
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

WTAQ-AM/FM, WIXX-FM, WGEE-FM, WDKF-FM, WYDR-FM, WNCY-FM, WNFL-AM

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 Northeast Wisconsin Employment Unit (“SEU”). This SEU is comprised of the following stations: WTAQ-AM, WIXX-FM and WNFL-AM licensed to Green Bay, Wisconsin, WGEE-FM licensed to New London, Wisconsin, WDKF-FM licensed to Sturgeon Bay, Wisconsin, WYDR-FM and WNCY-FM licensed to Neenah-Menasha, Wisconsin and WTAQ-FM licensed to Glenmore, Wisconsin. This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to August 1, 2025.

The information contained in this Report covers the time period beginning August 1, 2024 to and including July 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. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source was utilized” refer to the number of the full-time job positions listed on Appendix 1.

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. – Northeast Wisconsin
Covering the Period from August 1, 2024 to July 31, 2025

Stations Comprising Station Employment Unit:
WTAQ-AM/FM, WIXX-FM, WGEE-FM, WDKF-FM, WYDR-FM, WNCY-FM, WNFL-AM

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>
Marketing Consultant WIXX-FM	9/30/24	5	Midwest Careers	3, 4, 5, 6, 10-27, 29, 31, 34, 40, 41
Announcer WIXX-FM	10/14/27	7	Google	4, 5, 6, 7, 8, 10-27, 28, 29, 34, 35, 36, 37, 40, 42
Production Director WIXX/WNCY/WTAQ/WDKE WYDR/WDKF/WNFL	2/1/25	4	Inside Referral	4, 5, 6, 7, 8, 10-27, 28, 29, 34, 35, 36, 37, 40
Office Administrator WIXX/WNCY/WTAQ/WDKE WYDR/WDKF/WNFL	5/19/25	6	Inside Referral	4, 5, 6, 10-27, 29, 31, 37, 40
Marketing Consultant WGEE/WTAQ/WYDR/WNFL	6/3/25	7	LinkedIn	3, 4, 5, 6, 10-27, 29, 31, 37, 43

Total Number of Positions Filled During Applicable Period: 5
Total Number of Persons Interviewed During Applicable Period: 29

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APPENDIX 1 (Con't.)

Recruitment Sources:

<u>Radio Announcements</u>	<u>Contact</u>	<u>Address</u>	<u>Method of Contact:</u>	<u># Interviews From Source</u>
1. WIXX/WNCY/WGEE/WYDR WDKF/WNFL/WTQA AM/FM	Troy Rubey	1420 Bellevue Street., Green Bay, WI 54311	tim.francke@mwcradio.com	1

Internet Sites:

2. Radio Ink			radioink.com	
3. LinkedIn	David Frankel	1000 W Maude Ave, Sunnyvale, CA 94085	linkedin.com	2
4. Radio Online		3500 Tripp Avenue, Amarillo, TX 79121-1637	rdioonline.com	
5. Career Page		2333 Wisconsin St. NE Albuquerque NM 87110	careerpage.org	
6. Indeed	Christine Russell	6433 Champion Grandview Way, Austin, TX 78750	indeed.com	7
7. ROSTR		Los Angeles, CA	hqrostr.cc	1
8. RAMP	Kevin Carter		cartermedia@gmail.com	
9. Country Aircheck	Chuck Aly	914 18 th Ave., Nashville, TN 37212	news@countryaircheck.com	

Postings:

10. WNCY/WIXX/WDKF WTQA AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54311	roberta.chevalier@mwcradio.com	
11. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	craig.canabel@mwcradio.com	
12. WHBL/WHBZ/WBFB/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kim.schneider@mwcradio.com	
13. WTOU/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	katie.tulin@mwcradio.com	
14. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
15. WNWN/WFAT	Office Mgr.	25 W. Michigan Avenue, Battle Creek, MI 49017	julie.fleming@mwcradio.com	
16. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	bryan.brewer@mwcradio.com	
17. KDAL/KTCO/KDKE KQDS/WDSM/WDUL	Office Mgr.	11 E. Superior/Ste. 380., Duluth, MN 55811	sarah.pugliese@mwcradio.com	
18. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	cheryl.radtke@mwcradio.com	
19. WUSZ, WMFG-AM, WDKE WEVE, WNMT, WTBX, KQDS	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	rollie.dethloff@mwcradio.com	
20. WMGL/WIBQ/WBOW WTHI/WWVR	Office Mgr.	824 3 rd Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
21. WQTX/WWDK/WLMI/WJXQ	Office Mgr.	2495 Cedar Street, Holt, MI 48842	lexy.skirvin@mwcradio.com	
22. KELO, KELQ, KRRO, KWSN, KTWB, KQSF	Admin. Asst. .	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
23. KFGO, KRWK, KVOX KOYY, KNFL	Business Mgr.	1020 S. 25 th Street, Fargo, ND 58103	holly.kolden@mwcradio.com	
24. WJXA/WCJK, WNFN	Business Mgr.	504 Rosedale Ave. Nashville, TN 37211	brenda.mcarthur@mwcradio.com	
25. WIMZ/WJXB/WDKW/WNFZ	Business Mgr.	1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917	jennifer.terry@mwcradio.com	
26. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Road, Evansville, IN 47720	kearsten.peters@mwcradio.com	
27. WMBD/WSWT/WXCL/WKZF WPBG/WIRL	Business Mgr.	331 Fulton Street, Peoria, IL 61602	shannon.demanis@mwcradio.com	

