

ANNUAL EEO PUBLIC FILE REPORT
MIDWEST COMMUNICATIONS, INC. - Michigan Region

**WNWN-AM/FM, WHTC-AM, WYVN-FM,
WTVB-AM/FM, WVFM, WKZO-AM, WZOX-FM, WQLR-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 southwestern Michigan Station Employment Unit ("SEU"). This SEU is comprised of the following stations: **WZOX-FM** (formerly **WKZO-FM**) and **WNWN** licensed to PORTAGE, MICHIGAN; **WVFM, WKZO** and **WQLR (AM)** are licensed to KALAMAZOO, MI.; **WHTC** licensed to HOLLAND, MI; **WYVN** licensed to SAUGATUCK, MI; **WNWN-FM** and **WTVB AM and FM** licensed to COLDWATER, MI. This report has been placed in the public inspection files of these stations and posted on their websites, prior to June 1, 2013

The information contained in this Report covers the time period beginning June 1, 2013 through May 31, 2014 ("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 Station Employment Unit 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.

Appendix 1

Annual EEO Public File Report

Midwest Communications, Inc. - Michigan Region

Covering the Period from June 1, 2013 to May 31, 2014

Stations Comprising Station Employment Unit:

**WNWN-AM/FM, WHTC-AM, WYVN-FM,
WTVB-AM/FM, WVFM, WKZO-AM, WZOX-FM, WQLR-AM**

Vacancy Information

Full Time Positions by Job Title	DOE	Recruitment Source	Total # Of Interviews from all Sources	Sources Notified
Kalamazoo Sales/WKZO/WQLR-AM	7/10/2013	Broncojobs.com	12	1-115, 116-129, 134
Coldwater/Battle Creek Sales	9/9/2013	Indeed.com	7	1-115, 116-129, 134
Announcer/Battle Creek/WNWN-FM	9/17/2013	All Access	10	1-115, 116-129
Coldwater Sales/WTVB AM/FM	9/23/2013	MI Talent Bank	8	1-115, 116-129, 133, 134
Kalamazoo Sales/WKZO/WQLR-AM	9/23/2013	Midwest Careers	8	1-115, 116-129, 134
Kalamazoo Sales/WVFM-WZOX-FM/WNWN-AM	11/4/2013	Word of Mouth	12	1-115, 116-129, 130, 134
Holland Sales/WHTC-AM/WYVN-FM	11/18/2013	Holland Sentinel	11	1-115, 116-129, 134
Brand Manager/WKZO-WQLR-AM/Kalamazoo	12/2/2013	All Access	8	1-115, 116-129
Brand Manager/WHTC-AM/Holland	1/20/2014	Midwest Careers	13	1-115, 116-129
Videographer/SWMI Stations	4/14/2014	Internal Posting	10	1-115, 116-129

Number of Positions Filled:

10

Total # of Applicants Interviewed:

99

Appendix 1 (Con't.)
Annual EEO Public File Report
Midwest Communications, Inc. - Michigan Region
Covering the Period from June 1, 2013 to May 31, 2014
Stations Comprising Station Employment Unit:
WNWN-AM/FM, WHTC-AM, WYVN-FM, WTVB-AM/FM
WVFM, WKZO-AM, WZOX-FM, WQLR-AM

