
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-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 Duluth, Minnesota Employment Unit (“SEU”). This SEU is comprised of the following stations: KDAL AM/FM, KTCO-FM and KQDS-FM (as of December 31, 2016) licensed to Duluth, Minnesota, KDKE-FM, and WDSM-AM, WDUL-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, 2022.

The information contained in this Report covers the time period beginning August 1, 2021 to and including July 31, 2022 (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, 2021 to July 31, 2022

Stations Comprising Station Employment Unit:

KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-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> |
|--|------------|----------------------------|-----------------------------------|---|
| Marketing Consultant KDAL/KTCO/KQDS/KDKE WDSM/WDUL | 9/13//21 | 7 | Indeed | 1, 5, 6, 7, 8, 10-27, 30, 32, 37, 41-202 |
| Marketing Consultant KTCO/KDAL/KDKE/KQDS WDSM/WDUL | 2/07/22 | 6 | Inside Referral | 5, 6, 7, 8, 10-27, 30, 32, 37, 41-202, 203 |

Total Number of Positions Filled During Applicable Period: 2
Total Number of Persons Interviewed During Applicable Period: 13

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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/KQDS/KTCO KDKE/WDSM/WDUL | Sarah Pugliese | 11 E Superior Street, Duluth, MN 55802 | sarah.pugliese@mwcradio.com | 2 |
| <u>Internet Sites:</u> | | | | |
| 2. All Access | 18955 Pacific Coast Hwy., Malibu, CA 90265 | | info@allaccess.com | |
| 3. Radio Online | 3500 Tripp Avenue, Amarillo, TX 79121 | | www.radio-online.com | |
| 4. AM/FM Jobs | P.O. Box 4116, Oceanside, CA 92052 | | amfmjobs.com | |
| 5. LinkedIn | Sunnyvale, CA | | linkedin.com | 1 |
| 6. Indeed | PO Box 660367, Dallas TX 75266 | | indeed.com | 9 |
| 7. Glassdoor | 100 Shoreline Hwy. Mill Valley, CA | | glassdoor.com | |
| 8. Career Page | | | careerpage.org | |
| 9. Country Aircheck | 914 18 th Avenue, South, Nashville, TN 37212 | | countryaircheck.com | |

Postings:

| | | | | |
|---|---------------|--|--|--|
| 10. WNCY/WIXX/WDKF/ WTAQ AM-FM/WNFL | Office Mgr. | 1420 Bellevue St., Green Bay, WI 54311 | linda.noonan@mwcradio.com | |
| 11. WGEE/WYDR | Admin. Asst. | 1500 N. Casaloma Drive, #301, Appleton, WI 54913 | craig.vanabel@mwcradio.com | |
| 12. WHBL/WHBZ/WBFB/WXER | Admin. Asst. | 2100 Washington Ave., Sheboygan, WI 53081 | kim.schneider@mwcradio.com | |
| 13. WTOU-AM/WQLR/WKZO-AM/ WZOX-FM/WVFM | Office Mgr. | 4200 West Main Street., Kalamazoo, MI 49006 | katie.tulin@mwcradio.com | |
| 14. WTVB | Office Mgr. | 182 N. Angola Road, Coldwater, MI 49036 | ken.delaney@mwcradio.com | |
| 15. WNWN-FM/WFAT | Office Mgr. | 70 W. Michigan Ave., #700, Battle Creek, MI 49017 | jay.morris@mwcradio.com | |
| 16. WHTC-AM/WYVN-FM | Office Mgr. | 87 Central Avenue, Holland, MI 49423 | patty.vandenberg@mwcradio.com | |
| 17. KDAL/KTCO/KDKE KQDS//WDSM/WDUL | Office Mgr. | 11 E. Superior, Ste. 380, Duluth, MN 55802 | 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/WDKE WEVE/WNMT/WTBX | Admin. Asst. | 807 West 37 th St., Hibbing, MN 55746 | mark.cheney@mwcradio.com | |
| 20. WMGI/WWVR/WIBQ WBOW/WTHI | 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 AM-FM/KELQ/KRRO/ KWSN/KTWB/KQSF | Admin. Asst. | 500 S. Phillips Ave., Sioux Falls, SD 57104 | rachel.sundem@mwcradio.com | |
| 23. KFGO/KOYY/KMJO/ KVOX/KRWK/KNFL | Business Mgr. | 1020 S. 25 th Street, Fargo, ND 58103 | dan.cash@mwcradio.com | |
| 24. WJXA/WCJW/WNFN | Admin. Asst. | 504 Rosedale, Nashville, TN 37211 | tracie.vaughn@mwcradio.com | |
| 25. WIMZ/WJXB/WDKW | Business Mgr. | 1100 Sharps Ridge Memorial Dr, Knoxville, TN 37917 | jennifer.terry@mwcradio.com | |
| 26. WIKY/WABX/WSTO/WLYD | Business Mgr. | 1162 Mt. Auburn Dr., Evansville, IN 47720 | christie.york@mwcradio.com | |
| 27. WSWT/WXCL/WMBD/WIRL WNGY/WPBG | Business Mgr. | 331 Fulton St., 12 th Floor, Peoria, IL 61602 | shannon.demanis@mwcradio.com | |

