
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

WJXA-FM, WCJK-FM, WNFN-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of Midwest Communications Inc.’s Nashville, Tennessee Employment Unit (“SEU”). This SEU is comprised of the following stations: WJXA-FM licensed to Nashville, Tennessee, WCJK-FM licensed to Murfreesboro, Tennessee and WNFN-FM licensed to Millersville, TN. This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to April 1, 2017.

The information requested in this report would cover the period beginning April 1, 2016 and including through March 31, 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(s) comprising the SEU during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire 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 and 2 that follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire actually began working. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

MIDWEST COMMUNICATIONS, INC.

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APPENDIX 1

Annual EEO Public File Report

Midwest Communications, Inc. – Nashville, Tennessee

Covering the Period from April 1, 2016 to March 31, 2017

Stations Comprising Station Employment Unit:
WJXA-FM, WCJK-FM, WNFN-FM

Vacancy Information

Full-time Positions		Total #	Recruitment	Recruitment
<u>Filled by Job Title</u>	<u>DOE</u>	<u>Interviewed</u>	<u>Source of Hire</u>	<u>Sources Utilized</u>
Network Administrator WJXA/WCJK	5/9/2016	15	Jack-FM Radio	2,3,4-21,22,23,24, 26 28,29,31,32,33-52,53, 55,56,57
Marketing Consultant WJXA/WCJK/WNFN-FM	7/1/2016	8	Monster.com	2,3,4-21,22,23,26,28, 29,30,31,32,33-52, 53,54
Announcer WNFN-FM Radio	7/11/2016	6	Random call to VP/Programming	4-21,22,23,26,27,28, 29,31,33-52,58
Announcer/Production WNFN-FM Radio	7/20/2016	7	All Access	4-21,22,23,26,27,28, 29,30,31,32,33-52
Marketing Consultant WJXA/WCJK/WNFN-FM	9/26/16	4	Outside Referral	2,3,4-21,22,23,26,28, 29,30,31,32,33-52,54
Promotions Manager WJXA/WCJK/WNFN	1/30/2017	11	TAB Website	4-21,22,23,26,27,28, 29,31,33-52,53,54
Total Number of Positions filled during the Applicable Period:			6	
Total Number of Persons Interviewed during Applicable Period:			51	

MIDWEST COMMUNICATIONS, INC.

and Affiliates

APPENDIX 1 (cont.)

Recruitment Sources:

<u>Radio Announcement/Website</u>	<u>Contact</u>	<u>Address</u>	<u>Method Of Contact</u>	<u># Interviews From Source</u>
1. WJXA/WCJK/WNFN	David Steele Charles Miller	604 Rosedale Avenue, Nashville, TN	Email	6
<u>Internet Sites</u>				
2. Monster		www.monster.com		9
3. Radio Sales Café		www.radiosalescafe.com		
<u>Postings</u>				
4. WNCY/WIXX/WDKF/ WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54311	linda.noonan@mwcradio.com	
5. WGEE/WYDR	Admin. Asst.	1500 N. Casaloma Drive, #301, Appleton, WI 54913	sandy.bringman@mwcradio.com	
6. WHBL/WHBZ/WBFB/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	debbie.ott@mwcradio.com	
7. WNNW-AM/WQLR/WKZO-AM/ WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49006	amy.polley@mwcradio.com	
8. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
9. WNNW-FM/WTOU	Office Mgr.	70 W. Michigan Ave., #700, Battle Creek, MI 49017	jim.siler@mwcradio.com	
10. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
11. KDAL AM-FM/KTCO/ KDWZ/WDSM/WDUL	Office Mgr.	11 E. Superior, Ste. 380, Duluth, MN 55802	karen.strom@mwcradio.com	
12. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	shelley.kafka@mwcradio.com	
13. WSAU-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54467	felicia.mielke@mwcradio.com	
14. WUSZ/WMFG AM-FM/ KMFG/WNMT/WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	tasha.draeving@mwcradio.com	
15. WMGI/WDKE/WIBQ/WPRS/ WBOW-AM/WDWQ-FM	Office Mgr.	824 3 rd Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
16. WQTX/WWDK/WLMI/WJXQ	Office Mgr.	2495 Cedar Street, Holt, MI 48842	angela.jackson@mwcradio.com	
17. KELO AM-FM/KELQ/KRRO/ KWSN/KTWB/KQSF	Admin. Asst.	500 S. Phillips Ave., Sioux Falls, SD 57104	christine.ellenbolt@mwcradio.com	
18. KFGO/KRWK/KMJO/ KVOX AM-FM/WDAY	Business Mgr.	1020 S. 25 th Street, Fargo, ND 58103	amy.hirsch@mwcradio.com	
19. WJXA/WCJK/WNFN	Admin. Asst.	504 Rosedale, Nashville, TN 37211	tracie.vaughn@mwcradio.com	3
20. WIMZ/WJXB/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Dr, Knoxville, TN 37917	sharon.bowie@mwcradio.com	
21. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zirkelbach@mwcradio.com	
<u>WEBSITE</u>				
22. All Access		www.allaccess.com		14
23. AM FM Jobs		http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi		
24. Broadcast Employ. Services		http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi (uses AM/FM Jobs website)		
25. Sanford-Brown College		https://my.browncollege.edu/mycampus/index.aspx?err=3		
26. Career Page		http://www.careerpage.org/members/index.php		
27. Media Match		www.mediamatch.com/usa		
28. Midwest Careers		www.midwestcareers.com		3
29. Radio Online		www.radioonline.com		
30. Radio Business Report		http://rbr.com/classifieds/submit-a-media-job/		
31. TVandRadioJobs.com		http://tvandradiojobs.com		
32. Dept. of Labor & Workforce Development		jobs4tn.gov		