Recruitment Source Information

	Recruitment Source	Total # of Interviewees This Source Has Provided	Full-time Positions for Which This Source Was Utilized
1	Radio – WVIC (1) Radio – WVFM (2) Radio – WTVB (3)	6	Kalamazoo Sales Position Kalamazoo Sales Position Coldwater Sales Position
2	Michigan Assoc. of Broadcasters	1	WKZO/WQLR Sales Position
3	Midwest Careers.com	11	WTVB Sales Position WVFM/WNWN-AM Sales Position Videographer WKZO/WQLR Sales Position Brand Manager/WHTC WHTC/WYVN Sales Position Announcer/WNWN-FM
4	ZipRecruiter.com Aggregator	1	WVFM/WZOX-FM/WNWN-AM Sales Position
5	Inside Referral	2	WNWN-FM/WTVB AM/FM Sales Position.
6	All Access.com	23	WNWN-FM Announcer WHTC Brand Manager WKZO/WQLR Brand Manager
7	Holland Sentinel/ Aggregator	1	WHTC/WYVN Sales Position
8	In-House Posting Kalamazoo	1	Videographer
9	In-House Posting Holland	1	WHTC Brand Manager/Announcer
10	Word of Mouth	1	WVFM/WZOX-FM WNWN-AM Sales Position
11	Snagajob.com/Aggregator	1	WKZO/WQLR Sales Position
12	AM/FM Jobs	1	WHTC Brand Manager/Announcer
13	Outside Referral	1	WVFM/WZOX-FM WNWN-AM Sales Position
14	LinkedIn.com Aggregator	1	WHTC/WYVN Sales Position
15	BroncoJobs.com	6	WKZO/WQLR Sales Position
16	College Central	1	WKZO/WQLR Sales Position
17	Specs Howard	1	WNWN-FM Announcer
18	Hope College	3	WHTC/WYVN Sales Position
19	Monster	8	WHTC/WYVN Sales Position

			WKZO/WQLR Sales Position WVFM/WZOX-FM WNWN-AM Sales Position WNWN-FM/WTVB AM/FM Sales Position
20	Indeed.com Aggregator	21	WHTC/WYVN Sales Position WKZO/WQLR Sales Position WVFM/WZOX-FM WNWN-AM Sales Position WHTC Brand Manager Videographer WNWN-FM/WTVB AM-FM Sales Position
21	Lansing Job Fair	1	Videographer
22	MI Works/Talent Bank	4	WNWN-FM/WTVB AM/FM Sales Position
	MI Works/Talent Bank		WTVB AM/FM Sales Position
23	Unknown	2	WHTC/WYVN Sales Position

Appendix 1 (Con't.) NOTIFICATION LIST

	RESOURCE	CONTACT	ADDRESS	CITY/STATE	METHOD OF CONTACT	VIA
1	Aurora Univ. Broadcast Employ. Serv.				career@aurora.edu	email
2	Brown College				kbaumieiter@browncollege.edu	email
3	Business & Professional Women				bpwmadison@yahoo.com	email
4	Calvin College	Career Serv.	3201 Burton St.	Grand Rapids MI	career@calvin.edu	email
5	Central MI University	Joan McDonald	Bovee Univ. Center	Mt Pleasant MI	mcdonaldjk@cmich.com	email
6	Columbia College				columbiaworks@columedu	email
7	Columbia School of Broadcasting				djtrain@columbiaschoolbroadcast.com	email
8	Community Industries				pdrak@communityindustries.org	email
9	Cornell College				jswanson@cornellcollege.edu	email
10	Dane Co. Jobs Program				heidt@co.dane.wi.us	email
11	Eastern Illinois University				csllm@eiu.edu	email
12	Ferris State University	Laurie Kilbourne	1201 S. State St.	Big Rapids MI	kilbournl@ferris.edu	email
13	Genessee Area Skill Center	Mike Martel	G5081 Torrey Rd.	Flint, MI	martemik@gasc.flint.k12.mi.us	email
14	Glen Oaks Community College	Michelle McNamara	62249 Schimmel	Centreville MI	mmcnamara@glenoaks.cc.mi.us	email
15	Goods Entertainment				adam@goodsentertainment.com	email
16	Hibbing Comm. College				bretthardt@hcc.mnscu.edu	email
17	Hillsdale College	vicky Arno	33 E. College St.	Hillsdale, MI	vicky.arno@hillsdale.edu	email
18	Hope College	Dale Austin	200 E. 8th	Holland, MI	careers@hope.edu	email
19	India Student Assoc.				joinISA@gmail.com	email
20	Intracorp	Donna Whitcomb	6348 West S. Ave	Schoolcraft MI	ewhit831@aol.com	email
21	Iowa Central College Broadcasting				orness@triton.iccc.cc.ia.us	email
22	Keller Graduate School/DeVry Univ.				pbergmann@keller.edu	email
23	Kellogg Community College	Patrick Casey	450 N. Avenue	Battle Creek MI	jobhelp@kellogg.cc.mi.us	email
24	MI Career & Technical Institute	Nick Murphy	11611 W. Pine Lake	Plainwell MI	murphyn@michigan.gov	email
25	Midwest Careers	Esther Gillis	904 Grand Ave.	Wausau, WI	esther.gillis@mwcradio.com	email
26	Muskegon Community College	Ann McManus	221 Quarterline Rd	Muskegon MI	ann.mcmanus@muskegoncc.edu	email
27	NAACP-Metro Kalamazoo Branch	Henry Cohen	PO Box 51473	Kalamazoo MI	hcohen@kzoo.edu	email
28	South Bend Human Rights Comm.	Lonnie Douglas	301 S. St. Louis	South Bend IN	ldouglas@ci.south-bend.in.us	email
29	Specs Howard School of Broadcast	Kevin Saquin-Scoll	19900 W. Nine Mile	Southfield MI	kscollin@specshoward.edu	email
30	Trine University (tri-state)	Debbi Roemke	Career Services	Angola, IN	roemked@trine.edu	email
31	TV Jobs.com				info@tvjobs.com	email
32	University of St. Francis	William Brune	2701 Spring Street	Ft Wayne IN	wbrune@sf.edu	email
33	Western MI Univ. Placement	James Kison	Ellsworth Hall	Kalamazoo MI	broncojobs@certauth.cc.wmich.edu	email
34	Women's Center				mail@twcwaukesha.org	email