WEBSITE

| | <u>Website Address</u> |
|---------------------|---|
| 28. Career Network | http://www.career-network.com |
| 29. MAB Job Bank | http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationsubmit.html |
| 30. Midwest Careers | www.midwestcareers.com |
| 31. MN UW System | http://www.myconsortium.com/mcucsa/employer/ |
| 32. MN Job Bank | http://employer.mnworks.org/emli.cfm |

EMAIL

| | <u>E-Mail Address:</u> |
|--------------------------------------|--|
| 33. Duluth Business Univ. | wendy@dbumn.edu |
| 34. Fond du Lac Tribal Comm. College | donnai@fdltcc.edu |
| 35. Univ of MN--Duluth | glen@d.umn.edu |
| 36. WI Broadcasters Association | kgeissler@wi-broadcasters.org |
| 37. MN Broadcasters Association | tim.hyde@minnesotabroadcasters.com |
| 38. IL Broadcasters Association | dgray@ilba.org |
| 39. ND Broadcasters Association | bethh@ndba.org |
| 40. SD Broadcasters Association | marla@willardandassociates.com |

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MAIL (MBA distributes to the following sources)

| | | |
|---|-------------------|---|
| 41. Ability Building Ctr. | Wallace Bigelow | PO Box 6938 / 1911 14th St NW, Rochester, MN 55903 |
| 42. Academy College | | Minneapolis, MN |
| 43. Access | | 403 Ctr. Ave #512, Moorhead, MN 56560 |
| 44. Access Ability | Steven Ditschler | 360 Hoover St NE, Minneapolis, MN 55413 |
| 45. Adult Client Training Service | Karen Borden | 802 E Fairview Ave., Olivia, MN 56277 |
| 46. Adult Training & Habilitation Ctr. | Stephen Wilson | PO Box 600, Winsted, MN 55395 |
| 47. Alexandria Technical College | | Alexandria, MN |
| 48. Alliance of the Streets | Herb Frey | 2211 Clinton Ave., Minneapolis, MN 55404 |
| 49. Alto Consulting & Training | | 7210 Metro Blvd., Minneapolis, MN |
| 50. American Council of the Blind of MN | | 120 S 6th St #1005, Minneapolis, MN 55402 |
| 51. American Indian OIC, Inc. | Lee Antell | 1845 E Franklin Ave., Minneapolis, MN 55404 |
| 52. Amputee Resource Foundation of American (ARFA) | Al Pike | 2324 Wildwood Trail, Minnetonka, MN 55305 |
| 53. Anoka Ramsey Community College | | Cambridge, MN |
| 54. Anoka Ramsey Community College | | Coon Rapids, MN |
| 55. Anoka Technical College | | Anoka, MN |
| 56. Argosy University | | St. Paul/Minneapolis, MN |
| 57. Augsburg College | | Minneapolis, MN |
| 58. Auto Tech., Inc. | Tia Henry-Johnson | 1504 N Innsbruck Dr., Fridley, MN 55432 |
| 59. Bemidji State University | | Bemidji, MN |
| 60. Benilde-St. Margaret's School | | Minneapolis, MN |
| 61. Bethany Lutheran College | | Mankato, MN |
| 62. Bethel College | | 3900 Bethel Drive, St. Paul, MN |
| 63. Brainco/Mpls. School of Advertising, Design & Interactive Studies | | Minneapolis, MN |
| 64. Building for Women | | 32 E 1st St., Duluth, MN 55802 |
