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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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## **EQUAL EMPLOYMENT OPPORTUNITY AUDIT**

**WPBG-FM Radio – Facility ID 42114**

**Peoria, IL**

### **EXHIBIT 3**

### **RECRUITMENT**

**August 1, 2022 through July 31, 2023**

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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## NEW JOB VACANCY INTERVIEWEE FORM

STATION: WMBD

1. GENERAL INFORMATION

A. JOB TITLE: News Anchor/Reporter

B. DATE POSITION OPENED: 09/01/2022

9/20/22

C. DATE POSITION FILLED (actual start date): 12/16/2022

D. DOCUMENTATION OF NOTICE: Are dated copies of all advertisements, bulletins, letters, faxes, emails, or other communications announcing this vacancy placed in the Job Folder?

Yes       No

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2. INTERVIEWEES

A. List of people interviewed\* for this position:

NAME	DATE	RECRUITMENT SOURCE (BE SPECIFIC)
* T.J. [REDACTED]	09/29/2022	AllAccess.com sourced applicant
James [REDACTED]	10/03/2022	AllAccess.com sourced applicant
Malikah [REDACTED]	10/07/2022	Current Co-worker referral
Sam [REDACTED]	10/13/2022	Bradley University Job Fair

\* For each person interviewed, you must have a completed Application, Personality Profile/Assessment, Required Interview Questions/Responses (company's), and your (manager's) Interview Questions/Responses.

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# MIDWEST COMMUNICATIONS, INC.

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B. Total number of people interviewed for this position: 4

C. Total number of applicants for this job: 4

### 3. HIREE

Person ultimately hired for this position:

NAME: T.J. [REDACTED]

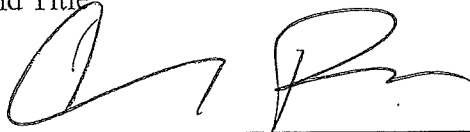
Recruitment Source: AllAccess.com applicant

Why this individual?

T.J. has solid experience in news radio broadcasting. He is local and knows many of the local newsmakers and issues. He fits well within the market salary rate for this position as well.

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HIRED BY: Cooper Banks/News Director 12/16/2022  
Name and Title Date



Place the completed NEW JOB VACANCY INTERVIEWEE FORM in the Job Folder. Be sure your Job Folder also contains the completed Application, Personality Profile/Assessment, Required Interview Questions/Responses (company's), and your (manager's) Interview Questions/Responses from each person interviewed for this vacancy.



## NEWS ANCHOR/REPORTER POSITION

If you have a passion for keeping the communities you serve up to speed on all the twists and turns in an ever-changing world, and if you relish the opportunity to tell the stories that affect our daily lives, our anchor/reporter position may be for you!

Often the top-rated station in the Peoria, Illinois market, 1470-100.3 WMBD is part of a very dominant seven-station cluster. Our news team delivers live and local news on the hour, on the half, and when it breaks, seven days per week. We're excited to find a new team member!

We'll spare you the "we're looking for a news hound" clichés. We assume if you apply for this job, you have a passion for the craft. That said, it is also important you have social media and web prowess, which includes (but is not limited to) knowing how to Facebook Live and post to Instagram, and having a knack for web visuals/videos. In this position, you need to become a multimedia journalist.

The right candidate will breed and foster newsmaker contacts and will want to be on the scene so they can draw their listeners into the story/experience! Our news team writes long form stories for the web and multiple condensed versions of each story to rotate on-air. So, the ability to write tightly is an attribute we'll be prioritizing. The chosen candidate will know what it means, from an on-air standpoint, to talk to the audience and not at the audience. Experience in doing traffic reports is also a plus.

This position will require some on-call duties and weekend work. A valid driver license and clean driving record are required.

If this sounds like an opportunity you'd like to pursue, please send resume, cover letter, writing samples, and mp3 of on-air work to News Director Cooper Banks at [cooper.banks@1470WMBD.com](mailto:cooper.banks@1470WMBD.com).

Midwest Communications, Inc. is privately owned and operated with 82 radio stations in eight states. We are proud to be an equal opportunity employer by choice.



Position: News Anchor / Reporter

Location: ILLINOIS Station(s): WMBD Peoria

Original date posted: 6/16/22 Re-posted date: 8/9/22

Where posted:

- Emailed to MWC locations
- Emailed to job manager and office admin to print and put in job file
- WBA ([mendicott@wi-broadcasters.org](mailto:mendicott@wi-broadcasters.org)),
- MNBA ([office.manager@minnesotabroadcasters.com](mailto:office.manager@minnesotabroadcasters.com)),
- ILBA ([dgray@ilba.org](mailto:dgray@ilba.org))
- SDBA ([marla@willardandassociates.com](mailto:marla@willardandassociates.com))
- Midwest Careers
- Linked In/Glassdoor
- All Access
- AM FM Jobs
- Career Page
- MI Association of Broadcasters
- Radio Online
- Indeed
- Broadcast Compliance Services
- Country Aircheck ([chuck@countryaircheck.com](mailto:chuck@countryaircheck.com))

9/25/22  
11/1/22  
Tom  
Carson

Notes: ✓ NO Broadcasters Assoc.