35	Black Child & Family Institute	Job Froce	835 W. Genessee	Lansing MI	517-487-0844	Fax
36	Douglas Community Center	Sara Bates	1000 W. Patterson	Kalamazoo MI	269-343-2914	Fax
37	Gier Community College	Milton Alston	2400 Hall Street	Lansing MI	517-377-0075	Fax
38	Marygrove College				313-927-1695	Fax
39	MI Dept. of Career Development	Julie Grinwis	121 Clover	Holland, MI	616-395-8499	Fax
40	MI Civil Rights Commission	Wanda Saxson	110 W. MI Ave.#800	Lansing MI	517-241-0546	Fax
41	American Indian Assoc. of Detroit	Vera Kidd	22720 Plymouth	Detroit, MI	313-535-8060	Fax
42	MI Dept. of Civil Rights	Flint Office Bldg	125 E. Union 7th Floor	Flint, MI	810-760-7363	Fax
43	NAACP-Jackson	Janis Farelly	807 S. Michanic	Jackson MI	517-784-0582	Fax
44	NAACP – Lansing	James Gill	1015 Francis	Lansing MI	517-484-5051	Fax
45	Southern IL Univ/Carbondale	chairperson	MC6609	Carbondale IL	618-453-6982	Fax
46	Spanish Speaking Info Center	Maggie Pena	901 Chippewa	Flint, MI	810-239-4419	Fax
47	Telemon	Ruben Santellan	121 Clover	Holland, MI	616-369-6992	Fax
48	Trinity AME Church		3500 W. Holmes	Lansing MI	517-882-9755	Fax
49	Washington Heights Ministries	Gail Canallas	153 N. Wood	Battle Creek MI	269-966-4186	Fax
50	Zion Lutheran Church	Judi Saari	135 West Green	Marshall, MI	269-781-3711	Fax
51	Grand Rapids Comm. College	Chris Allen	143 Bostwick NE	Grand Rapids MI	49503	Mail
52	Battle Creek Chptr NAACP	Roberta Crips	PO Box 1436	Battle Creek MI	49017	Mail
53	Calhoun Area Tech Center	Tim May	475 E. Roosevelt	Battle Creek MI	48901	Mail
54	Central MI Univ/Broadcast Cinematic		340 Moore Hall	Mt Pleasant MI	48859	Mail
55	Community Action Agency	Chris Miller	400 South Street	Adrian MI	49221	Mail
56	Comm. On Spanish Speaking Affairs	Vicky Potter	201 N. Washington Sq.	3rd Floor	Lansing, MI 48913	Mail
57	Cristo Rey Community Center	Marcus Hayes	1717 N. High Street	Lansing MI	48906	Mail
58	Eli Broad College of Business	Ernest Betts	415 Eppley Center	E. Lansing MI	48824	Mail
59	Experience Works	Sharon F. Hull	209 E. Washington #300	Jackson MI	49201	Mail
60	Foss Baptist Church	Announcements	1159 E. Foss Avenue	Flint, MI	48502	Mail
61	Grand Rapids Urban league		745 Eastern Ave. SE	Grand Rapids MI	49503	Mail
62	Hispanic Center of West Michigan	Deisy Madrigal	1204 Grandville SW	Grand Rapids MI	49503	Mail
63	Jobs Central		2400 N. Saginaw	Flint, MI	48502	Mail
64	Junior League of Lansing		123 Michigan Ave #204	E. Lansing MI	48823	Mail
64	LaCasa of Goshen	Bonnie Martin	202 N. Cottage	Goshen, IN	46526	Mail
66	LCC Career Services	Terry Wellman	PO Box 4001	Lansing MI	48901	Mail
67	LLC-WLNZ	Dave Downing	PO Box 40010	Lansing MI	48901	Mail
68	Loyola Univ. Career Center	Joe Reaves	6525 N. Sheridan	Chicago, IL	60626	Mail
69	Malcom X College Placement		1900 W. VanBuren	Chicago, IL	60612	Mail
70	MI Indian Employment Training	Melena Maple	900 3rd Street	Muskegon MI	49440	Mail
71	MI Indian Employment Training	Mary Cody	2367 Byron Center	Wyoming, MI	49509	Mail
72	MI Indian Employment Training	Teri Chance	1048 Pierpont #28	Lansing MI	48911	Mail
73	MI Rehabilitation Services	Michael Farlin	1040 S. Winter #3010	Adrian MI	49221	Mail
74	MI Rehabilitation Services	Jeanette Murray	1048 Pierpont - #1	Lansing MI	48911	Mail

