
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 or on April 1, 2024.

The information requested in this report would cover the period beginning April 1, 2023 and including through 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. – Nashville, Tennessee

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

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

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>
Agency Specialist WJXA/WCJK/WNFN Radio	02/12/24	3	Inside Referral	3, 5-2, 25, 26, 31-36, 38, 39
Announcer WNFN-FM Radio	02/12/24	7	Country Aircheck	5-22, 23, 25, 26, 27, 29, 30, 31-36, 38, 39
Marketing Consultant WJXA/WCJK/WNFN	5/22/23 5/31/23 7/31/23	9	Indeed Indeed Indeed	2, 3, 5-22, 25, 26, 27, 28, 31-36, 38, 39

Total Number of Positions filled during the Applicable Period:	5
Total Number of Persons Interviewed during Applicable Period:	19

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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 Radio/Websites	Charles Miller	504 Rosedale Avenue, Nashville, TN	Email	
<u>Internet Sites</u>				
2. LinkedIn		www.linkedin.com		2
3. Indeed		www.indeed.com		8
4. Glassdoor		www.glassdoor.com		
<u>Postings</u>				
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/WBWM/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	ken.delaney@mwcradio.com	
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/KQDS/KTCO/WDSM/WDUL/KDKE	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/WFMG AM-FM/KMFG/WNMT/WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	rollie.dethloff@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	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/KRWK/KMJO/KVOX/KNFL/KOYY	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	2
20. WIMZ/WJXB/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Dr, Knoxville, TN 37917	jennifer.terry@mwcradio.com	
21. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	kearsten.peters@mwcradio.com	
22. WSWT/WXCL/WMBD/WIRL WNGY/WBBG Radio	Business Mgr.	331 Fulton St., 12 th Floor, Peoria, IL 61602	shannon.demanis@mwcradio.com	
<u>WEBSITE</u>				
23. All Access		www.allaccess.com		1
24. AM FM Jobs		http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi		
25. Career Page		http://www.careerpage.org/members/index.php		
26. Midwest Careers		www.midwestcareers.com		
27. Radio Online		www.radioonline.com		1
28. Dept. of Labor & Workforce Development		jobs4tn.gov		
29. RAMP		cartermedia@gmail.com		
30. Country Aircheck		news@countryaircheck.com		2
31.. Belmont University		app.joinhandshake.com		
32. Lipscomb University		app.joinhandshake.com		
33. Middle TN State University		app.joinhandshake.com		
34. Tennessee State University		app.joinhandshake.com		
35. Trevecca Nazarene University		app.joinhandshake.com		
36. Fisk University		app.joinhandshake.com		
37. Nashville State Community College		careerservices@nsc.edu		
38. TN Assoc. of Broadcasters		tabtn.org/member-login		
39. Referral – Inside (Current Employee)				3

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APPENDIX 2

**Annual EEO Public File Report
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Covering the Period from April 1, 2023 through March 31, 2024**

**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.yall1067.com (WNFN)

 September 1, 2014 to present

Participating Employees: Michael Brody – Vice President/Tennessee Region

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications, Inc. has a general announcement posted
 on available websites encouraging people to apply for open positions.

 2. **Outreach:** Tours

Date: April 18, 2023
 July 27, 2023
 August 3, 2023
 September 11, 2023

Participating Employees: Anna Marie de la Vega, WJXA Announcer
 Karyce Garcia, WJXA Announcer

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Anna Marie and Karyce invited listeners in to see the stations and
 to learn how things work behind the scenes. On April 18, this was a
 group of five individuals (four adults and an 11 year old). On July 27,
 it was a group of six individuals. On August 3, they hosted seven
 individuals and on September 11, 2023, they hosted a group of eight
 individuals (including two high school students). During each of
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these tours, these individuals were able to record clips about their lives and how radio fits into their lives. Anna Marie and Karyce then use these clips on air so the participants are really excited to hear themselves on the air. Those participating also learn that there is much more to making successful radio stations than what they hear on air. Good questions are always asked.