| 65. Carver Cty. Workforce Ctr. | Mary Rudolf | 602 E 4th Street, Chaska, MN 55318 |
| 66. Cedar Valley Service Inc | James Mueller | 2111 4th St NW, Austin, MN 55912 |
| 67. Cedar Valley Service Inc. Alpha Program | James Mueller | 1839 SE Broadway Ave., Albert Lea, MN 56007 |
| 68. Central MN Jobs & Training Services | Diane Publitz | 106 Pine Street. Monticello, MN 55362 |
| 69. Chippewa Enterprises Inc. | Terry Nielsen | PO Box 348, Montevideo, MN 56265 |
| 70. Choice Unlimited | Simeona Nygren | 5 N 19th Ave E., Duluth, MN 55812 |
| 71. Clay Cty. Supportive Training Service | | 403 Ctr. Ave #512, Moorhead, MN 56560 |
| 72. College of St. Benedict | | 37 S. College Avenue, St. Joseph, MN |
| 73. St. Catherine University | | St. Paul, MN |
| 74. Concordia College | | Moorhead, MN |
| 75. Concordia University | | St. Paul, MN |
| 76. Crossroads College | | Rochester, MN |
| 77. Crown College | | Minneapolis, MN |
| 78. Dakota County Technical College | | 3140 Neil Armstrong Blvd., Eagan, MN |
| 79. Dunwoody College of Technology | | 818 Dunwoody Blvd., Minneapolis, MN |
| 80. East Polk Cty. DAC | Wayne Holt | PO Box 178 / 326 Mark Ave N., Fosston, MN 56542 |
| 81. East Range DAC | Dale Gilbertson | 800 A Ave., Eveleth, MN 55734 |
| 82. Equality-Pathways to Potential | Greg Hani | 5535 Lake Sarah Heights Dr., Loretto, MN 55357 |
| 83. Federation of Somall Community | Saeed Fahia | 420 15th Ave S., Minneapolis, MN 55454 |
| 84. Fon du Lac OIC | Rachelle King | 1720 Big Lake Rd., Cloquet, MN 55720 |
| 85. Goodwill Industries Vocational Enterprises | Douglas Weber | 700 Garfield Ave., Duluth, MN 55802 |
| 86. Goodwill/Easter Seals | | 553 Fairview Ave N., St. Paul, MN 55104 |
| 87. Grant Cty. DAC, Inc. | Todd Nelson | PO Box 166, Hoffman, MN 56339 |
| 88. Gustavus Adolphus College | | 800 W. College, St. Peter, MN |
| 89. Hamline University | | 1536 Hewitt Avenue, St. Paul, MN |
| 90. Hennepin Technical College | | Brooklyn Park, MN |
| 91. Hennepin Technical College | | Eden Prairie, MN |
| 92. Hibbing Community College | | Hibbing, MN |
| 93. Hired | Jane Samargia | 1200 Plymouth Ave N., Minneapolis, MN 55411 |
| 94. Houston Cty. Networks | Beth Iseminger | PO Box 408, Caledonia, MN 55921 |
| 95. Inroads/MNPLS-St. Paul, Inc. | Melvin Collins | 2550 University Ave W #435, St. Paul, MN 55114 |
| 96. Institute of Production & Recording | | Minneapolis, MN |
| 97. Intercultural Mutual Assistance Assoc. | Ron Buzard | 300 11th Ave NW, Rochester, MN 55901 |
| 98. Inver Hills Community College | | 2500 80 th St. E., Inver Grove Heights, MN |
| 99. Itasca Community College | | Itasca, Mn |
| 100. Itasca Dvlpmt. Achvmt. Ctr. | Mary Rittmiller | PO Box 20 Grand Rapids, MN 55744 |
| 101. Jeane Thorne, Inc. | | St. Louis Park, MN |
| 102. Job Training Ctr. | April Sutor | 300 11th Ave NW #114 Rochester, MN 55901 |