75	MI State University	Melanie Humphries	110 Student Services	E. Lansing MI	48824	Mail
76	Midland county ISD		3917 Jefferson Avenue	Midland, MI	48640	Mail
77	NAACP - Kalamazoo Branch		804 W. North Street	Kalamazoo MI	49007	Mail
78	NW Ohio Black Media Assoc.	Clyde Hughes	541 Superior	Toledo, OH	43660	Mail
79	Ohio Univ School of Telecommunications		9 S. College	Athens OH	45703	Mail
80	Saginaw Intermediate Schools	Linda Jensen	6235 Gratiot Road	Saginaw MI	48603	Mail
81	Summit Pointe	Larry Leonard	140 W. Michigan	Battle Creek MI	49017	Mail
82	WKDS-Loy Norrix	Bob Kucera	606 E. Kilgore	Kalamazoo MI	49001	Mail
83	Women's League of Battle Creek	President	283 Capital Avenue	Battle Creek MI	49017	Mail
84	Vincennes University	Richard Coleman	1002 N. First Street	Vincennes, IN	vinu-csm.symplicity.com	web
85	Albion College Career Development	Angie Dombrowski	4900 Kellogg Center	Albion, MI	albion.edu/careerdev	web
86	All Access	Internet only			allaccess.com	web
87	AM FM Jobs		info@amfmjobs.com		amfmjobs.com	web
88	Andrews University Placement	Kristine Knutson	204 Nethery Hall #204	Berrien Spring MI	collegecentral.com/andrews	web
89	Acquinas College	Career Services	1607 Robinson DE	Grand Rapids MI	acquinas.edu.ccs/career	web
90	Baker College	Director	1903 Marquette	Muskegon MI	baker-csm.symplicity.com	web
91	Ball State Univ. Career Center	Cindy Hershman	2000 University Avenue	Muncie, IN	bsu.edu/careers	web
92	Bethel College Career Service	Erin Kinzel	1001 W. McKinley	Mishawaka IN	bethelcollege.edu	web
93	Broadcast Compliance Systems	Internet Only	1700 Rockville Pike	Rockville MD	bcs-ok.com	web
94	Career Page National Job Bank	Internet Only			careerpage.org	web
95	Cleveland State University	Director	2121 Euclid Avenue	Cleveland OH	csucareerline.experience.com	web
96	Davenport College	Linda Knasel	4123 W. Main	Kalamazoo MI	davenport-csm.symplicity.com	web
97	DePaul Univ. Career Center	Gillian Steele	1 E. Jackson	Chicago, IL	careercenter.depaul.edu	web
98	Eastern Michigan University	Lorraine McKnight	311 King Hall	Ypsilanti, MI	career.emichi.edu	web
99	Grand Valley State Univ.	Carol Coffey	125 DeVox Hall	Grand Rapids MI	gvsu-edu/careers	web
100	IL Center for Broadcasting	Internet Only			funjobsonair.com	web
101	Indiana Univ. of South Bend	Stacie Jeffirs	1700 Mishawaka	South Bend IN	sbcareer@iusb.edu	web
102	Kalamazoo College	Lori Smoker	1200 Academy	Kalamazoo MI	myinterfase.com/kzoo/employer	web
103	Kalamazoo Valley Comm. College	Lois Brinson	6767 West O Avenue	Kalamazoo MI	kvcc.edu/students	web
104	Kent State University	Ann Motayaro	amotayaro@ken.edu		career.kent.edu	web
105	Macomb Community College				macombcareerlink.experience.com	web
106	MI Assoc. of Broadcasters	Sara Beeskow	819 N. Washington	Lansing MI	michmab.com	web
107	MI Works/Talent Bank	Jim Kelly	218 enterprise	Three Rivers MI	michworks.org	web
108	Northwestern University Career	Jeff Jenkins	620 Lincoln	Evanston, IL	northwestern-csm.symplicity.com	web
109	Radio Business Report				rbr.com/submit	web
110	Radio One School of Broadcast	Joe Deschler	308 Bushner Place	LaCrosse WI	radio1school.chargerinternet.net	web
111	Radio Online	Ron Chase	3500 Tripp	Amarillo TX	radioonline.com	web
112	Southwestern Michigan College	Diane Barret Curtis	58900 Cherry Grove	Dowagiac MI	swmich.edu/careers	web
113	Taylor University	Richard Baxter	1025 W. Rudisill Blvd.	Ft. Wayne IN	myinerfase.com/taylor-upland	web

