
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

KDAL-AM/FM, KTCO-FM, KDWZ-FM (formerly KHQG-FM), WDSM-AM, WGEE-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 Duluth, Minnesota Employment Unit (“SEU”). This SEU is comprised of the following stations: KDAL AM/FM and KTCO-FM licensed to Duluth, Minnesota, KHQG-FM, WDSM-AM, WGEE-AM licensed to Superior, 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, 2011.

The information contained in this Report covers the time period beginning August 1, 2010 to and including July 31, 2011 (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. – Duluth, Minnesota

Covering the Period from August 1, 2010 to July 31, 2011

Stations Comprising Station Employment Unit:

KDAL AM/FM, KTCO-FM, KDWZ-FM (formerly KHQG-FM), WDSM-AM, WGEE-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>
Announcer KDWZ-FM	10/11/10	8	All Access	2, 3, 11-21, 22-286, 288
Announcer KDWZ-FM	04/11/2011	5	All Access	2, 3, 10, 11-21, 22-286, 287
Production Director KDAL AM/FM KTCO/KDWZ/ WDSM/WGEE	5/23/2011	5	In-House Posting	2, 3, 11-21, 22-286
General Sales Manager KDWZ-FM	6/6/2011	9	MN Works	4, 8, 11-21, 22-286, 292, 296
Marketing Consultant KTCO-FM KDWZ-FM WDSM-FM	9/13/2010 11/22/2010 1/10/2011	38 " "	Midwest Careers Indeed.com WDSM-AM Radio	1, 4, 8, 9, 18, 21, 22-286, 287, 288, 291, 293
Marketing Consultant KDWZ-FM KDWZ-FM KDWZ-FM KDWZ-FM KDWZ-FM	2/1/2011 2/21/2011 7/18/2011 7/25/2011 7/25/2011	33 " " " "	Outside Referral KTCO-FM Radio Career Builder Indeed.com Career Builder	1, 4, 5, 8, 18, 21, 22-286, 287, 288, 294, 295, 297

Total Number of Positions Filled During Applicable Period: 12
Total Number of Persons Interviewed During Applicable Period: 98

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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. KDAL AM/KDAL-FM/KTCO KDWZ/WDSM/WGEE	Brian Wheeler	715 E Central Entrance, Duluth, MN 55811	brian.wheeler@mwcradio.com	17
<u>Internet Sites:</u>				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	11
3. The Tattler		4517 Minnetonka Blvd., Minneapolis, MN 55416	info@main-st.net	
4. Indeed.com		177 Broad Street, 6 th Floor, Stamford, CT 06901	indeed.com	9
5. CareerBuilder	Leland Short	200 N. LaSalle Street, Chicago, IL 60601	CareerBuilder.com	2
8. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	13
9. JOBSHQ		1-888-783-4180	secure.jobshq.com	2
10. TV & Radio Jobs			tvandradijobs.com	1
<u>Newspapers:</u>				
10. Duluth News-Tribune	Classified	424 W. 1 st Street, Duluth, MN 55802	218-723-5200	
<u>Postings:</u>				
11. WNCY/WROE/WIXX/WRQE				
WTAQ AM-FM/WNFL	Office Mgr.	115 S. Jefferson St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
12. WOZZ	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
13. WHBL/WHBZ/WBFB/WXER	Office Mgr.	2100 Washington Street, Sheboygan, WI 53081	melissa.basler@mwcradio.com	
14. WNWN-AM/WQLR	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.burrow@mwcradio.com	
WKZO AM-FM/WVFM	"	"	"	
15. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	pat.thomas@mwcradio.com	
16. WNWN-FM	Office Mgr.	25 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
17. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
18. KDAL AM-FM/KTCO/ KHQG/WDSM/WGEE	Office Mgr.	715 E Central Entrance, Duluth, MN 55811	karen.strom@mwcradio.com	1
19. WIFC/WDEZ/WSAU/ WOFM/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	shelley.kafka@mwcradio.com	
20. WSAU-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicia.mielke@mwcradio.com	
21. WUSZ/WMFG-AM & FM KMFG, WNMT, WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	linda.salo@mwcradio.com	

