
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

WMGI-FM, WBOW-FM, WIBQ-AM, WTHI-FM, WWVR-FM Radio

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 Terre Haute, Indiana Employment Unit (“SEU”). This SEU is comprised of the following stations: WMGI-FM, WBOW-FM, WIBQ-AM, WTHI-FM Radio licensed to Terre Haute, Indiana, WWVR-FM Radio licensed to Paris, IL. 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, 2024.

The information contained in this Report covers the period April 1, 2023 up to and including March 31, 2024, (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

Annual EEO Public File Report

Midwest Communications, Inc. – Terre Haute, Indiana

Covering the Period from April 1, 2023 through March 31, 2024

Stations Comprising Station Employment Unit:

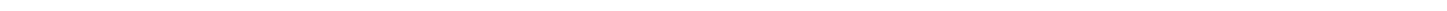
WMGI-FM, WBOW-FM, WIBQ-AM, WTHI-FM, WWVR-FM Radio

Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>DOE</u>	<u>Total # Interviewed</u>	<u>Recruitment Source of Hire</u>	<u>Recruitment Sources Utilized</u>
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No full-time positions were filled in this location from April 1, 2023 through March 31, 2024

Number of Positions filled during the Applicable Period:	0
Number of Applicants Interviewed during the Applicable Period::	0



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Midwest Communications, Inc. – Terre Haute, Indiana

Covering the Period from April 1, 2023 through March 31, 2024

Stations Comprising Station Employment Unit:
WMGI-FM, WIBQ-AM, WBOW-FM, WTHI-FM, WWVR-FM Radio

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

- Outreach:** **Website and On-Air Posting**
www.midwestcareers.com, www.mymixfm.com (WMGI-FM)
www.1027wbow.com (WBOW-FM), www.wibqam.com (WIBQ-AM),
www.hi99.com (WTHI-FM), www.985theriver.com (WWVR-FM)

Date: April 1, 2008 to present

Participating Employees: Tim Huelsing, Vice President/Market Manager

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications, Inc. has a general announcement posted on its websites and on-air encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
 - Outreach:** Career Fair

Date: May 5, 2023

Participating Employees: Kevin Lambert, Announcer
Brooke May, Announcer

Outreach Sponsor: Hoosier Prairie Elementary

Description of Activity: Kevin and Brooke were invited by Meghan, School Counselor to speak to elementary school students for their Annual Career Day at Hoosier Prairie in Terre Haute. They hosted three sessions with three different groups of students talking about the various jobs in radio.

Outreach: Career Day
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Date: May 17, 2023

Participating Employees: Party Marty, WTHI Morning Show Announcer

Outreach Sponsor: Rio Grande Elementary School

Description of Activity: Susan, the principal of Rio Grande Elementary, invited Marty to talk with their students as part of their exploration of the world of work. Marty talked with students about radio and the various jobs in radio doing a Q&A about radio, podcasts, promotions, engineering, production, sales and HR. He talked about how local radio is different than streaming or satellite radio. He talked about radio being a “Theatre of the mind” and gave examples of how to talk about a business and put the picture in the listeners mind.

Outreach: Speaking Engagement

Date: September 6, 2023

Participating Employees: Party Marty, WTHI Morning Show Announcer

Sponsor of Activity: Shakamak Jr-Sr High School, Jasonville, IN

Description of Activity: Marty was invited by Charla, Family & Consumer Sciences teacher to talk to her 8th grade preparation for college and careers class. Marty shared information on all the various jobs in radio such as announcers, sales, admin, engineering, web and digital. He then took questions from the students and explained how to deal with various situations.

Outreach: Enterprise Sales Career Exploration Event

Date: September 19, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: David, Director of Sales & Negotiation Center, invited Dave to talk to students about the jobs available in radio. Dave spoke with 63 students wrapping up with a Q&A.

Outreach: Career Fair

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Date: September 20, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: This All Majors Job & Internship Career Fair was held in the Hulman Center at the University from 1-4pm. Dave had the opportunity to speak with approximately 20 students about all of the jobs available in radio. The students asked great questions.

Outreach: IBA Career Fair

Date: October 2, 2023

Participating Employees: Tim Huelsing, VP/Market Manager – Evansville, Terre Haute

Outreach Sponsor: Indiana Broadcasters Association

Description of Activity: This Career Fair was held at the Gainbridge Fieldhouse Arena in Indianapolis, IN from 2-5PM. Tim was able to talk to approximately 100 students during this time frame about the various jobs in radio and open positions within our Indiana locations.

Outreach: Tour/Speaking Opportunity

Date: October 10, 2023
October 24, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: Dave hosted 22 students from ISU on October 10th and another 16 students on October 24th in our Terre Haute offices conference room. He started with a tour of our facilities. Dave then spoke to the students about what he does in his position and also about the various jobs in radio and how they work together for the success of the stations.