114	University of Michigan	Terri LaMarco	3200 SAB	Ann Arbor, MI	umich-csm.symplicity.com	web
115	University of Notre Dame	Latonia Ferguson	248 Flanner Hall	Notre Dame, IN	goirish-csm.symplicity.com	WEB
COMPANY-WIDE POSTINGS						
116	WIFC/WDEZ/WSAU/WOZZ/WRIG	Shelley	557 Scott Street	Wausau WI	shelley.kafka@mwcradio.com	email
117	WIXX/WNCY/WTAQ/WNFL/WYDR	Linda	1420 Bellevue St.	Green Bay WI	linda.noonan@mwcradio.com	email
118	WYDR/WRQE	Sandy	1500 N. Casaloma Dr	Appleton WI	sandy.bringman@mwcradio.com	email
119	WHBZ/WBFM/WXER/WHBL	Melissa	2100 Washington Ave	Sheboygan, WI	melissa.basler@mwcradio.com	email
120	KTCO/KDWZ/KDAL/WDSM/WGEE	Karen	11 E. Superior St.	Duluth MN	karen.strom@mwcradio.com	email
121	WUSZ/WMFG/KMFG/WNMT/WTBX	Linda	807 W. 37th Street	Hibbing MN	linda.salo@mwcradio.com	email
122	WNWN/WQLR/WKZO/WZOX/WVFM	Amy	4200 W. Main St.	Kalamazoo MI	amy.burrow@mwcradio.com	email
123	WJXQ/WQTX/WLMI/WVIC	Angela	2495 Cedar Street	Lansing MI	angela.bensinger@mwcradio.com	email
124	WYVN/WHTC	Patty	87 Central Avenue	Holland, MI	patty.vandenberg@mwcradio.com	email
125	WNWN	Jim	70 W. Michigan Ave	Battle Creek MI	jim.siler@mwcradio.com	email
126	WTVB AM/FM	Ken	182 N. Angola Road	Coldwater MI	ken.delaney@mwcradio.com	email
127	WMGI/WXXR/WDWQ/WIBQ/WBOW/WPRS	Pam	824 S. 3rd Street	Terre Haute IN	pam.schalburg@mwcradio.com	email
128	KELO/KELO/KRRO/KWSN/KTWB/KQSF	Jennifer	500 S. Phillips Avenue	Sioux Falls SD	jennifer.deroo@mwcradio.com	email
129	KRWK/KMJO/KVOX/KBVB/KFGO/WDAY	Peter	1020 S. 5th Street	Fargo ND	peter.tanz@mwcradio.com	email
ON-AIR ANNOUNCEMENTS						
130	WNWN/WQLR/WKZO/WZOX/WFVM	Amy	4200 W. Main St.	Kalamazoo MI	amy.burrow@mwcradio.com	email
131	WNWN-FM	Jim	70 W. Michigan Ave.	Battle Creek MI	jim.siler@mwcradio.com	email
132	WHTC/WYVN	Patty	87 Central Avenue	Holland, MI	patty.vandenberg@mwcradio.com	email
133	WTVB AM/FM	Ken	182 N. Angola Road	Coldwater MI	ken.delaney@mwcradio.com	email
134	Monster	Andrea			Monster.com	email