EEO List: 22 through 286 Receive Information on ALL Open Positions

FAX

	<u>Address:</u>	<u>Fax #:</u>
22. Milwaukee Urban League	435 West North Avenue, Milwaukee, WI	414-374-1995
23. LaCrosse Area Hmong Association		608-781-5011
24. Job Corps Local Office	903 Grand Ave., #C-2, Rothschild, WI	715-359-7040
25. Blackwell Job Corps – Laona, WI	4203 County Highway H, Laona, WI	715-674-7640
26. Equal Opp. Comm. (Milwaukee)	310 West WI Avenue, Milwaukee, WI	414-297-4133
27. Eau Claire Area Hmong Association	423 Wisconsin Street, Eau Claire, WI 54703	715-832-0612

MAIL

	<u>Contact:</u>	<u>Mailing Address:</u>
28. American Indian Issues Advisor		PO Box 7863, Madison, WI 53707
29. Black Women's League		5026 Odana Rd, Madison, WI 53711
30. Marathon County Jail	Rhonda Zastrow	500 Forest Street, Wausau, WI 54403
31. United Asian Community Center		401 9th Street, Green Bay, WI 54304
32. WI Organization of Asian Americans		2830 Stevens St, Madison, WI 53705

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of Interviews
From Source

WI JOBS FOR WI GRADS

School:

151. UW Eau Claire
152. UW Green Bay
153. UW LaCrosse
154. UW Madison
155. UW Milwaukee
156. UW Oshkosh
157. UW Parkside
158. UW Platteville
159. UW River Falls
160. UW Stevens Point
161. UW Whitewater

Website Address:

<http://www.myconsortium.com/wisconsin/employer/home.aspx>
<http://www.myconsortium.com/wisconsin/employer/home.aspx>
<http://www.myconsortium.com/wisconsin/employer/home.aspx>
<http://www.myconsortium.com/wisconsin/employer/home.aspx>
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MAIL (MBA distributes to the following sources)

