
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, 2025.

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

Annual EEO Public File Report

Midwest Communications, Inc. – Terre Haute, Indiana

Covering the Period from April 1, 2024 through March 31, 2025

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 # Interviews</u>	<u>Recruitment Source of Hire</u>	<u>Recruitment Sources Utilized</u>
Marketing Consultant WMGI/WTHI/WWVR/WBOW/WIBQ	2/24/25	5	Inside Referral	1, 2, 3, 4, 5-22, 24, 25 40, 41, 42

Number of Positions filled during the Applicable Period: 1
Number of Applicants Interviewed during the Applicable Period:: 5

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APPENDIX 1 (cont.)

Recruitment Sources:

Radio Announcement/Website	Contact	Address	Method Of Contact	# Interviews From Source
1. WTHI/WMGI/WWVR/WIBQ/WBOW/WIBU Station Websites	Steve Hall, Production Dir.	411 S. 22 nd St., Terre Haute, IN 47803	Email	1

Internet Sites

2. LinkedIn	www.linkedin.com			1
3. Glassdoor	www.glassdoor.com			
4. Indeed.com	www.indeed.com			1

Postings

5. WNCY/WIXX/WDKF/ WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54311	caitlin.kazik@mwcradio.com	
6. WGEE/WYDR	Admin. Asst.	1500 N. Casaloma Drive, #301, Appleton, WI 54913	craig.vanabel@mwcradio.com	
7. WHBL/WHBZ/WBPM/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kim.schneider@mwcradio.com	
8. WNWN-AM/WQLR/WKZO-AM/ WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49006	katie.tulin@mwcradio.com	
9. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036		
10. WNWN-FM/WTOU	Office Mgr.	70 W. Michigan Ave., #700, Battle Creek, MI 49017	mandy.stephenson@mwcradio.com	
11. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	bryan.brewer@mwcradio.com	
12. KDAL/KTCO/KDKE KQDS//WDSM/WDUL	Office Mgr.	11 E. Superior, Ste. 380, Duluth, MN 55802	sarah.pugliese@mwcradio.com	
13. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	cheryl.radtke@mwcradio.com	
14. WUSZ/WMFG/WDKF WEVE/WNMT/WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	rollie.dethloff@mwcradio.com	
15. WMGI/WWVR/WIBQ WBOW/WTHI	Office Mgr.	824 3 rd Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
16. WQTZ/WWDK/WLMI/WJXQ	Office Mgr.	2495 Cedar Street, Holt, MI 48842	lexy.skirvin@mwcradio.com	
17. KELO AM-FM/KELQ/KRRO/ KWSN/KTWB/KQSF	Admin. Asst.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
18. KFGO/KOYY/KMJO/ KVOX/KRWK/KNFL	Business Mgr.	1020 S. 25 th Street, Fargo, ND 58103	holly.kolden@mwcradio.com	
19. WJXA/WCJK/WNFN	Admin. Asst.	504 Rosedale, Nashville, TN 37211	brenda.mcarthur@mwcradio.com	
20. WIMZ/WJXB/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Dr, Knoxville, TN 37917	jennifer.terry@mwcradio.com	
21. WIKY/WABX/WSTO/WLYD	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	kearsten.peters@mwcradio.com	
22. WSWT/WXCL/WMBD/WIRL WNGY/WPBG	Business Mgr.	331 Fulton St., 12 th Floor, Peoria, IL 61602	shannon.demanas@mwcradio.com	

WEBSITE

	Website Address
23. AM FM Jobs	http://www.amfmjobs.com
24. Career Page	http://www.careerpage.org
25. Midwest Careers	www.midwestcareers.com
26. Radio Online	www.radioonline.com

EMAIL:

27. WI Broadcasters Assoc.	kyle.geissler@wi-broadcasters.org	
28. MN Broadcasters Assoc.	office.manager@minnesota.broadcasters.com	
29. South Dakota Broadcasters Assoc.	marla@willardandassociates.com	
30. Illinois Broadcasters Asso.c	d.gray@ilba.org	
31. North Dakota Broadcasters Assoc.	bethh@ndba.org	
32. Indiana State University/Career Center	231 North 6 th Walkway, Terre Haute, IN 47809	isu-career-center@indstate.edu
33. Indiana State University	200 North Seventh Street, Terre Haute, IN 47809	isu-marketing@mail.indstate.edu
34. University of Evansville	1800 Lincoln Avenue, Evansville, IN 47722	career@evansville.edu
35. University of Southern Indiana	8600 University Blvd., Evansville, IN 47712	career@usi.edu
36. Murray State University	102 Curris Center, Murray, KY 42071	msu.admissions@murraystate.edu
37. Southern Indiana Career & Tech Center	1901 Lynch Road, Evansville, IN 47711	sictcinfo@evsck12.com
38. Ivy Tech Community College	50 Walnut Street, Lawrenceburg, IN 47025	info@ivytech.edu

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- 39. RAMP
- 40. Indiana Broadcasters Assoc.
- 41. Indiana Career Connect

25876 The Old Road, Valencia, CA 91381

kevin@RAMP247.com
www.indianabroadcasters.org
www.indianacareerconnect.com

- 41. Outside Referral
- 42. Inside Referral

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APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Terre Haute, Indiana

Covering the Period from April 1, 2024 through March 31, 2025

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: We maintain a website, MidwestCareers.com. This site is promoted on our stations and websites encouraging anyone looking for employment to visit our site. All open positions within all of our radio stations are posted to this site. We also encourage organizations who can refer job seekers to us to send us their information.
 - Outreach:** Class Visit
Date: April 9, 2024

Participating Employees: Dave Wisniweski, Sales Manager

Outreach Sponsor: Indiana State University

Description of Activity: Dave was invited to speak to an ISU Sales Management Class. They were given a tour, learned about our various radio stations and about all of the
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jobs available in radio and how those jobs worked together to form a successful operation. They then asked good questions about the different jobs.

Outreach: Career Fair

Date: April 11, 2024

Participating Employees: Party Marty, WTHI Morning Show Announcer

Outreach Sponsor: Terre Town Elementary

Description of Activity: Amy, a teacher at Terre Town asked Party Marty to talk to two groups of 5th graders as part of their annual career fair. At her request, Marty talked about his career, the training necessary to obtain his position and how the skills that they are trying to teach the students play in their future career plans. In addition to his position as an on-air personality, Marty talked about the different job opportunities in radio such as marketing, web designers, tech engineers, sales, admin, etc. His presentation was followed with a Q&A. The students seemed to really enjoy his presentation.

Outreach: Job Shadow

Date: April 18, 2024

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Midwest Communications, Inc.

Description of Activity: Kayli, a sophomore majoring in Marketing Management at Indiana State University contacted Dave regarding a job shadow opportunity required as a part of her class. Dave gave her a tour of the stations; she was able to sit in and contribute to a 'brainstorming' session. She learned about the different jobs in radio in both Terre Haute and Evansville.

Outreach: ISU Elevator Pitch Competition

Date: April 19, 2024
October 4, 2024

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: David, Director, Sales & Negotiation Center, invited Dave to judge 10 to 12 students participating in an Elevator Pitch Competition on each of the

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above dates. After the competition, Dave was able to talk to the students about the various jobs in radio and answer their questions about the background needed to compete for those positions..

Outreach:

Career Days

Date:

May 1, 2024 and May 3, 2024

Participating Employees:

Party Marty, WTHI Announcer

Sponsor of Activity:

Rio Grande Elementary School
Hoosier Prairie Elementary School

Description of Activity:

Hillary and Megan, School Counselors at Rio Grande Elementary School and Hoosier Prairie Elementary School respectively, both located in Terre Haute invited Marty to talk to three 5th grade classes in each school as part of the school's career day. He talked about his job and all the various jobs in radio. This was followed with a Q&A. The kids were very engaged and seemed to enjoy themselves.