Description of Activity

Holland High School senior, Tanner, observed activities out of the newsroom during a two (2) hour window (8am-10am) for his senior project. He learned about radio, online production and presentation in various media during his visit.

- c) Date: 3/19/2014
- Participating Employees: Dan Hornaday, GSM
Kim Lozano, GSM
Tom Stermer, Marketing Consultant
- Event Sponsor: Kalamazoo Valley Community College

Description of Activity:

The above staff attended this Career Fair held in the Kalamazoo Valley Community College Commons. The Fair was held from 3:00 to 6:00pm. The main focus of our attendance at this event was networking with up and coming broadcasters and sales professionals. Approximately 15 potential employers were present. More than 150 students/young professionals attended the Fair. Our staff was able to talk to approximately 75 of those attendees. Students asked a lot of questions about opportunities available in broadcasting as they finalized their plans for either their career path or their educational path. Fifteen (5) resumes were collected from graduating students interested in sales positions and some for internships. Resumes were given to the appropriate hiring managers upon completion of the job fair. Our own piece "Jobs Available in Radio" was also available to attendees.

- d) Date: 11/6/2013
- Participating Employees: Kevin Oswald, Local Market Manager/GSM
Brent Alan, Brand Manager/WHTC/WYVN
- Event Sponsor: Baker College/Muskegon, MI

Description of Activity:

Job and Internship Expo
Kevin and Brent attended this Job Fair held from 2pm to 6pm on the Baker College campus. They talked with approximately 35 people, accepted resumes and handed out 1 application. They talked to several individuals who were interested in radio sales and several individuals who were interested in IT positions. One person was interested in an accounting position. Resumes received were distributed to the appropriate hiring manager(s).

- e) MI Assoc. of Broadcasters Career Fair
- Date: 10/15/2013
- Participating Employees: Dan Hornaday, General Sales Manager
Dennis Martin, General Sales Manager
Kim Lozano, General Sales Manager
- Event Sponsor: MI Assoc. of Broadcasters
- Description of Activity:
The Career Fair was held on October 15, 2013 at Western Michigan University's Brown Hall. The fair began at 12 Noon and ended at 3:00pm. The focus was to network with up and coming broadcasters from Western Michigan's Broadcasting Program. A half dozen other broadcasters were also in attendance.