Outreach: Communication Class Interview/Conversation

Date: October 19, 2023

Participating Employees: Baley Halberstadt, Announcer/Promotions

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Sponsor of Activity: Indiana State University

Description of Activity: Baley had the opportunity to speak with a group of first year students working on a project (Homecoming) for the school. Baley attended ISU and not only had taken this class but later participated as a teacher's assistant so was able to share her experience with the class. She also answered their questions about Homecoming in relation to the Terre Haute community and local media. She was also able to share details on her job as a local broadcaster talking about radio, her experience in the field and how they might get involved if this was a career path of interest to them.

Outreach: Tour

Date: November 1, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Midwest Communications, Inc.

Description of Activity: Olivia, a student at Indiana State University, met with Dave to learn more about his job as a Sales Manager. Olivia also toured our Terre Haute facilities and during that tour, learned about the various jobs in radio.

Outreach: Speaking Engagements

Date: December 1, 2023
February 9, 2024

Participating Employees: Marty Combs, WTHI Morning Show Personality

Sponsor of Activity: Covered Bridge Special Education District

Description of Activity: Marty was invited to speak with students from Covered Bridge at West Vigo High School on the above dates. He talked about being an on-air personality, and the other jobs in radio including production, sales and marketing. He asked the students what they wanted to do; one wanted to be a singer, another a producer, another a graphic designer. Marty was able to explain to them that each of these positions has a role in the success of music and how each of them would play a role in that success. The students were surprised at the variety of job opportunities in the radio industry.

Outreach: Rendezvous at the Rec Center

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Date: February 1, 2024

Participating Employees: Dave Wisniewski, Sales Manager
Eileen Brown, Local Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: This event was held in the Student Recreation Center from 5 to 8pm in a very casual manner with games and food supplied. This was designed to build relationships and engage students about internship and career opportunities. Dave and Eileen spoke to approximately 50 students about the various careers available in radio.

Outreach: State Farm Circle of Influence Event

Date: February 13, 2024

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: This ISU Sales & Negotiations Center State Farm Circle of Influence event was held at Stables Steakhouse in Terre Haute. Networking was held from 5:30 to 6pm. After dinner and a guest speaker, networking resumed with company representatives moving from table to table talking to the students. Dave shared his position in radio and talked about all of the other opportunities available in radio broadcasting. He spoke to approximately 100 students during the Networking portion of this event.

Outreach: All Majors Job & Internship Career Fair

Date: February 14, 2024

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: The Career Fair was held in the Hulman Center on the ISU campus from 1-4pm. Dave was able to speak to approximately 40 students at this Fair about the various jobs available in radio, a bit about the career path they might follow and about his specific position with our Terre Haute radio stations.

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Outreach:	Tour
Date:	February 16, 2024
Participating Employees:	Marty Combs, WTHI Morning Show Personality
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	A group of special needs students from the Covered Bridge Special Education Center were given a tour of our studios and offices with Marty explaining what each person was doing in their job. This gave him the opportunity to talk about all of the different positions available in a radio station (i.e., announcers, marketing, web designer, engineering, sales, admin) and how they work together for the success of the stations. The students asked good questions and seemed to enjoy the tour!
Outreach:	IBA Scholarship Contribution
Date:	February 2, 2024
Participating Employee:	Tim Huelsing, VP/Market Manager
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Our Evansville/Terre Haute locations contributed to the Indiana Broadcasters Association scholarship fund. Each year, the IBA awards ten \$5,000 scholarships to broadcasting students attending an Indiana college or university. Tim Huelsing, VP/Market Manager for our Evansville and Terre Haute locations also evaluated potential applicants for the scholarship program.
Outreach:	Tour/Sales Team Practice
Date:	March 21, 2024
Participating Employees:	Dave Wisniewski, Sales Manager
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Kristina, an Assistant Professor at the University of Indiana, asked Dave to help prepare a sales team for a sales competition in Florida. Dave met with about 22 students in her Marketing class. He gave them a tour of our

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Terre Haute facilities, talked about his job with our stations and about all the different jobs in radio. A Q&A followed.

Outreach:	Career Fair
Date:	March 23, 2024
Participating Employees:	Steve Cannon, Operations Manager/Brand Manager
Sponsor of Activity:	Indiana Broadcasters Association
Description of Activity:	This Career Fair was held at 502 Event Center in Carmel, IN from 2:00pm to 4:30pm. Steve represented both our Terre Haute and Evansville locations speaking to approximately 15 potential applicants about current job openings and about all the various career opportunities in radio.

