean Patrick,, Sales Manager Jason Gilbraith, Owner Fletcher Ford, Sales Manager Jason Chute

Form Prepared By: Sean Patrick Date: 07-31-16

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 14).

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 7) elected.

Date(s) of Initiative Event(s): EEO Training Sessions

Describe Nature of Initiative:

Regional Media Virden Broadcasting management engaged in Equal Employment Opportunity Training on July 1st and 2nd 2016 in order to prepare staff for EEO Filings. EEO Training sessions were undertaken to make sure staff understood issues related to Equal Employment Opportunity efforts as well as paperwork filing. Outreach efforts aimed at reaching farther into our communities to spread the word about the career possibilities in radio, both on the air and in our sales office.

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

Led by Program Director Sean Patrick, EEO Training with Sales Manager's Jason Chute and Jason Gilbraith was undertaken to cover the needed elements of future EEO Filings and discussions of the importance of making sure that we as a radio group are making effort to reach far out into our communities and granting equal opportunities to everyone to apply for work and be equally considered for positions within our company.

Names of Station Personnel Involved in Initiative:

Program Director Sean Patrick, Sales Manager Jason Gilbraith, Sales Manager Jason Chute, Owner Fletcher Ford

Form Prepared By: Sean Patrick Date: 07-31-16

Attach copies of documentation demonstrating performance of chosen initiatives

Description of Supplemental Outreach Initiatives

(e.g., pamphlets, advertisements, letters, e-mails, faxes).

Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 14).

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 7) elected.

Date(s) of Initiative Event(s): On Air Recruitments Ads

Describe Nature of Initiative:

Throughout the EEO Filing Period Regional Media Virden Broadcasting aired various ads on all stations aimed at recruiting new radio employees in sales and On-Air positions.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations: Between August 1st 2015 and July 31st 2016, Regional Media Virden Broad casting aired On-Air Job Recruitment Ads. More than 800 minutes' worth of recruitments with the goal of attracting a variety of candidates for both On-Air and Sales Positions. The on air recruitment ads were aimed at promoting the many opportunities in the broadcast industry as well as specific positions within regional media.

Names of Station Personnel Involved in Initiative:

Program Director Sean Patrick, Sales Manager Jason Chute, Sales Manager Jason Gilbraith, Owner Fletcher Ford

Form Prepared By: Sean Patrick Date: 07-31-16

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes).

Description of Supplemental Outreach Initiatives

Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 14).

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 7) elected.

Date(s) of Initiative Event(s): Established Mentoring Program for Station Personnel

Describe Nature of Initiative:

In August of 2015 Regional Media Virden Broadcasting launching a program aimed at training personnel for future advancement within the company.

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

Training headed up by Program Director Sean Patrick on the On-Air side and Sales Managers Jason Gilbraith and Jason Chute aimed at training employees to provide them with the skills needed to advance to higher positions within the company. Full time and part time employees were trained in the types of skills needed for advancement within the company including training in the production of commercial announcements, Public Service Announcements, EAS training for emergency situations and for simple filing purposes, severe weather training for broadcasting during natural weather phenomenon and simple on air presentation for daily broadcasts.

Names of Station Personnel Involved in Initiative:

Program Director Sean Patrick, Sales Manager Jason Gilbraith, Sales Manager Jason Chutes, Owner Fletcher Ford

Form Prepared By: Sean Patrick Date: 07-31-16

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes).

Description of Supplemental Outreach Initiatives