Outreach:

IBA Sales Exploration Event

Date:

September 17, 2024

Participating Employees:

Dave Wisniewski, Sales Manager

Outreach Sponsor:

Indiana State University

Description of Activity:

Dave was asked to participate in this Sales Career Exploration Event from 5:30 to 7:30pm. Dave spoke with 15-20 students about his job in radio, his career path and talked about all the various jobs in radio followed with a Q&A.

Outreach:

Career Fair

Date:

September 18, 2024

Participating Employees:

Dave Wisniewski, Sales Manager

Sponsor of Activity:

Indiana State University

Description of Activity:

During this Career Fair held in the Hulman Center on the ISU Campus from 1-4pm, Dave spoke with 18 students about our radio stations in Terre Haute and Evansville and of all the various job opportunities in radio, as well as the needed skills to be successful in these jobs. Resumes collected were distributed appropriately to hiring managers.

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Outreach:	Tour
Date:	October 9, 2024
Participating Employees:	Dave Wisniewski, Sales Manager
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Teri, Vigo County CEO Facilitator, contacted Dave about a group of 16 business students touring our facility and talking with Dave about the marketing that he does so they might gain an understanding of how to get the word out about their business. Dave was able to share with them all of the opportunities available in radio.
Outreach:	Career Fair
Date:	October 14, 2024
Participating Employees:	Tim Huelsing, VP/Market Manager
Sponsor of Activity:	Indiana Broadcasters Assoc.
Description of Activity:	Tim represented both the Terre Haute & Evansville radio markets at this Career Fair held from 1pm to 5pm at the “Bash” Event Center in Carmel, IN. We ran promos on all stations in Terre Haute and Evansville promoting this Career Fair and our participation. Over 80 candidates came to the event and Tim personally met with as many as possible. He collected resumes from those he was able to meet with and distributed those resumes appropriately to the hiring managers. The IBA also provided resumes of all attendees.
Outreach:	Job Shadow
Date:	November 25, 2024
Participating Employees:	Nolan Elpers, Network Administrator
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Tanmay, a graduate of the Illinois Institute of Technology, asked to shadow Nolan. He is seeking an opportunity to work in IT and felt this job shadow would give him good information moving forward. Nolan gave him a tour of our facility. He then helped a few of our employees with some computer issues with Tanmay observing. Nolan then proceeded to setup a new machine for one of his users again with Tanmay observing. They then worked on another machine. Tanmay shadowed Nolan for about 3.5 hours.

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Outreach:	Job Shadow
Date:	November 14, 2024
Participating Employees:	Dave Wisniewski, Sales Manager
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Cassidy, a student at Indiana State University majoring in Management/Business Administration asked to be able to shadow Dave as part of he Business 100 class. She was able to learn about what is involved in Dave's job on a daily basis, his background that got him to his position and where she might want to focus in her studies. He also gave her a tour of the stations and talked about the jobs in radio that work together to make a successful operation.
Outreach:	Tour
Date:	November 15, 2024
Participating Employees:	Party Marty, WTHI Morning Show Personality
Sponsor of Activity:	Midwest Communications, Inc.
Description of Activity:	Elizabeth, a Marketing Professional in Indianapolis, IN asked to meet with Marty to learn how radio fits into various marketing plans. He showed her how commercials are produced and explained the different methods of putting commercials together. He talked about the changes in radio over his years in the business. He also talked about how the various jobs play a part in a successful radio operation.
Outreach:	Career Fair
Date:	February 26, 2025
Participating Employees:	Dave Wisniewski, Sales Manager
Sponsor of Activity:	Indiana State University
Description of Activity:	Dave participated in this All Majors Job & Internship Career Fair held in the Hulman Center from 1-4pm. Dave talked about the various job opportunities available in our Terre Haute and Evansville locations and the skills necessary to be successful in those jobs.