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| 103. Jobs Now Coalition | Kris Jacobs | 400 Selby Ave #Q St. Paul, MN 55102 |
| 104. Jobs Plus, Inc. | Roberta Walker | 200 16th Ave SE Waseca, MN 56093 |
| 105. Kandi Works DAC, Inc. | Debra Terwisscha | PO Box 119 Atwater, MN 56209 |
| 106. Lao Assistance Ctr. of MN | | 503 Irving Ave N #100A Minneapolis, MN 55405 |
| 107. Lao Family Community of MN | Ying Vang | 320 University Ave W St. Paul, MN 55103 |
| 108. Learning Strategies Corp. | | 2000 Plymouth Rd., Minnetonka, MN |
| 109. Life-Work Planning Ctr. | Susan Bruss | 201 N Broad St #100 Mankato, MN 56001 |
| 110. Macalester College | | 1600 Grand Avenue, St. Paul, MN |
| 111. Mahnommen Cty. DAC | Joanne Fatz | 123 N Railway St Mahnommen, MN 56557 |
| 112. Mankato Rehabilitation Ctr. (MRCT) | William Bickett | 15 Map Dr Mankato, MN 56001 |
| 113. Martin Luther College | | 1995 Luther Court, New Ulm, MN |
| 114. McNally Smith College of Music | | 19 Exchange St. E., St. Paul, MN |
| 115. MDI Commercial Services | Lloyd Bratland | 1700 Wynne Ave St. Paul, MN 55108 |
| 116. Merrick Companies | Kevin Martineau | 1636 Gervais Ave #14 Maplewood, MN 55109 |
| 117. Mesabi Range Community & Technical College | Eveleth, MN | |
| 118. Mesabi Range Community & Technical College | Virginia, MN | |
| 119. Metro Work Ctr., Inc. | Dianna Krogstad | 2730 E 31st St Minneapolis, MN 55406 |
| 120. Metropolitan State University | | 700 E. 7 th Street, St. Paul, MN |
| 121. Miami Ad School | | Minneapolis, MN |
| 122. Minneapolis American Indian Ctr. | Frances Fairbanks | 1530 E Franklin Ave Minneapolis, MN 55404 |
| 123. Minneapolis Business College | | Minneapolis, MN |
| 124. Minneapolis College of Art & Design | | Minneapolis, MN |
| 125. Minneapolis Community & Technical College | Minneapolis, MN | |
| 126. Minnesota Resource Center | | 2438 27 th Ave., S., Minneapolis, MN |
| 127. Minnesota School of Business | | Richfield, MN |
| 128. Minnesota School of Business | | Brooklyn, MN |
| 129. Minnesota State College/Southeast Technical | Red Wing, MN | |
| 130. Minnesota State College/Southeast Technical | Winona, MN | |
| 131. Minnesota state University | | Moorhead, MN |
| 132. Minnesota State Community & Technical College | Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN | |
| 133. Minnesota State Community & Technical College | Granite Falls, Jackson, Pipestone, Worthington, MN | |
| 134. MN Diversified Industries | Lloyd Bratland | 1700 Wynne Ave St. Paul, MN 55108 |
| 135. MN Teamsters Service Bureau | Jean Dunn | 2829 University Ave SE #720 Minneapolis, MN 55414 |
| 136. MN Vocational Association | Marlys Bucher | 1500 Hwy 36 W St. Paul, MN 55113 |
| 137. MW Persons & Associates | | 10032 Island Drive, Brainerd, MN |
| 138. Normandale Community College | | Bloomington, MN |
| 139. North American Training Institute | | Duluth, MN |
| 140. National Federation of the Blind of MN | Joyce Scanlan | 100 E 22nd St Minneapolis, MN 55404 |
| 141. New Directions/Otter Tail-Wadena CAC | Pat Fredley | PO Box L New York Mills, MN 56567 |
| 142. Newgate Education & Research Center | | 2900 E. Hennepin Ave., Minneapolis, MN |
| 143. North Central Career Dvlpmnt. Ctr. | Kenneth McFayden | 516 Mission House Ln. New Brighton, MN 55112 |
| 144. North Central University | | 910 Eliot Avenue, Minneapolis, MN |
| 145. North Hennepin Community College | | Brooklyn Park, MN |
| 146. Northland Community & Technical College | | Thief River Falls, MN |
| 147. Northland Community & Technical College | | East Grand Forks, MN |
| 148. Northwest Indian OIC, Inc. | Holly Smith | 1819 Bemidji Ave Bemidji, MN 56601 |
| 149. Northwest Technical College | | 905 Grant Avenue SE, Bemidji, MN |
| 150. Oak Hills Christian College | | 1600 Oak Hills Road SE, Bemidji, MN |
| 151. Occupational Dvlpmnt. Ctr. | Peter Lavalier | PO Box 730 / Hwy 32 South Thief River Falls, MN 56701 |
| 152. Opportunity Partners | Jon Thompason | 5500 Opportunity Court Minnetonka, MN 55343 |
| 153. Opportunity Services, Inc. | Nancy Gurney | 1618 W 3rd St Red Wing, MN 55066 |
| 154. Pine Habilitation & Supported Emp. (PHASE) | Jeannette Kester | PO Box 126 Sandstone, MN 55072 |
| 155. Pine Technical College | | 900 4 th Street SE, Pine City, MN |
| 156. Prosource Educational Services, Inc. | | 1295 Bandana Blvd., St. Paul, MN |
| 157. Quality Career Services, Inc. | Virginia Barkheimer | 640 N Prior #212 St. Paul, MN 55104 |
| 158. Rainy River Community College | | 1501 Hwy. 71, International Falls, MN |
| 159. Ramsey Action Programs, Inc. | Dale Anderson | 450 Syndicate St N #300 St. Paul, MN 55104 |
| 160. Rasmussen College | | Mankato Campus, MN |
| 161. Ridgewater College | | Willmar, MN |
| 162. Rise Habilitation Services | | 8406 Sunset Rd NE Spring Lake Park, MN 55432 |
| 163. Riverland Community College | | Albert Lea, MN |
| 164. Rochester Community & Technical College | | Rochester, MN |
| 165. Rock Cty. Dvlpmnt. Achvmt. Ctr. | Dorothy Cronin | 807 W Main Luverne, MN 56156 |
| 166. Rural MN CEP | Larry Buboltz | PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501 |