162. Ability Building Ctr.	Wallace Bigelow	PO Box 6938 / 1911 14th St NW, Rochester, MN 55903
163. Access		403 Ctr. Ave #512, Moorhead, MN 56560
164. Access Ability	Steven Ditschler	360 Hoover St NE, Minneapolis, MN 55413
165. Adult Client Training Service	Karen Borden	802 E Fairview Ave., Olivia, MN 56277
166. Adult Training & Habilitation Ctr.	Stephen Wilson	PO Box 600, Winsted, MN 55395
167. Alliance of the Streets	Herb Frey	2211 Clinton Ave., Minneapolis, MN 55404
168. American Council of the Blind of MN		120 S 6th St #1005, Minneapolis, MN 55402
169. American Indian OIC, Inc.	Lee Antell	1845 E Franklin Ave., Minneapolis, MN 55404
170. Amputee Resource Foundation of American (ARFA)	Al Pike	2324 Wildwood Trail, Minnetonka, MN 55305
171. Auto Tech., Inc.	Tia Henry-Johnson	1504 N Innsbruck Dr., Fridley, MN 55432
172. Building for Women		32 E 1st St., Duluth, MN 55802
173. Cambodian-American Assoc. of MN	Yanath Chhith	17400 Kildare Way, Eden Prairie, MN 55347
174. Career Ctr. MCTC	Lucy Kennedy	1501 Hennepin Ave., Minneapolis, MN 55403
175. Carver Cty. Workforce Ctr.	Mary Rudulf	602 E 4th Street, Chaska, MN 55318
176. Cecil Newman Resource Ctr.		703 Emerson Ave N., Minneapolis, MN 55411
177. Cedar Valley Service Inc	James Mueller	2111 4th St NW, Austin, MN 55912
178. Cedar Valley Service Inc. Alpha Program	James Mueller	1839 SE Broadway Ave., Albert Lea, MN 56007
179. Central MN Jobs & Training Services	Diane Publitz	106 Pine Street, Monticello, MN 55362
180. Chicanos Latinos Employment Opportunities	Lu Lopez	1575 Ames Ave., St. Paul, MN 55106
181. Chippewa Enterprises Inc.	Terry Nielsen	PO Box 348, Montevideo, MN 56265
182. Choice Unlimited	Simeona Nygren	5 N 19th Ave E., Duluth, MN 55812
183. Clay Cty. Supportive Training Service		403 Ctr. Ave #512, Moorhead, MN 56560
184. Community Employment Partnership	Jean Hammink	2324 University Ave W #105, St. Paul, MN 55114
185. Confederation of Somali Comm. of MN		2529 13th Ave S., Minneapolis, MN 55404
186. CSD of MN	Anna Virmig	2055 Rice St., St. Paul, MN 55113
187. Ctr. for Employment & Training	Michael Kartes	494 Sibley St., St. Paul, MN 55101
188. CWDC Industries, Inc.	Peter Lavalier	1500 18th St S., Virginia, MN 55792
189. Earthstar Project, Inc.	Kwiesi Jahi	579 Wells St., St. Paul, MN 55101
190. East Metro OIC	Inga Straumanis	334 Chester St., St. Paul, MN 55107
191. East Polk Cty. DAC	Wayne Holt	PO Box 178 / 326 Mark Ave N., Fosston, MN 56542
192. East Range DAC	Dale Gilbertson	800 A Ave., Eveleth, MN 55734
193. Employee Help Systems	Career Services	750 E 34th St., Hibbing, MN 55746
194. Employment Enterprises, Inc.	Bryon Quinn	PO Box 303 / 307 NW 9th Ave., Little Falls, MN 56345
195. Equality-Pathways to Potential	Greg Hani	5535 Lake Sarah Heights Dr., Loretto, MN 55357
196. Ethiopians in MN, Inc.	Bezabeh Assefa	1821 University Ave W #321, St. Paul, MN 55104
197. Federation of Somali Community	Saeed Fahia	420 15th Ave S., Minneapolis, MN 55454
198. Fon du Lac OIC	Rachelle King	1720 Big Lake Rd., Cloquet, MN 55720
199. Goodwill Industries Vocational Enterprises	Douglas Weber	700 Garfield Ave., Duluth, MN 55802
200. Goodwill/Easter Seals		553 Fairview Ave N., St. Paul, MN 55104
201. Grant Cty. DAC, Inc.	Todd Nelson	PO Box 166, Hoffman, MN 56339
202. Green Thumb	Paul Anderson	PO Box 310, Wadena, MN 56482
203. Hired	Jane Samargia	1200 Plymouth Ave N., Minneapolis, MN 55411
204. Hmong MN Pacific Assoc. (HMPA)	Eng Herr	925 Payne Ave #B St. Paul, MN 55101
205. Houston Cty. Networks	Beth Iseminger	PO Box 408, Caledonia, MN 55921
206. Indian Family Services, Inc.	Magi Spears	1505 Park Ave., Minneapolis, MN 55404
207. Industries, Inc.	Julie Rivard	500 Walnut St. S., Mora, MN 55051
208. Inroads/MNPLS-St. Paul, Inc.	Melvin Collins	2550 University Ave W #435, St. Paul, MN 55114
209. Institute for Minority Dvlpmnt., Inc.		619 S 10th St., Minneapolis, MN 55404