Outreach: Educational Meeting/Interview

Date: April 11, 2023

Participating Employees: Marissa Mattozzi, Director of Marketing and Promotions

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Rebecca, a Middle Tennessee State University student, contacted Marissa regarding a college research paper that required her doing an interview with a professional in the radio business. Rebecca asked various questions about the radio and music industries as a whole and how they worked together. She also asked extensive questions pertaining to Marissa's role specifically as well as the Promotions Department overall. She was also able to tour our Nashville facilities. The meeting was used to provide education, insight and information surrounding the radio industry and the different careers within it.

Outreach: Radio Education

Date: February, 2024

Participating Employees: Trent Pender, Assistant Brand Manager/Announcer
Marissa Mattozzi, Director of Marketing & Promotions

Description of Activity: During the month of February Trent and Marissa visited with various Girl Scout troops in Middle Tennessee to purchase cookies for our Servicemen and women and to also spend time educating the Scouts and their leaders about the radio industry. They answered various questions they had about their respective roles and job duties and further explained the many different departments and job opportunities available in media, especially broadcasting.

Outreach: Tour/Job Shadow

Date: February 23, 2024

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Participating Employees:	Ron Allen, Brand Manager Trent Pender, Assistant Brand Manager/Personality Marissa Mattozzi, Director of Marketing & Promotions
Outreach Sponsor:	Midwest Communications, Inc.
Description of Activity:	96.3 JACK-FM hosted their annual “JACK’s Day Off” in which one listener gets to come in for a day to get a closer look at how a radio station operates. The listener got to select the music, record on-air announcements, help with station content and tour each of the studios as well as all other departments. This year’s participant spent time with Ron Allen, Trent and Marissa to learn about the various departments within the building, the behind-the-scenes duties and execution and ‘play DJ for a day’.
Outreach:	Radio/Broadcast Education
Date:	February 7, 2024
Participating Employees:	Marissa Mattozzi, Director of Marketing & Promotions Trent Pender, Assistant Brand Manager/Personality
Outreach Sponsor:	Middle TN Boy Scouts/Hardee’s (Franklin, TN)
Outreach Description:	This was a JACK-FM remote broadcast at Hardee’s for their annual Boy Scouts food drive. Trent and Marissa spent time with several Boy Scout troops and their troop leaders. During this time, they educated the troops and their troop leaders on the radio broadcast industry as well as the various roles within the Midwest Communications/Nashville building specifically. They took time to answer questions throughout the remote talking about their job duties, involvement in the community and why radio is such an important media outlet.
Outreach:	Station Tour
Date:	September 13, 2023
Participating Employees:	Anna Marie de la Vega, Announcer, WJXA Karyce Garcia, Announcer, WJXA
Outreach Sponsor:	Midwest Communications, Inc.

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Description of Activity: Anna Marie and Karyce invited the local Nolensville 12 year old Little League World Series Team to do interviews on-air and for their podcast. They also gave them a full tour of our stations and how all the departments work together telling them about the various jobs they were able to observe. They also got to hear themselves on-air after they left and were able to share their audio clips from the Real Life podcast page.

Outreach: Station Visit

Date: June 30, 2023

Participating Employees: Eryn Cooper, Y'all 106.7 Radio (WNFN) Announcer

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Chaney, a rising junior at the University of Alabama contacted Eryn to set up a meeting when she was going to be in Nashville the following week. This was on the advice of two of her college professors who were aware of her huge interest in Radio. She wanted to see the new Y'all 106.7 and learn about Eryn's career path. Chaney and Sofia (a media major from a different university) visited on the above date. Eryn gave them a tour of the studio, showed them how to operate the board, answered all of their questions about radio and Eryn's specific path that brought her to Y'all.

Outreach: Career Fair

Date: June 9, 2023

Participating Employees: Dan Tooker, Director of Sales
Oscar Pennell, Marketing Consultant

Outreach Sponsor: City of Murfreesboro, TN

Description of Activity: This Job Fair was held from 9am-1pm at the Murfreesboro Civic Plaza in front of the Murfreesboro City Hall. Approximately 40 employers were in attendance. Dan and Oscar talked with attendees about our current need for sales staff and also about part-time board op positions.