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## News Anchor/Reporter - WMBD Peoria

Moderators: shawnski, jdenver, mpaulsen68

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You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability. No voiceover, voicetracking, or other business plugs, please!

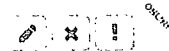


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## News Anchor/Reporter - WMBD Peoria

Fri Jun 10, 2022 2:54 pm

### NEWS ANCHOR/REPORTER POSITION - WMBD - Peoria

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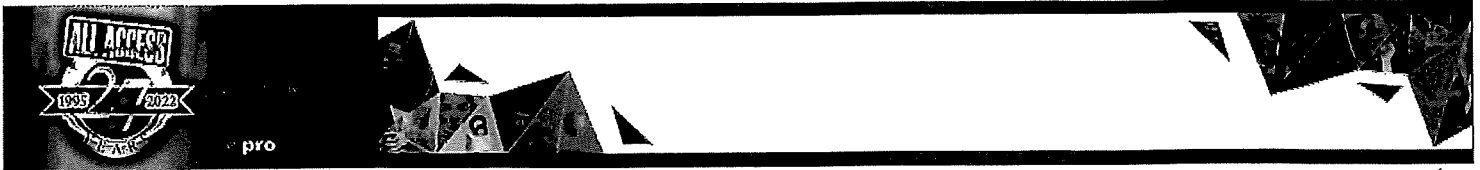
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If this sounds like an opportunity you'd like to pursue, please send resume, cover letter, writing samples, and mp3 of on-air work to News Director Cooper Banks at cooper.banks@1470WMBD.com.

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News Anchor/Reporter - WMBD

Moderators: shawnski, jdenver, mpaulsen68

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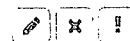
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ONLINE

News Anchor/Reporter - WMBD

Tue Aug 09, 2022 1:46 pm

NEWS ANCHOR/REPORTER POSITION - WMBD Peoria

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candidate will know what it means, from an on-air standpoint, to talk to the audience and not at the audience. Experience in doing traffic reports is also a plus.

This position will require some on-call duties and weekend work. A valid driver license and clean driving record are required.

If this sounds like an opportunity you'd like to pursue, please send resume, cover letter, writing samples, and mp3 of on-air work to News Director Cooper Banks at [cooper.banks@1470WMBD.com](mailto:cooper.banks@1470WMBD.com).

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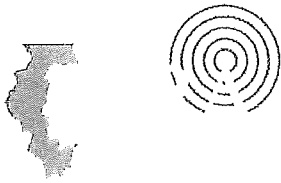
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P. O. Box 6587  
Malibu, CA 90264  
310.457.6616



# News Anchor/Reporter

📅 Posted On September 22, 2022    ⌚ Closing Date: January 1, 1970

If you have a passion for keeping the communities you serve up to speed on all the twists and turns in an ever- changing world, and if you relish the opportunity to tell the stories that affect our daily lives, our anchor/reporter position may be for you!

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Three Years in the Making! IBA2022 is scheduled for October 24-25, 2022 at the Marriott Hotel and Conference Center in Normal, Illinois.

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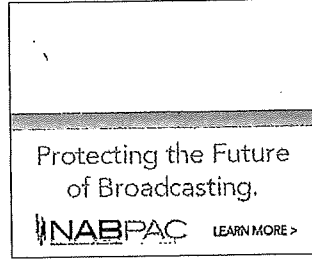
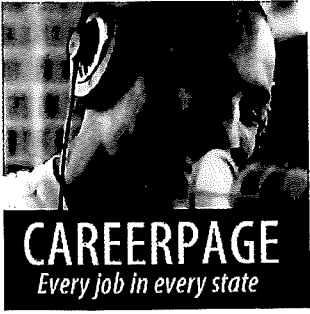
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### News Anchor/Reporter - WMBD Peoria

Moderators: shawnski, jdenver, mpaulsen68

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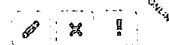
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### News Anchor/Reporter - WMBD Peoria

Thu Nov 03, 2022 10:05 am

#### NEWS ANCHOR/REPORTER POSITION - WMBD Radio - Peoria

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- Charts

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P. O. Box 6587  
Malibu, CA 90264  
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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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## NEW JOB VACANCY INTERVIEWEE FORM

STATION: All - Peoria

### 1. GENERAL INFORMATION

A. JOB TITLE: Production/Announcer

B. DATE POSITION OPENED: 6/16/22

C. DATE POSITION FILLED (actual start date): 9/19/22

D. DOCUMENTATION OF NOTICE: Are dated copies of all advertisements, bulletins, letters, faxes, emails, or other communications announcing this vacancy placed in the Job Folder?