There were 85 future young professionals attending. Our staff talked with approximately 55 of them. Students had many questions. Some were completing their degrees and asked about opportunities in radio as they finalized their plans. They collected 11 resumes and handed out applications as they were requested. Our own piece "Jobs in Radio" was also distributed to make students aware of all of the opportunities available. Any potential candidates were contacted by the prospective location that had openings in their preferred area of focus.

f) MI Assoc. of Broadcasters Career Fair

Date: 10/8/2013
Participating Employees: Sandra Barron, General Sales Manager
Kim Lozano, General Sales manager

Event Sponsor: MI Assoc. of Broadcasters

Description of Activity:

This Career Fair was held at Central Michigan University's Bovee University Center from 12 Noon to 3PM. This was an opportunity to network with future broadcasters from the CMU School of Broadcast and Cinematic Arts. Eight other broadcasters were in attendance. There were 95 students attending. Our staff talked to approximately 70 of those attendees. The students asked good questions about what the career potential was in radio upon graduating. We collected approximately 20 resumes from students mostly looking for programming opportunities or internship opportunities. We handed out our piece "Jobs in Radio" that covers all of the various opportunities that are available. All resumes were handed out to the appropriate department heads upon our return to the stations.

g) Student Mentoring Session

Date: 10/25/2013
Participating Employees: Peter Tanz, Vice-President/Operations

Event Sponsor: MI Assoc. of Broadcasters Foundation
Board of Directors
BCBC Planning Committee

Description of Activity:

The MAB Foundation and the 2013 Broadcasting Career Builder Conference Speed Networking Session was held on Friday, October 25th. Mr. Tanz was asked to take time to speak and network with students and professionals seeking to enter into or improve their careers within the radio industry. Mr. Tan met individually with 20 high school and college students to discuss jobs in broadcasting.

3. Outreach: **Participation in other activities to foster employment in the broadcast field**

a) Tour – Cub Scout Pack 222

Date: 6-19-2013
Participating Employees: Rick Shields, Farm Director
Shawn Stevens, Announcer
Jim McKinney, Announcer

- Event Sponsor: Midwest Communications, Inc.
- Description of Activity: Members of Cub Scout Pack 222, Kalamazoo and their leaders toured the various studios in our Kalamazoo location and visited with on-air staff members focusing on radio and communications.
- b) Tour – Kandu Industries
- Date: 10/24/2013
- Participating Employees: Brent Alan, Brand Manager/WHTC-WYVN
- Event Sponsor: Midwest Communications, Inc.
- Description of Activity: Eight (8) students toured our Holland facilities. Brent showed them the studios and explained how radio works, jobs in radio and we recorded audio of their voices. Brent emailed the audio to the students' teacher. The students had some good questions which Brent answered for them.
- c) Tour – Cub Scout Group 3053
- Date: February 20, 2014
- Participating Employees: Diane Coston, Newsperson/WHTC
- Event Sponsor: Midwest Communications, Inc.
- Description of Activity: Ms. Coston talked with the Scouts about EAS/Amber Alerts, Programming, Sports and answered the Scouts questions. Everyone had a good time.
- d) Tour – Schoolcraft Scout Pack 450
- Date: 4/11/2014
- Participating Employees: Rick Shields, Farm Director/Kalamazoo
- Event Sponsor: Midwest Communications, Inc.
- Description of Activity: A group of five (5) Tiger Cub Scouts and parents toured the Kalamazoo facilities in preparation for a Communications Certificate.
- e) Tour – Cub Scout Troop 3048
- Date: April 14, 2014
- Participating employees: Diane Coston, Newsperson, WHTC
- Event Sponsor: Midwest Communications, Inc.

Description of Activity:

The Cub Scout Troop and their Den Leader toured our Holland facility and learned about communications and creating sound effects.

f) Tour – Cub Scout Troop 3057

Date:

April 15, 2014

Participating Employee:

Diane Coston, Newsperson/WHTC

Event Sponsor:

Midwest Communications, Inc.

Description of Activity:

Diane gave the students a tour of our Holland facility. She explained how audio is used in news stories. They were able to check out the various computers and also were able to record and learn how to use sound effects.