
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, 2025.

The information requested in this report would cover the period beginning April 1, 2024 and including through 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. – Nashville, Tennessee

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

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>
Promotions Coordinator WJXA/WCJK/WNFN Radio	03/17/25	5	Midwest Careers	1, 2, 3, 4, 5-22, 24, 25, 26, 28, 37, 38, 39 40, 41, 42
Marketing Consultant WJXA/WCJK/WNFN	03/03/25	5	Indeed	2, 3, 4, 5-22, 24, 25, 27, 37
Marketing Consultant WJXA/WCJK/WNFN	11/19/24	5	Inside Referral	2, 3, 4, 5-22, 24, 25, 27, 37, 38
Director Marketing & Promotions WJXA/WCJK/WNFN	10/21/24	6	LinkedIn	2, 3, 4, 5-22, 24, 25, 26, 27, 28, 37, 38
Marketing Consultant WJXA/WCJK/WNFN	08/12/24	6	Indeed	2, 3, 4, 5-22, 24, 27, 37, 38
Announcer WJXA	07/15/24	11	LinkedIn	2, 3, 4, 5-22, 24, 25, 26 28, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46
Local Sales Manager WJXA/WCJK/WNFN	05/06/24	5	Midwest Careers	2, 3, 4, 5-22, 24, 25, 27, 37, 38, 39
Total Number of Positions filled during the Applicable Period:			7	
Total Number of Persons Interviewed during Applicable Period:			43	

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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	1
<u>Internet Sites</u>				
2. LinkedIn		www.linkedin.com		18
3. Indeed		www.indeed.com		5
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/WBFM/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/WMFG 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	
20. WIMZ/WJXB/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Dr, Knoxville, TN 37917	jennifer.terry@mwcradio.com	
21. WIKY/WABX/WSTO/WLWF	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>				
<u>Website Address</u>				
23. AM FM Jobs		http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi		
24. Career Page		http://www.careerpage.org/members/index.php		
25. Midwest Careers		www.midwestcareers.com		4
26. Radio Online		www.radioonline.com		
27. Dept. of Labor & Workforce Development		jobs4tn.gov		
28. RAMP		cartermedia@gmail.com		1
29. Country Aircheck		news@countryaircheck.com		
30. Belmont University		app.joinhandshake.com		
31. Lipscomb University		app.joinhandshake.com		
32. Middle TN State University		app.joinhandshake.com		
33. Tennessee State University		app.joinhandshake.com		
34. Trevecca Nazarene University		app.joinhandshake.com		
35. Fisk University		app.joinhandshake.com		
36. Nashville State Community College		careerservices@nsc.edu		
37. TN Assoc. of Broadcasters		tabtn.org/member-login		
38. WI Broadcasters Assoc.		k.geissler@wi-broadcasters.org		
39. MN Broadcasters Assoc.		tim.hyde@minnesotabroadcasters.com		
40. North Dakota Broadcasters Assoc.		bethh@ndba.org		
41. South Dakota Broadcasters Assoc.		jasper@lancastermanagementgroup.com		
42. IL Broadcasters Assoc.		dlyleiba@gmail.com		

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43. Referral – Inside (Current Employee)	9
44. Referral – Outside	3
45. Radio Insight	1
46. Facebook	1

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APPENDIX 2

**Annual EEO Public File Report
Midwest Communications, Inc. – Nashville, Tennessee
Covering the Period from April 1, 2024 through March 31, 2025**

**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.
 Midwest also has their own employment website, Midwest Careers.
 All openings are posted to this site and the site is promoted on-air and
 on our websites.

2. **Outreach:** Virtual Job Fair
 Date: April 1, 2024

Participating Employees: Jennifer Terry, Business Manager/Tennessee Region

Outreach Sponsor: Tennessee Assoc. of Broadcasters

Description of Activity: This Job Fair was held from April 1st to the 5th. We promoted this
 Virtual Job Fair on all of our radio stations to drive listeners to the job
 fair website. A total of approximately 100 individuals expressing an
 interest in a career in broadcasting. They were able to communicate
 directly with approximately 15 individuals.

