
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

KRWK-FM, KFGO-FM, KNFL-AM, KVOX-FM, KFGO-AM, KOYY-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 Fargo, North Dakota Employment Unit ("SEU"). This SEU is comprised of the following stations: KRWK-FM/KOYY-FM/KNFL-AM, KFGO-AM licensed to Fargo, North Dakota, KFGO-FM licensed to Hope, North Dakota and KVOX-FM licensed to Moorhead, Minnesota. This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to December 1, 2025.

The information contained in this Report covers the period beginning December 1, 2024 to and including November 30, 2025 (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.

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APPENDIX 1 (Continued)

Annual EEO Public File Report
Midwest Communications, Inc. – Fargo, North Dakota
Covering the Period from December 1, 2024 to November 30, 2025

Stations Comprising Station Employment Unit:
KRWK-FM, KFGO-FM, KNFL-AM, KVOX-FM, KFGO-AM, KOYY-FM

Vacancy Information

<u>Full-time Positions Sources Filled by Job Title</u>	<u>DOE</u>	<u>Total # Interviewed</u>	<u>Source of Hire</u>	<u>Recruitment Sources Utilized</u>
Board Op/Producer KFGO Radio	2/24/25 3/10/25	15	In-House Posting Inside Referral	5, 7, 8, 9, 14, 16, 17-34, 35
Marketing Consultant KFGO/KVOX/KOYY/KRWK/ KNFL Radio	4/29/25 5/29/25	8	Indeed Inside Referral	4, 5, 7, 9, 12, 14, 17-34, 35, 37
Telemarketer KFGO/KVOX/KOYY/KRWK/ KNFL Radio	11/3/25	7	Former Employee	5, 7, 9, 12, 14, 17-34, 37, 39
News Reporter KFGO Radio	11/3/25	6	Walk-In	1, 5, 6, 7, 8, 9, 11, 14, 16, 17-34, 36, 38

Total Number of Positions filled during the Applicable Period: 6
Total Number of Persons Interviewed during Applicable Period: 36

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APPENDIX 1 (Continued)

