

# Appendix 1

## Annual EEO Public File Report

Period Covered: August 1, 2022 to July 31, 2023

Stations Comprising Employment Unit:

WJMC-AM  
WJMC-FM  
WAQE-AM  
WAQE-FM  
WKFX-FM

Section 1: Vacancy Information

During this specific time period, there were no full-time staff available through either replacement or additions to the current staff and so no interviews were conducted.

Section 2: Recruitment Source Information - none needed

# Appendix 2

## Annual EEO Public File Report

Stations Comprising Employment Unit:

WJMC-AM, WJMC-FM, WAQE-AM, WAQE-FM, WKFX-FM

### Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

TKC, Inc., licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Attended Job Fairs conducted by Wisconsin Indianhead Technical College in Rice Lake, WI and UW-Barron County in March, 2023. While at these Job Fairs, Tom Koser, President & General Manager at TKC, Inc. was available to discuss with potential graduates the careers available in radio broadcasting.
2. Tom Koser, President & General Manager, has delivered several speeches at Rice Lake area service clubs and High Schools on careers in radio broadcasting. Speeches have been delivered to the Rice Lake Golden K Club in July, 2023, the Barron Kiwanis Club in October, 2022 and Rice Lake High School in February, 2023.
3. Attended Job Fair at the Wisconsin Association of Broadcasters Winter Conference in January, 2023 held in Madison, WI. At this event, Tom Koser, President at TKC, Inc. provided to students and interested parties from across the state of Wisconsin information about careers in broadcasting and with TKC, Inc.
3. Conducted several tours of the TKC, Inc. radio studios for area Cub Scouts, Boy Scouts and students. During these tours, TKC, Inc. personnel discussed the many career opportunities available in broadcasting with these persons.
4. An additional contribution was made by TKC, Inc. to the Wisconsin Association of Broadcasters Foundation for the purpose of providing scholarships to interested college students in the area of broadcasting. In addition, Tom Koser served on the committee to judge the applications submitted by prospective recipients of this scholarship.