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of Interviews
From Source

210. Intercultural Mutual Assistance Assoc.	Ron Buzard	300 11th Ave NW, Rochester, MN 55901
211. International Self Reliance Agency for Women		1428 Washington Ave S #202 Minneapolis, MN 55454
212. Itasca Dvlpmt. Achvmt. Ctr.	Mary Rittmiller	PO Box 20 Grand Rapids, MN 55744
213. Job Training Ctr.	April Sutor	300 11th Ave NW #114 Rochester, MN 55901
214. Jobs in Transition Support Group	Donald Sayner	584 Sherwood Rd St. Paul, MN 55126
215. Jobs Now Coalition	Kris Jacobs	400 Selby Ave #Q St. Paul, MN 55102
216. Jobs Plus, Inc.	Roberta Walker	200 16th Ave SE Waseca, MN 56093
217. Kandi Works DAC, Inc.	Debra Terwisscha	PO Box 119 Atwater, MN 56209
218. KAPOSIA, Inc.	Jacqueline Mlynarczyk	380 E Lafayette Freeway S #212 St. Paul, MN 55107
219. Korean Service Ctr.	YoonJu Park	620 Cedar Ave S Minneapolis, MN 55454
220. Lao Assistance Ctr. of MN		503 Irving Ave N #100A Minneapolis, MN 55405
221. Lao Family Community of MN	Ying Vang	320 University Ave W St. Paul, MN 55103
222. Lifetrack Resources, Inc.	John Mohr	709 University Ave W St. Paul, MN 55104
223. Life-Work Planning Ctr.	Susan Bruss	201 N Broad St #100 Mankato, MN 56001
224. Mahnomen Cty. DAC	Joanne Fatz	123 N Railway St Mahnomen, MN 56557
225. Mankato Rehabilitation Ctr. (MRCI)	William Bickett	15 Map Dr Mankato, MN 56001
226. MDI Commercial Services	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
227. Merrick Companies	Kevin Martineau	1636 Gervais Ave #14 Maplewood, MN 55109
228. Metro Work Ctr., Inc.	Dianna Krogstad	2730 E 31st St Minneapolis, MN 55406
229. Minneapolis American Indian Ctr.	Frances Fairbanks	1530 E Franklin Ave Minneapolis, MN 55404
230. MN AFL-CIO		175 Aurora Ave St. Paul, MN 55103
231. MN Assoc. of Comm. Rehab. Org. (MACRO)		500 Walnut St. S Mora, MN 55051
232. MN Cooperation Office for Small Business & Job Creation	Theodore Johnson	5001 W 80th St #825 Minneapolis, MN 55437
233. MN Diversified Industries	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
234. MN OIC State Council	Benjamin Wright	390 N Robert St #125 St. Paul, MN 55101
235. MN Teamsters Service Bureau	Jean Dunn	2829 University Ave SE #720 Minneapolis, MN 55414
236. MN Vocational Association	Marlys Bucher	1500 Hwy 36 W St. Paul, MN 55113
237. MN Workforce Rehabilitation Ctr.	Jay Hancock	14551 Ct Rd 11 #140 Burnsville, MN 55337
238. National Federation of the Blind of MN	Joyce Scanlan	100 E 22nd St Minneapolis, MN 55404
239. NE MN Office of Job Training	Career Placement	3920 13th Ave E Hibbing, MN 55746
240. New Directions/Otter Tail-Wadena CAC	Pat Fredley	PO Box L New York Mills, MN 56567
241. North Central Career Dvlpmt. Ctr.	Kenneth McFayden	516 Mission House Ln. New Brighton, MN 55112
242. Northwest Indian OIC, Inc.	Holly Smith	1819 Bemidji Ave Bemidji, MN 56601
243. Occupational Dvlpmt. Ctr.	Peter Lavalier	PO Box 730 / Hwy 32 South Thief River Falls, MN 56701
244. Opportunity Partners	Jon Thompason	5500 Opportunity Court Minnetonka, MN 55343
245. Opportunity Services, Inc.	Nancy Gurney	1618 W 3rd St Red Wing, MN 55066
246. Owobopte, Inc.	Louis Besser	3195 Neil Armstrong Blvd St. Paul, MN 55121
247. Pine Habilitation & Supported Emp. (PHASE)	Jeannette Kester	PO Box 126 Sandstone, MN 55072
248. Pipestone Day Care Ctr.	Marge Christensen	Highways 23 & 30 Pipestone, MN 56164
249. Project SOAR of Northeastern MN, Inc.		205 W 2nd #101 Duluth, MN 55802
250. Quality Career Services, Inc.	Virginia Barkheimer	640 N Prior #212 St. Paul, MN 55104
251. Ramsey Action Programs, Inc.	Dale Anderson	450 Syndicate St N #300 St. Paul, MN 55104
252. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
253. Rock Cty. Dvlpmt. Achvmt. Ctr.	Dorothy Cronin	807 W Main Luverne, MN 56156
254. Rural MN CEP	Larry Buboltz	PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
255. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Andy Toft	5100 Gamble Dr #365 Minneapolis, MN 55416
256. S Central Workforce Council, Inc.		PO Box 3327 / 410 Jackson St Mankato, MN 56001
257. SE MN Private Industry Council	Randy Johnson	300 11th Ave NW #110 / Job Training Ctr. Rochester, MN 55901
258. Service Enterprises, Inc.	Ruth Rusche	PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
259. Somalian Women Association	Amal Yusef	2910 E Franklin Ave #1907 Minneapolis, MN 55406
260. Southwest MN Private Industry Council, Inc.	Juanita Lauritsen	607 W Main St Marshall, MN 56258
261. Southwest MN Private Industry Council, Inc.		129 W Nichols Montevideo, MN 56265
262. Stillwater Systems, Inc.	Larry Hovseth	7525 4th Ave Circle Pines, MN 55014
263. Sudanese American Comm. Dvlpmt. Corp.	Ray Dong	4220 Central Ave NE Minneapolis, MN 55421
264. Summit Academy OIC	Louis King II	935 Olson Memorial Hwy Minneapolis, MN 55405
265. Todd Cty. Dvlpmt. Achvmt. Ctr.		PO Box 206 / 551 W Sixth St Browerville, MN 56438
266. Transition of the Twin Cities	Daniel Sloan	1230 Balsam Trail E Eagan, MN 55123
267. TSE, Inc.	Phil Saari	2027 Rice St Roseville, MN 55113
268. Twin City Area Labor Mgmt. Council	Carol Thomalla	321 19th Ave S Minneapolis, MN 55455
269. United Cambodian Assoc. of MN (USCAM)	Darina Siv	1101 Snelling Ave N St. Paul, MN 55108
270. Upper Midwest American Indian Ctr.	Gertrude Buckanaga	1035 W Broadway Ave Minneapolis, MN 55411