1	KFGO/KRWK/KVOX / KNFL/KOYY Radio/Websites	Greg Ressler	1020 S. 25 th Street, Fargo, ND 58103	Email	1
Internet Sites:					
2	ROSTR		California based	hq.rostr.cc	
3	RAMP		25876 The Old Road #254, Valencia, CA 91381	Kevin@ramp247.com	
4	North Dakota Workforce Connections		1601 E. Century Avenue, Bismarck, ND 58503	Ndworkfoceconnection.com	
5	Career Page			http://www.careerpage.org/members/index.php	
6	WI Broadcasters Assoc.	Kyle Geissler	Madison, WI	kgeissler@wi-broadcasters.org	
7	Midwest Careers	Esther Gillis	904 Grand Ave, Wausau, WI 54403	http://www.midwestcareers.com	1
8	MN Broadcasters Assoc	Marla Willard	401 N Third St., Minneapolis, MN 55401	marla@willardassociates.com	
9	North Dakota Broadcasters Association	Beth Helfrich	PO Box 3178, Bismarck, ND 58502	Beth.helfrich@	
10	MI Assoc. of Broadcasters		820 N. Capitol Ave., Lansing MI 48906	Michmab.com	
11	Radio Online		3500 Tripp Ave, Amarillo, TX 79121	www.radioonline.com	
12	LinkedIn			Linkedin.com	
13	NDSU		1340 Administration Ave., Fargo ND 58102	https://career.ndsu.edu	
14	Indeed			Indeed.com	21
15	Country Aircheck				
16	SD Broadcasters				
Postings:					
17	WNCY/WIXX/WDKF/ WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54311	caitlin.kazik@mwcradio.com	
18	WGEE/WYDR	Senior VP	1500 N. Casaloma Drive, #301, Appleton, WI 54913	Craig.vanabel@mwcradio.com	
19	WHBL/WHBZ/WBFM/ WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	Kimberly.schneider@mwcradio.com	
20	WNWN-AM/WKZO- AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49006	katie.tulin@mwcradio.com	
21	WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
22	WNWN-FM/WFAT	Office Mgr.	70 W. Michigan Ave., #700, Battle Creek, MI 49017	mandy.stephenson@mwcradio.com	
23	WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	Bryan.brewer@mwcradio.com	
24	KDAL AM-FM/KTCO/ KDWZ/WDSM/WDUL	Office Mgr.	11 E. Superior, Ste. 380, Duluth, MN 55802	sarah.pugliese@mwcradio.com	
25	WIFC/WDEZ/WSAU/WOZZ/ WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	cheryl.radtke@mwcradio.com	
26	WMBD/WKZF/WIRL WSWT/WXCL/WPBG	Business Mgr.	331 Fulton Street, Peoria, IL 61602	shannon.demanis@mwcradio.com	
27	WUSZ/WMFG AM- FM/WDKE/WEVE/ WNMT/WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	Rollie.dethloff@mwcradio.com	
28	WMGI/WTHI/WBOW/ WWVR/WIBQ	Office Mgr.	824 3 rd Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
29	WQTX/WWDK/WLMI/ WJXQ	Office Mgr.	2495 Cedar Street, Holt, MI 48842	lexy.skirvin@mwcradio.com	
30	KELO AM-FM/KELQ/KRRO/ KWSN/KTWB/KQSF	Admin. Asst.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
31	KFGO/KRWK/ KVOX KOYY/KNFL	Office Coordinator	1020 S. 25 th Street, Fargo, ND 58103	holly.kolden@mwcradio.com	3
32	Office Manager WJXA/WCJL/WNFM-FM		504 Rosedale, Nashville, TN 37211	brenda.mcarthur@mwcradio.com	

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33	WIMZ/WJXB/WNFZ/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Park Dr. Knoxville, TN 37927	Jennifer.terry@mwcradio.com		
34	WIKY/WABX/WLYD.WSTO	Office Mgr.	1162 Mt. Auburn Road Evansville, IN 47720	kearsten.peters@mwcradio.com		

35.	Inside Referral	4
36.	Walk-in	1
37.	Outside Referral	3
38.	Media Jobs Report	1
39.	Former Employee (contacted VP/MM w/interest in returning)	1

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APPENDIX 2

Annual EEO Public File Report

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Covering the Period from December 1, 2024 to November 30, 2025

Stations Comprising Station Employment Unit:

KRWK-FM, KFGO-FM, KNFL-AM, KVOX-FM, KFGO-AM, KOYY-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.jackfmfargo.com (KRWK)
 www.740thefan.com (KNFL) www.froggyweb.com (KVOX-
 FM) www.kfgo.com www.y94.com (KOYY)

 Date: May 1, 2013 to present

 Participating Employees: Dan Cash – VP/Market Manager

 Event Sponsor: Midwest Communications, Inc.

 Description of Activity: Midwest Communications, Inc. has a general announcement on all
 of the websites of each radio station encouraging people to apply for
 open positions and to encourage organizations who can refer job
 seekers to contact us.

2. **Outreach Activity:** **Mentoring & Leadership**

 Date: April 15-17, 2025

 Participating Employee: Dan Cash, VP/Market Manager

 Event Sponsor: Wisconsin Broadcasters

 Description of Event: Dan participated in the Wisconsin Broadcasters Foundation “Walker
 Broadcast Management Institute” held at the University of
 Wisconsin-Madison Campus. Broadcasting and business leaders led
 this three-day event. Subjects included Financial Management for
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Broadcasters, Communication and Delegation Skills, Generational Workforce Development and Workplace Changemaking. The course offered lots of information and techniques related to management styles, team-building, how to hire better candidates based on the team as a whole and how your leadership style can develop culture. Change management and learning to lead a generational workforce was a major topic of discussion as was inclusivity and diversity in future hiring and team building.