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| 167. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund | Andy Toft | 5100 Gamble Dr #365 Minneapolis, MN 55416 |
| 168. Service Enterprises, Inc. | Ruth Rusche | PO Box 248 / 515 W Bridge Redwood Falls, MN 56283 |
| 169. SOAR Career Solutions | | Duluth, MN |
| 170. South Central Technical College | | Faribault and North Mankato, MN |
| 171. Southwest MN Private Industry Council, Inc. | Juanita Lauritsen | 607 W Main St Marshall, MN 56258 |
| 172. Southwest MN Private Industry Council, Inc. | 129 W Nichols Montevideo, MN | 56265 |
| 173. Southwest MN State University | Career Services | 1501 State Street, Marshall, MN |
| 174. St. Cloud University | | St. Cloud, MN |
| 175. St. Cloud Technical College | | St. Cloud, MN |
| 176. St. Mary's University of Minnesota | | 2500 Park Avenue, Minneapolis, MN |
| 177. St. Olaf College | | 1520 St. Olaf Avenue, Northfield, MN |
| 178. St. Paul College | | 235 Marshall, St. Paul, MN |
| 179. Summit Academy OIC | Louis King II | 935 Olson Memorial Hwy Minneapolis, MN 55405 |
| 180. Todd Cty. Dvlpmt. Achvmt. Ctr. | | PO Box 206 / 551 W Sixth St Browerville, MN 56438 |
| 181. Transition of the Twin Cities | Daniel Sloan | 1230 Balsam Trail E Eagan, MN 55123 |
| 182. TSE, Inc. | Phil Saari | 2027 Rice St Roseville, MN 55113 |
| 183. Twin City Area Labor Mgmt. Council | Carol Thomalla | 321 19th Ave S Minneapolis, MN 55455 |
| 184. United Cambodian Assoc. of MN (USCAM) | Darina Siv | 1101 Snelling Ave N St. Paul, MN 55108 |
| 185. University of Minnesota | | 231 Pillsbury Drive SE, Minneapolis, MN |
| 186. University of St. Thomas | | 2115 Summit Avenue, St. Paul, MN |
| 187. University of Wisconsin/River Falls | | Black River Falls, WI |
| 188. Upper Midwest American Indian Ctr. | Gertrude Buckanaga | 1035 W Broadway Ave Minneapolis, MN 55411 |
| 189. Vermillion community College | | 1900 E. Camp Street, Ely, MN |
| 190. Veterans Incentive Project | John Fields | 984 St. Paul Ave St. Paul, MN 55116 |
| 191. Vietnamese MN Assoc. | John Tranberg | 1030 University Ave #160C St. Paul, MN 55104 |
| 192. Vision Loss Resources | Steven Fischer | 1936 Lyndale Ave S Minneapolis, MN 55403 |
| 193. WACOSA | | Waite Park, MN |
| 194. Walden University | | 155 Fifth Street, Minneapolis, MN |
| 195. West Nicollet & Brown Counties DAC | | PO Box 668 / 2100 N Broadway New Ulm, MN 56073 |
| 196. Winona Cty. Dvlpmt. Achvmt. Ctr. | Mary Hewett | 1721 W Service Dr Winona, MN 55987 |
| 197. Winona ORC Industries | Bill Harris | 1053 E Mark St Winona, MN 55987 |
| 198. Winona State University | | Winona, MN |
| 199. Women in the Trades | | 550 Rice St St. Paul, MN 55103 |
| 200. Women In Transition | Lonna Szczesny | 6715 Minnetonka Blvd #212 St Louis Park, MN 55426 |
| 201. Women's Resource Ctr. of Steele Cty. | Shelly Rockman | 1401 E 2nd St #A Duluth, MN 55805 |
| 202. Working Opportunities for Women | Marcie Brooke | 1295 Bandana Blvd N #110 St. Paul, MN 55108 |
| 203. Inside Referral | | |