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			# of Interviews From Source
271. Veterans Incentive Project	John Fields	984 St. Paul Ave St. Paul, MN 55116	
272. Vietnamese MN Assoc.	John Tranberg	1030 University Ave #160C St. Paul, MN 55104	
273. Vision Loss Resources	Steven Fischer	1936 Lyndale Ave S Minneapolis, MN 55403	
274. WACOSA	Kris Pflepsen	PO Box 757 Waite Park, MN 56387	
275. Wadena Cty. Dvlpmt. Achvmt. Ctr.	Charlies Oakes	PO Box 235 / Hwy 71 S Sabeka, MN 56477	
276. West Central Industries, Inc.	Charlie Oakes	PO Box 813 / 1300 22nd St SW Willmar, MN 56201	
277. West Nicollet & Brown Counties DAC		PO Box 668 / 2100 N Broadway New Ulm, MN 56073	
278. Winona Cty. Dvlpmt. Achvmt. Ctr.	Mary Hewett	1721 W Service Dr Winona, MN 55987	
279. Winona ORC Industries	Bill Harris	1053 E Mark St Winona, MN 55987	
280. Women in the Trades		550 Rice St St. Paul, MN 55103	
281. Women In Transition	Lonna Szczesny	6715 Minnetonka Blvd #212 St Louis Park, MN 55426	
282. Womens Assoc. of Hmong & Lao, Inc.	Naly Yang	506 Kenny Rd St. Paul, MN 55101	
283. Women's Enrichment Ctr.	Judith Miller	2974 David Circle St. Paul, MN 55117	
284. Women's Resource Ctr. of Steele Cty.	Shelly Rockman	1401 E 2nd St #A Duluth, MN 55805	
285. Work with Dignity	George Brady	3207 37th Ave S Minneapolis, MN 55406	
286. Working Opportunities for Women	Marcie Brooke	1295 Bandana Blvd N #110 St. Paul, MN 55108	
287. Referral/Current Employee	---		3
288. Referral/Outside of Company	---		3
289. Call-In	---		
290. Walk-in			
291. Word of Mouth			1
292. Team Greenlight (?)			1
293. CSS Job Search	Emprove Performance	20126 Bellinger Way NE #71, Seattle, WA 98155	1
294. RSU Career Services	Rogers State University	1701 W. Will Rogers Blvd., Claremore, OK 74017	1
295. Networking			1
296. ? Applicant couldn't remember			2
297. Open Radio Positions MN/WI (?)			1

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APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2010 through July 31, 2011

Stations Comprising Station Employment Unit:

KDAL-AM/FM, KTCO-FM, KDWZ-FM (formerly KHQG-FM), WDSM-AM, WGEE-AM

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

1. Outreach: Website Posting
www.midwestcareers.com www.kdal610.com
www.mykdwz.com www.ktco.fm www.96rockon.com
www.wdsm710.com

Date: January 1, 2003 to present

Participating Employees: Susan Nash, Market Manager

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.
 2. Outreach: Job/Career Fair

Date: January 26, 2011
Participating Employees: Billie Mielke, Human Resources Asst., Midwest Communications, Inc.
Brett Lucht, Market Manager, Central WI Radio Properties

Event Sponsor: Wisconsin Broadcasters Association at Monona Terrace Convention Center, Madison, WI
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Description of Activity: Ms. Mielke and Mr. Lucht attended this Job Fair representing our WI Radio Properties from 9am-11am. Approximately 75-100 attendees were present and we spoke to approximately 45 attendees and collected 35 resumes. Resumes were passed along to the appropriate managers. Ms. Mielke and Mr. Lucht recruited for open Marketing Consultant positions in Green Bay, Appleton, Sheboygan and Duluth. All attendees were directed to our career website, www.midwestcareers.com.

Upon completion of the job fair, Ms. Mielke and Mr. Lucht attended the WBA/EEO Session entitled "Voiding Discrimination in Employment Terminations". The speaker was Wade Harrison of the Godfrey Kahn law firm.

Outreach: Job/Career Fair

Date: June 22, 2011

Participating Employees: Billie Mielke, Human Resources Assistant, Midwest Communications, Inc.

Event Sponsor: Wisconsin Broadcasters Assoc. at Grand Geneva Resort in Lake Geneva, WI.

Description of Activity: Ms. Mielke represented all Wisconsin licensed radio stations at this 2 hour Job Fair held from 2-4PM. Approximately 50-65 attendees were present. Ms. Mielke spoke to about 30 attendees and collected 10 resumes. Resumes were passed along to the appropriate managers. Ms. Mielke recruited for open Marketing consultant positions in Wausau, Sheboygan and Duluth as well as for an open Brand Manager position and Digital Media Developer position. All attendees were encouraged to monitor the Midwest Communications, Inc. career site, www.midwestcareers.com.

Upon completion of the Fair, Ms. Mielke attended an EEO session also sponsored by the WBA titled "Compliance with the FCC's EEO Nondiscrimination and Outreach Regulations – Part 4" again presented by the Godfrey Kahn law firm.

Outreach: Job Fair

Date: November 17, 2010

Participating Employees: Susan Nash, Market Manager/General Sales Manager

Event Sponsor: Lake Superior College

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Description of Activity: This job fair was held from 10am-1pm in the Lake Superior Concourse. Ms. Nash represented our Duluth/Superior radio stations. Ms. Nash spoke with students and alumni about marketing careers and other career opportunities in radio in general.

3. Outreach: Internships

Date: On-Going

Participating Employees: Susan Nash, Market Manager/General Sales Manager
Mark Fleischer, Operations Manager
Justin Davis, Brand Manager, KTCO
John Warren, Brand Manager, WDSM

Event Sponsor: Midwest Communications, Inc.

Description of Activity: These stations have an active internship program. Students from area colleges participated in this program through August, 2010. The students were judged on attendance, interaction with fellow employees, willingness to learn, imagination, resourcefulness, cooperation, etc. Students shadowed and participated with staff in the areas of programming, news, event planning and execution, data entry, etc. Each student's internship was geared to their field of interest which included marketing, promotions, on-air, and news.

4. Outreach: Tour

Date: December 3, 2010

Participating Employees: Cameron Matthews, Announcer

Description of Activity: Boy Scout Troop 7 toured the six radio stations as part of their communications merit badge. They toured the studios and production room and learned about what announcers do, how the studios work and what is involved in production.

Outreach: Tour

Date: May 18, 2011

Participating Employees: Justin Davis, Brand Manager, KTCO
Brandon Lakes, Announcer, KDWZ

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Description of Activity: A class of thirty high school students from Maple-Northwestern High School Sales & Marketing Class toured our broadcast center. The radio process from sales to traffic to programming was discussed. They then toured the studios and were given a brief description of each station's target demo, etc. followed by a question and answer period.