Outreach: Guest Speaker

Date: May 19, 2025

Participating Employees: Rusty Halvorson, Farm/Ranch Reporter

Event Sponsor: Sheyenne High School, West Fargo

Description of Activity: Nicole, a teacher at Sheyenne High School in West Fargo invited Rusty to visit with students about career opportunities in agriculture. Rusty shared his experiences from his early days in radio, his education and training from North Dakota State University, a description of his daily duties, the favorite parts of his career and advice for students interested in the field of agricultural communications and journalism.

Outreach: Careers on Wheels

Date: May 2, 2025

Participating Employees: Corey Schaffer, Operations Manager
Amanda Krautkremer, Announcer

Event Sponsor: Fargo Public Schools/Middle Schools

Description of Event: The KOYY and KVOX teams were once again invited to the Careers on Wheels event. Careers that feature 'interesting' vehicles are invited to set up a booth to describe their professions to students (primarily 7th graders) from Fargo Middle Schools bussed to one destination. This year's event was held at Hope Lutheran Church with 29 business partners involved. This immersive event is part of the Fargo Public Schools' work-based learning initiative engaging students in career exploration.

Outreach: Storm the Dorms

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Date:	August 28, 2025
Participating Employees:	Joel deBlonk, Assistant Brand Manager/Announcer Mason Wagner, Marketing Consultant
Event Sponsor:	North Dakota State University
Description of Event:	Joel and Mason manned a booth at this Welcome Bash sponsored by NDSU. They invited area businesses to assist in welcoming new freshman to the campus. Joel and Mason were able to talk about their jobs with the stations as well as other types of jobs that make up a radio group. They also handed out welcome bags to students with information on open positions and internship opportunities in radio and specifically with our group of stations.
Outreach:	Storms the Dorms
Date:	August 23, 2025
Participating Employees:	Joel deBlonk, Assistant Brand Manager/Announcer Amy Kaye, Assistant Brand Manager/Announcer
Event Sponsor:	Minnesota State University Moorhead
Description of Event:	MSUM invited KOYY-Y94 to participate in its Dragon Fest Celebration for new students coming to MSUM. Joel and Amy handed out goodies to students including information on part-time positions and internships available with Midwest Communications. They were able to play music, play games, hand out free items and speak with incoming Freshmen on what their jobs in radio were and about the various careers available in the broadcasting industry.
Outreach:	High School Judging Event
Date:	February 26-27, 2025
Participating Employees:	Sarah Heinrich, Farm & Ranch Director
Event Sponsor:	Medina High School, Medina, ND
Description of Event:	Sarah was invited, along with two other community leaders to participate as judges in this event at the Medina High School. The event highlights the 'business sense' of the participating high school

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seniors. The students are tasked with developing a successful business plan. Sarah, along with the other two judges, scored each group of students according to the creativity and professionalism of their business plans and projects. This was a two-day event. Sarah participated on both dates. She was able to talk about her position with our radio stations, her background and educational path that got her to that position.

Outreach: End of Year Celebration

Date: June 5, 2025

Participating Employees: Joel deBlonk, Assistant Brand Manager/Announcer
Jordan Bennett, Production Department

Sponsor: Fargo Public Schools

Description of Event: The Explorer Academy is part of the Fargo Public School District. The Academy is a K-8 special education day school for students with intensive needs. Justin, their Principal invited KOYY Y94 to be present at the Celebration from 1:00 to 2:30PM following the students' graduation ceremony. He felt Y94 would set the mood for this special occasion enhancing the celebration atmosphere. Joel and Jordan had a booth as well as the Y94 vehicle on site playing music. They played games with the kids, handed out our Jobs in Radio piece to students and talked about their careers and how they got to where they are. They also pointed out all of the other careers listed in our Jobs in Radio piece. The career aspect was also highlighted by the Principal.