EEO List: Recruitment Sources 33 through 52 receive information on Open Positions:

33. The Art Institute	Maurizio Bussolino	100 Centerview Dr., Nashville, TN 37214
34. NAACP	Gordon larkins	1308 Jefferson Street, Nashville, TN 37208
35. Career & Advise ment Center		

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Austin Peay State University	Barbara Blackston	PO Box 4745, Clarksville, TN 37044	
36. Div. of Rehabilitation Services	Diedra Sawyer	88 Hermitage Avenue, Nashville, TN 37210	
37. Career Planning & Placement Fisk University	Lynne Woodberry	PO Box 7, Nashville, TN 37208	
38. Goodwill	Career Counselor	937 Herman Street, Nashville, TN 37208	
39. Human Development Center Lane College	R. Coleman	545 Lane Avenue, Jackson, TN 38301	
40. Middle TN State University	Pat Stamps	PO Box 2, Murfreesboro, TN 37132	
41. Nashville Career Advancement Center		716 McMurry Blvd., Hartsville, TN 37074	
42. Lipscomb University	Career Development Ctr.	One University Park Drive, Nashville, TN 37204	
43. Nashville Opportunities Industrial Center	Helena Farrow, Director	PO Box 80507, Nashville, TN 37208	
44. Native American Indian Assoc.	Jenny Pamplin	230 Spence Lane, Nashville, TN 37210	
45. Belmont University	Patricia Jacobs	1900 Belmont Blvd., Nashville, TN 37212	
46. Tennessee State University	Lakeia Trotter	3500 John Merritt Blvd., Nashville, TN 37209	
47. TN Assoc. of Broadcasters	Brenda Heidt	2 International Plaza Dr. Ste 507, Nashville, TN 37217	1
48. University of Memphis	Alisha Rose Henderson	400 Wilder Tower, Memphis, TN 38152	
49. Workforce Development Urban League Middle TN	Shawn Sanders	50 Vantage Way, Nashville, TN 37228	
50. Volunteer State Community College	Mel Timberlake	1480 Nashville Pike, Gallatin, TN 37066	
51. Vanderbilt University		2201 West End Avenue, Nashville, TN 37235	
52. Nashville State Community College	Stephen Hooks	120 White Bridge Road, Nashville, TN 37209	
53. Referral – Current Employee			4
54. Referral – Outside			7
55. Indeed (aggregator; did not post to this site)			1
56. Glassdoor (did not post to this site)			1
57. Facebook.com (via Monster.com)			1
58. Random Phone Call to VP/Programming			1

MIDWEST COMMUNICATIONS, INC.

and Affiliates

APPENDIX 2

Annual EEO Public File Report Midwest Communications, Inc. – Nashville, Tennessee

Covering the Period from April 1, 2016 through March 31, 2017

Stations Comprising Station Employment Unit WJXA-FM, WCJK-FM, WNFN-FM

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station
Employment Unit during the Report Time Period:

1. Outreach: Website Posting
www.midwestcareers.com www.mix929.com (WJXA)
www.963jackfm.com (WCJK) www.i1067.com (WNFN)

September 1, 2014 to present

Participating Employees: Dennis Gwiazdon – Vice-President/Market Manager

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications, Inc. has a general announcement posted on available websites and on each of our Nashville based radio stations encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
 2. Outreach: University Guest Speaker

Date: July 21, 2016

Participating Employees: Meredith Mazanek, Marketing Director

Outreach Sponsor: Western Kentucky University

Description of Activity: Ms. Mazanek made a presentation to a group of students as part of a special summer enrichment program called the Radio Talent Institute. The program, taught by industry professionals, focuses on various aspects of the broadcast radio industry. In addition, Ms. Mazanek's participation is an opportunity to discuss full and part-time job opportunities with students.
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MIDWEST COMMUNICATIONS, INC.

and Affiliates

Outreach:	University Guest Speaking Engagement
Date:	November 3, 2016
Participating Employees:	Dennis Gwiazdon, Vice President/Market Manager
Outreach Sponsor:	Middle Tennessee State University
Description of Activity:	Mr. Gwiazdon spoke to a music marketing class. Topics included how a radio station operates, how a song makes its way to being played on the air, the importance of music research and brand marketing, how ratings can affect programming and revenue decisions and the myriad challenges that broadcast radio faces in a constantly evolving audio environment.
Outreach:	Job Fair
Date:	September 20, 2016
Participating Employees:	Sales Management and Promotions Personnel
Outreach Sponsor:	National Assoc. of Broadcasters & Broadcast Education Assoc.
Description of Activity:	In support of the NAB Education Foundation (NABEF) and the Broadcast Education Association (BEA), Midwest participated in their annual career fair that coincided with the annual NAB Radio Show held in Nashville. Representatives from sales and promotions were on hand to pass out job descriptions for various positions that we're seeking to fill and speak with candidates regarding their interest in a career in radio broadcasting
Outreach:	Job Fair
Date:	March 2, 2017
Participating Employees:	Meredith Mazanek, Marketing Director Kasey Ridling, Promotions Manager
Event Sponsor:	College of Media & Entertainment (Recording Industry) Middle Tennessee State University

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Description of Activity: Ms. Mazanek and Ms. Ridling attended this “Career and Internship Fair”. During a four hour period, they met with approximately 30 students who inquired about part-time and full-time career opportunities in radio and collected resumes for future reference.

Outreach: Job Fair

Date: March 35, 2017

Participating Employees: Kasey Ridling, Promotions Manager
Juliana Wright, Promotions Coordinator

Event Sponsor: Belmont University

Description of Activity: Ms. Ridling and Ms. Wright attended the NAB/NATPE Student Career ay at Belmont. While participating, they met with students and other interested parties who are pursuing or were curious about opportunities in the radio industry. Their goal was to collect resumes for potential hires and answer questions about what a career in radio might be like.

Outreach: Speed Networking Session

Date: March 4, 2017

Participating Employees: Peter Tanz, Senior Vice President

Outreach Sponsor: Wisconsin Broadcasters Assoc.

Description of Activity: Mr. Tanz, representing all of our Midwest radio stations, attended a Student Seminar event in Madison, Wisconsin and participated in the “Speed Networking” Session. Mr. Tanz met with high school and college students seeking more information on career opportunities in broadcasting and more specifically with Midwest Communications, Inc. radio stations. Approximately 150 students attended the event.

Outreach: Training Program

Date: Ongoing

Participating Employees: Dennis Gwiazdon, Vice President/Market Manager

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Craig Jones, Director of Sales
Mark Turcotte, General Sales Manager

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications/Nashville provides online sales training to all members of the sales team upon initiating their employment with the Company. That training continues on a regular basis through weekly sales meetings and other occasions. Additionally, where appropriate, we offer training in systems and software such as Wide Orbit and Adaptive Insights in an effort to help our employees feel comfortable in their ability to perform their duties.

Outreach: Job Openings

Date: Ongoing

Event Sponsor: Midwest Communications, Inc.

Description of Activity: In addition to industry-related organizations and typical job-related websites, Midwest Communications maintains an updated list of local, regional and national organizations that have requested to be notified of job openings within our Company. These organizations are an excellent source for students, women and minorities who are seeking career opportunities in radio broadcasting.