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APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2021 through July 31, 2022

Stations Comprising Station Employment Unit:

KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-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.kdal610.com
www.dukefmduluth.com (KDKE-FM)
www.katcountry989.com (KTCO-FM)
www.my957.com (KDAL-FM)
www.95kqds.com
www.wdsm710.com

Date: January 1, 2003 to present

Participating Employees: Scott Christensen, Vice President/Market Manager

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications, Inc. has a general announcement posted on the above websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
 - 2. Outreach Activity:** Job Fair

Date: June 22, 2022

Participating Employees: Peter Tanz, Executive Vice President

Event Sponsor: Wisconsin Broadcasters Assoc.

Description of Activity: Peter attended this job fair held during their Summer Conference at the LaCrosse, WI Radisson Hotel. The Job Fair was from 1:30-2:45pm. Peter
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represented all of our Wisconsin licensed radio stations looking for potential Marketing Consultants for our Green Bay, Sheboygan, Wausau and Duluth radio markets; also looking for a Brand Manager in our Wausau group. Unfortunately, attendance was slight at this event. Any resumes obtained were appropriately forwarded to hiring managers.

Outreach Activity: Interview

Dates: May 31, 2022

Participating Employees: Bruce Ciskie, Announcer/Sports Director

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Ian, a young man interested in sports broadcasting contacted Bruce to find out what path he should take in both high school and college to allow him to become a play-by-play announcer. Bruce shared how he got his start calling high school football on a college station while he was a student there (UW-Superior). He told Ian he needed to get his foot in the door and talked to him about possible part-time openings in our Duluth radio group which would give him an opportunity to develop a voice. He also gave him some ideas on how to become more comfortable calling a game without actually doing it officially.

