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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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## ANNUAL EEO PUBLIC FILE REPORT

### **WIKY-FM, WABX-FM, WSTO-FM, WLYD-FM Radio**

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 Evansville, Indiana Employment Unit (“SEU”). This SEU is comprised of the following stations: WIKY-FM, WABX-FM licensed to Evansville, Indiana, WSTO-FM licensed to Owensboro, Kentucky and WLYD-FM licensed to Chandler, Indiana. This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, on or prior to 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. – Evansville, Indiana

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

Stations Comprising Station Employment Unit:

**WIKY-FM, WABX-FM, WSTO-FM, WLYD-FM Radio**

### Vacancy Information

Full-time Positions		Total #	Recruitment	Recruitment
<u>Filled by Job Title</u>	<u>DOE</u>	<u>Interviewed</u>	<u>Source of Hire</u>	<u>Sources Utilized</u>

No full-time positions were filled in this location during the above time frame.

Total Number of Positions filled during the Applicable Period:	0
Total Number of Persons Interviewed during Applicable Period:	0

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## APPENDIX 2

### Annual EEO Public File Report Midwest Communications, Inc. – Evansville, IN

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

#### Stations Comprising Station Employment Unit WIKY-FM/WSTO-FM/WABX-FM/WLYD-FM Radio

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

- 1. Outreach:** Website Posting  
[www.midwestcareers.com](http://www.midwestcareers.com) [www.hot96.com](http://www.hot96.com) (WSTO);  
[www.wabx.net](http://www.wabx.net); [www.wiky.com](http://www.wiky.com); [www.935thelloyd.com](http://www.935thelloyd.com)  
(WLYD);

**Date:** September 1, 2014 to present

**Participating Employees:** Tim Huelsing – Vice-President/Market Manager

**Outreach Sponsor:** Midwest Communications, Inc.

**Description of Activity:** We maintain a website, MidwestCareers.com. This site is promoted on all of our radio stations encouraging anyone looking for a job to visit our websites. All open positions available within our stations and in the area are also posted to this site.
  - 2. Outreach:** WPSR Advisory Board Meeting

**Date:** April 25, 2023

**Participating Employees:** Tyler Foxx, Brand Manager/Announcer

**Outreach Sponsor:** Southern Indiana Career & Tech Center

**Description of Activity:** Tyler attended the WPSR 90.7 Advisory Board Meeting at the Southern Indiana Career & Tech Center. WPSR is a non-commercial radio station owned by the Evansville Vanderburgh School Corporation. The station is part of the curriculum of the Media Communication & Broadcasting program at the Southern Indiana Career & Technical Center. The semi-annual meeting is
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an opportunity for the program instructors to get feedback from industry professionals as to what real-world applicable skills they should be focusing on in the program.

**Outreach:** Career Fair

Date: September 20, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: This All Majors Job & Internship Career Fair was held in the Hulman Center at the University from 1-4pm. Dave had the opportunity to speak with approximately 20 students about all of the jobs available in radio. The students asked great questions.

**Outreach:** IBA Career Fair

Date: October 2, 2023

Participating Employees: Tim Huelsing, VP/Market Manager – Evansville, Terre Haute

Outreach Sponsor: Indiana Broadcasters Association

Description of Activity: This Career Fair was held at the Gainbridge Fieldhouse Arena in Indianapolis, IN from 2-5PM. Tim was able to talk to approximately 100 students during this time frame about the various jobs in radio and open positions within our Terre Haute and Evansville, Indiana locations.

**Outreach:** Tour/Speaking Opportunity

Date: October 10, 2023  
October 24, 2023

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: Dave hosted 22 students from ISU on October 10<sup>th</sup> and another 16 students on October 24<sup>th</sup> in our Terre Haute offices conference room. He started with a tour of the facilities. Dave then spoke to the students about what he does in his position and also about the

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various jobs in radio, including our Evansville location, and how the various departments work together for the success of the stations.

**Outreach:** Advisory Committee

Date: November 16, 2023

Participating Employees: Tyler Foxx, Brand Manager, Announcer

Sponsor of Activity: Southern Indiana Career Tech

Description of Activity: Tyler was invited to participate as part of a panel to provide input to the Media Communications and Broadcasting Fall Advisory meeting providing real time feedback directly impacting the curriculum of Junior and Senior broadcast students.

**Outreach:** IBA Scholarship Contribution

Date: February 2, 2024

Participating Employee: Tim Huelsing, VP/Market Manager

Sponsor of Activity: Midwest Communications, Inc.

Description of Activity: Our Evansville/Terre Haute locations contributed to the Indiana Broadcasters Association scholarship fund. Each year, the IBA awards ten \$5,000 scholarships to broadcasting students attending an Indiana college or university. Tim Huelsing, VP/Market Manager for our Evansville and Terre Haute locations also evaluated potential applicants for the scholarship program.

**Outreach:** All Majors Job & Internship Career Fair

Date: February 14, 2024

Participating Employees: Dave Wisniewski, Sales Manager

Sponsor of Activity: Indiana State University

Description of Activity: The Career Fair was held in the Hulman Center on the ISU campus from 1-4pm. Dave was able to speak to approximately 40 students at this Fair about the various jobs available in radio, a

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bit about the career path they might follow and about his specific position with our Indiana radio stations.

**Outreach:** Tour

Date: February 16, 2024

Participating Employees: Aaron Santini, Operations Manager  
Tyler Foxx, Brand Manager/Announcer

Sponsor of Activity: Midwest Communications, Inc.

Description of Activity: Aaron and Tyler gave a tour of the Midwest Evansville facility to the Career Tech High School Media Class at the request of the Media Arts teacher. They were able to tour each of the studios and learn about all the other positions that make up a radio station such as Admin, IT, Engineering, Sales, Traffic, Digital and how they work together to achieve success for the stations.

**Outreach:** Tour

Date: February 6, 2024

Participating Employees: Aaron Santini, Operations Manager

Outreach Sponsor: Midwest Communications, Inc.

Description of Activity: Emma, a non-traditional student in the media program at Ivy Tech in Evansville was given a tour of our Evansville facilities. This was part of her ongoing class requirements to complete her degree. Emma asked great questions and later supplied a demo newscast for our news department to listen to.

**Outreach:** I.S.B.A. Competition Judging

Date: February 24, 2024

Participating Employees: Tyler Foxx, Brand Manager/Announcer  
Kevin Berlen, Chief Engineer  
Dennis Jon Bailey, Morning Show Host

Sponsor of Activity: Southern Indiana Career & Technical Center

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Description of Activity: Dennis, Kevin and Tyler were volunteer judges for the Indiana Student Broadcasting Association annual awards. High school and college broadcasting students from the entire state of Indiana submit work to be judged for various awards. There were more than 700 entries to be evaluated. Judges could determine what categories they felt comfortable to judge.

**Outreach:** Career Fair

Date: March 23, 2024

Participating Employees: Steve Cannon, Operations Manager/Brand Manager

Sponsor of Activity: Indiana Broadcasters Association

Description of Activity: This Career Fair was held at 502 Event Center in Carmel, IN from 2:00pm to 4:30pm. Steve represented both our Terre Haute and Evansville markets speaking to approximately 15 potential applicants about current job openings and about all the various career opportunities in radio.