WEBSITE

	<u>Website Address</u>	
28. MAB Job Bank	http://www.michmab.com	
29. Midwest Careers	www.midwestcareers.com	7
30. Radio Insight	www.radioinsight.com	
31. WI Jobnet	jobnet.wisconsin.gov	2

EMAIL

	<u>E-Mail Address:</u>
32. ILBroadcast Association	dgray@ilba.org
33. ITT Technical School (Green Bay)	mwitte@itt-tech.edu
34. MN Broadcasters Assoc.	tim.hyde@minnesotabroadcasters.com

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35. ND Broadcasters Assoc.	bethh@ndba.org
36. SD Broadcasters Assoc.	marla@willardassociates.com
37. WI Broadcasters Association	kgeissler@wi-broadcasters.org
38. Wisconsin Job Network	in@wisconsinjobnetwork.com
39. Wisconsin Department of Workforce Development	miledor@dwd.state.wi.us

40. Inside Referral	5
41. Outside Referral	2
42. Google	1
43. AI	1

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APPENDIX 2

Annual EEO Public File Report

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

Outreach:	Website Posting www.midwestcareers.com www.wixx.com www.wncy.com www.dukefm.com (WGEE/WDKF) www.wtaq.com www.943jackfm.com (WYDR) www.wnflsports.com
Date:	January 1, 2003 to present
Participating Employees:	Peter Tanz - President
Event Sponsor:	Midwest Communications, Inc.
Description of Activity:	Midwest Communications, Inc. has a general announcement posted on its websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us. Outreach Activity: Student Networking/Seminar
Date:	November 7, 2024
Participating Employees:	Peter Tanz, President
Event Sponsor:	Midwest Communications, Inc./Michigan Assoc. of Broadcasters
Description of Activity:	Midwest Communications, Inc. sponsored and participated in the Gret Lakes Broadcast & Sports Media Academy “Speed Networking” event held as part of this Michigan Assoc. of Broadcasters’ event held at Ford Field in Detroit, MI. Midwest Communications President Peter Tanz met

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one-on-one with students to discuss their post-graduation career objectives and the many career opportunities in broadcasting.

Outreach Activity: **Job/Career Fair – Student Seminar**

Date: February 22, 2025

Participating Employees: Peter Tanz, President
Shelly Lukasik, Director of Sales

Event Sponsor: Wisconsin Broadcasters Association

Description of Activity: Midwest Communications, Inc. participated in the Wisconsin Broadcasters Association Career Fair held as part of the WBA'S 2025 Student Seminar at Lambeau Field in Green Bay, WI. Peter and Shelly met with potential job seekers and students interested in broadcasting careers. This event was extremely well attended with potential employers as well as students and potential applicants.

Outreach Activity: **Tour**

Date: March 24, 2025

Participating Employees: Mike Dubord, Announcer

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Mike gave a tour of our facilities to 32 3rd graders from Father Allouez Catholic School. They toured each of the studios and learned about all the jobs necessary to have a successful broadcast operation. Mike also recorded some of the kids in the production studio. They were able to listen to when they sounded like on tape. The students were very excited about the tour.

Outreach Activity: **Job/Career Fair**

Date: September 11, 2024

Participating Employees: Chris Conley, Operations Manager

Event Sponsor: Wisconsin Broadcasters Assoc.

Description of Activity: Chris represented all of our Wisconsin based radio stations at this Career Fair held from 10am to noon at the Madison Marriott West in Middleton,

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WI. Chris spoke with college students about available positions in our Wisconsin markets. Collected resumes were distributed to the appropriate hiring managers.

Outreach Activity: EEO Session

Date: September 11, 2024

Participating Employees: Chris Conley, Operations Manager

Event Sponsor: Wisconsin Broadcasters Association Foundation

Description of Activity: Chris, representing all of our Wisconsin operations, attended this EEO session entitled "Are you on top of all of your FCC EEO obligations?" was held as part of the fall Broadcasters Clinic at the Madison Marriott West in Middleton, WI. This session was with Attorney David Oxenford and was an important refresher on making sure all of our EEO requirements were handled correctly.

Outreach Activity: Mentoring & Leadership

Date: June 17-19, 2025

Participating Employee: Zak Sutter, Network Administrator, Green Bay/Sheboygan
Neil Raddenbach, Network Administrator, Wausau
Bryce Kastning, Network Administrator, Duluth

Event Sponsor: Wisconsin Broadcasters Assoc./Midwest Communications, Inc.

Description of Event: Midwest sponsored the WBA Duke Wright Media Technology Institute held in LaCross, WI. The Media Technology Institute (MTI) provides education and mentoring opportunities for Broadcast Managers and Technical Professionals. This year's MTI included education sessions on the business of Broadcasting, Audio Processing, Real Time RF Measurements, Transmitter Site Safety, Data Network Configuration, Audio over IP, Studio Connectivity and Network Security.

Outreach Activity: Mentoring & Leadership

Date: April 15-17, 2025

Participating Employee: Jason Hillery, Operations Manager

Event Sponsor: Wisconsin Broadcasters Association

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Description of Event: Jason 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 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 Activity: **Tour**

Date: June 19, 2025

Participating Employee: Dave Bachman, CISO

Event Sponsor: Midwest Communications, Inc.

Description of Event: Dave gave a tour to a group of students from Parkview Middle School, Ashwaubenon, WI. They were given a tour of all the studios and Dave discussed with them all of the jobs that make up a radio station. Students were able to go on the air with WNCY Brand Manager, Dan Stone. The students had a great time learning about radio.