Outreach: EEO Outreach Webinar

Date: May 19, 2022

Participating Employees: Sarah Pugliese, Office Manager

Event Sponsor: MI Association of Broadcasters

Description of Event: The MAB hosted a webinar with Binu Palta Hill, Chief Diversity, Equity and Inclusion Officer, Wisconsin School of Business at the University of Wisconsin/Madison. Ms. Hill talked about how everyone has unconscious bias, how it hampers us in everyday life, how to recognize those biases and how to address them. She also discussed common acts of exclusion and how to fix this also. Sarah felt it was very helpful information for her to pass along to the various managers in our Duluth location.

Outreach: Speaking Engagement

Date: May 17, 2022

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Participating Employees: Rich Cannata, Operations Manager/Brand Manager

Event Sponsor: Piedmont Elementary School

Description of Event: Mary, a teacher at Piedmont, invited Rich to talk to her class where they were currently learning about music and professions that deal with music. This was a young group of students so Rich planned his talk to address that. He talked about what his job is and how he got into his current position. He brought along some audio to play for the kids and also recorded each of the students, let them listen to how they sounded and promised to play that back on the air during his morning show.

Outreach: Tour

Date: April 13, 2022

Participating Employees: Jason Manning, Brand Manager/Announcer

Event Sponsor: Midwest Communications, Inc.

Description of Event: Megan, a case manager with Embark Supported Employment, asked if we would be willing to do a tour with a group of her clients. Embark is an organization helping people with disabilities to find employment. Jason found them to be a very interested, engaging group who had many questions about radio and the broadcast industry.

Outreach: Interview

Date: March 12, 2022

Participating Employees: Bruce Ciskie, Announcer/Sports Director

Event Sponsor: Midwest Communications, Inc.

Description of Event: Jake, a 23 year old man, who was tired of his current career contacted Bruce to see how he got into radio and play-by-play sports. Bruce shared his path starting with calling high school sports on a college radio station, a college where he was a student (UW-Superior). He told Jake to consider doing some part-time work in radio just to get a foot in the door which would allow him to develop a voice. Bruce offered to share his information with the management team to see if there were any part-time openings.

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|--------------------------|---|
| Outreach: | Tour |
| Date: | September 21, 2021 |
| Participating Employees: | Rich Cannata, Operations Manager/Brand Manager Madison Smith, Announcer |
| Event Sponsor: | Midwest Communications, Inc. |
| Description of Event: | Clark, District Director, Boy Scouts of America contacted Rich about a tour for one of his leaders along with two Scouts and also an opportunity for the Scouts to go on air talking about how to become a Scout and also to talk about their upcoming popcorn sale fundraiser. They were given a tour of the various radio station studios as well as touring the other departments of a radio station. |
| Outreach: | Webinars |
| Dates: | June 1, 2022 April 4, 2022 March 2, 2022 February 3, 2022 |
| Participating Employees: | Sarah Pugliese, Office Manager |
| Event Sponsor: | MN Employment and Economic Development |
| Description of Events: | Sarah participated in these webinars to share the information with all managers with the goal of making better, stronger hiring decisions. The webinars were as follows: Strategies for Engaging with MN's BIPOC Workforce; Strategies for Finding Value in an Untapped Talent Pool; Engaging with Youth in the Community; Engaging Potential Talent through Onsite Career Exploration Opportunities. All of these webinars are designed to make hiring managers think along different lines than they may have utilized in the past and to make sure Diversity, Equity and Inclusion (DEI) are top of mind at all times. |
| Outreach: | Event |
| Date: | August 19, 2021 |
| Participating Employees: | Chris Zuech, Brand Manager/Announcer |

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Event Sponsor: Duluth, MN Police Department

Description of Event: The event is called Kids Cops N Cars. This is designed to get kids comfortable with the police. Chris set up a booth and played music for this event. The kids had questions about our stations and just about radio in general. Some of them were able to try making announcements during the BBQ which was fun for them. The police department, state patrol and DNR all had vehicles available for inspection by the kids to allow them to become familiar with what these departments do and the equipment they use.