 Outreach: Careers on Wheels
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Date:	May 15, 2024
Participating Employees:	Marissa Mattozzi, Director of Marketing and Promotions Taylor Stanford, Announcer, WNFN
Outreach Sponsor:	Rocky Fork Elementary School
Description of Activity:	Marissa and Taylor participated in the Rocky Fork Elementary “Careers on Wheels” event held from 8am to 11am in Smyrna, TN. This event was for 3 rd , 4 th and 5 th grade students. This event was designed to share with the students the various jobs that involve driving/using vehicles to promote their business. They answered various questions about the radio stations, about their careers in radio and the other types of jobs available in radio. They showed the kids how to record things into the microphone, allowing them to hear how they sounded on mic. They also helped them fill out their career cards.
Outreach:	Career Fair
Date:	June 14, 2024
Participating Employees:	Marissa Mattozzi, Director of Marketing & Promotions Emily Ward, Local Sales Manager
Outreach Sponsor:	City of Murfreesboro, TN
Description of Activity:	From 9am to 1pm, Marissa and Emily hosted our booth at the City of Murfreesboro’s Career Fair. They spoke to various job seekers about the current open positions of full-time Sales and part-time Street Team opportunities. They passed out job descriptions for the positions and answered questions about each role, taking the time to educate interested individuals about Midwest as well as each individual station in our Nashville group.
Outreach:	Virtual Career Fair
Date:	September 16, 2024
Participating employees:	Jennifer Terry, Business Manager/Tennessee Region
Outreach Sponsor:	Tennessee Assoc. of Broadcasters
Description of Activity:	This virtual career fair was held from September 16-20, 2024. We promoted our participation in this Career Fair on all of our Nashville stations. Eleven individuals expressed interest in the open position of

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Senior Marketing Consultant in the Nashville market. Resumes were distributed appropriately.

Outreach:

Virtual Job Fair

Date:

January 20, 2025

Participating Employees:

Jennifer Terry, Business Manager/Tennessee Region

Outreach Sponsor:

Tennessee Assoc. of Broadcasters

Description of Activity:

This virtual job fair was held from January 20-24, 2025. We again promoted our participation in this job fair on all of our Nashville stations. Resumes submitted were distributed to the appropriate managers.

Outreach:

Tours

Dates:

January 24, 2025

March 13, 2025

March 18, 2025

Participating Employees:

Ron Allen, Brand Manager

Trent Pender, Asst. Brand Manager/Announcer

Dalton Bates, Production Director

Ty Miller, Production Director

Taylor Stanford, Announcer

Mindy McDowell, Promotions Manager

Kari Stoddard, Promotions Manager

Emily Ward, Local Sales Manager

Sean & Hannah, Morning Show Announcers WJXA

Outreach Sponsor:

Midwest Communications, Inc.

Description of Activity:

Each of these tours involved students and chaperones. January 24th was Brentwood High School, 7 students and 3 chaperones. March 13, 2025 was a group of 13 homeschooled students with 3 chaperones. March 18, 2025, a large group of students and teachers from Ravenwood High School a Transition 2 class. All groups toured each department and talked about what each person does in their position; they were able to tour the studios, record liners and a commercial and hear what they sounded like when recorded. They really enjoyed the studio part of the tour, asked good questions, and spent time talking to the Programming and Production staffs about their jobs.

Outreach:

Tour

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Date: March 18, 2025

Participating Employees: Barbara Bridges, Operations Manager
Joe Breezy, Announcer

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Dianna, Director of Broadcast & Digital at Volunteer State Community College, Gallatin, TN brought a broadcasting class of college students to tour our Nashville property and learn about careers available in broadcasting. Barbara and Joe showed them all aspects of the business including programming, promotions, sales, admin, etc. They answered many good questions and enjoyed this opportunity to inspire and inform the next round of potential radio professionals!