Yes       No

---

### 2. INTERVIEWEES

A. List of people interviewed\* for this position:

NAME	DATE	RECRUITMENT SOURCE (BE SPECIFIC)
------	------	----------------------------------

Richard [REDACTED]	8/25/22	AllAccess.com
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Ross [REDACTED]	8/24/22	Internal Posting
-----------------	---------	------------------

James [REDACTED]	8/29/22	Walk-in
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Craig [REDACTED]	8/24/22	AllAccess.com
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* Darren [REDACTED]	8/24/22	Internal Posting
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Sean [REDACTED]	8/25/22	AllAccess.com
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Trae [REDACTED]	8/29/22	AllAccess.com
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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

B. Total number of people interviewed for this position: 7

C. Total number of applicants for this job: 57

### 3. HIREE

Person ultimately hired for this position:

NAME: Darren [REDACTED]

Recruitment Source: Internal Posting

Why this individual?

Darren was a part-time announcer and had proven his ability to help out in Production and his versatility as an announcer. We felt he had worked for and deserved this opportunity to advance his career in radio.

---

HIRED BY: Rick Hirschmann, Operations Manager 9/19/22  
Name and Title Date

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## PRODUCTION DIRECTOR POSITION

Midwest Communications in Peoria, Central Illinois' leading radio group, is looking for a passionate and enthusiastic Production Director. If you can create theatre of the mind, have a keen understanding of marketing, and are skilled at audio production, we'd love to talk to you!

You'll join our dominant group and work in a high-energy culture, alongside talented media personalities, and you'll be a key part of a killer creative team. Plus, you'll work for Duke Wright's Midwest Communications, one of the most respected and committed companies in the industry.

Some of the key, desired duties, skills, traits and experience include:

- Creative talent and ability to produce high quality, professional audio.
- Exceptional skills in script creation. We're looking for more than just "writing copy." You should possess a true talent and understanding of crafting effective messages.
- Outstanding, demonstrated organizational and time management skills.
- Knowledge of, and ability to maximize the potential of, typical audio production equipment and software.
- Willingness and ability to adhere to and enforce deadlines.
- Strong skills in radio automation and traffic-continuity software.
- Understanding of the broadcast and digital sales environment.
- Aptitude and attitude to work in a fast and accurate manner under pressure.
- Socially informed and perceptive; up-to-date and in tune daily with the world and the marketing ecosystem.
- Basic computer and software skills and have capacity to learn new systems quickly.
- Work in compliance with Company policies and procedures as well as FCC guidelines, and help protect the licenses of our stations.
- Maintain a valid driver license and clean driving record, which are required for hiring.
- On-air experience is a big plus, as is competency in the digital and social media ecosystem and video production skills.

You must be self-motivated and have a true desire to win for the right reasons. If this sounds like an opportunity you'd like to pursue, please send resume, cover letter, and any on-air demos if you have them, to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com).

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Position: Production Director

Location: ILLINOIS Station(s): Peoria

Original date posted: 6/17/22 Re-posted date: 8/18

Where posted:

- Emailed to MWC locations
- Emailed to job manager and office admin to print and put in job file
- WBA (mendicott@wi-broadcasters.org),
- MNBA (office.manager@minnesotabroadcasters.com),
- ILBA (dgray@ilba.org)
- SDBA (marla@willardandassociates.com)
- Midwest Careers
- Linked In/Glassdoor
- All Access
- AM FM Jobs
- Career Page 6/19
- MI Association of Broadcasters
- Radio Online
- Indeed
- Broadcast Compliance Services
- Country Aircheck (chuck@countryaircheck.com)

*Filled ✓  
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Notes: ✓ Postings handled to carry (see attached)

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### Production Director - Radio -Peoria

Moderators: shawnski, jdenver, mpaulsen68

#### Forum rules

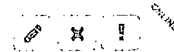
You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability. No voiceover, voicetracking, or other business plugs, please!



Search this topic...

1 post • Page 1 of 1

egillis



### Production Director - Radio -Peoria

Thu Jun 16, 2022 10:12 am

PRODUCTION DIRECTOR POSITION - WMBD, WSWT, WXCL, WIRL, WKZF and WPBG Radio

Midwest Communications in Peoria, Central Illinois' leading radio group, is looking for a passionate and enthusiastic Production Director. If you can create theatre of the mind, have a keen understanding of marketing, and are skilled at audio production, we'd love to talk to you!

You'll join our dominant group and work in a high-energy culture, alongside talented media personalities, and you'll be a key part of a killer creative team. Plus, you'll work for Duke Wright's Midwest Communications, one of the most respected and committed companies in the industry.

Some of the key, desired duties, skills, traits and experience include:

- Creative talent and ability to produce high quality, professional audio.
- Exceptional skills in script creation. We're looking for more than just "writing copy." You should possess a true talent and understanding of crafting effective messages.
- Outstanding, demonstrated organizational and time management skills.
- Knowledge of, and ability to maximize the potential of, typical audio production



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pro

# TAKE YOUR IMAGE TO NEW HEIGHTS

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- Socially informed and perceptive; up-to-date and in tune daily with the world and the marketing ecosystem.
- Basic computer and software skills and have capacity to learn new systems quickly.
- Work in compliance with Company policies and procedures as well as FCC guidelines, and help protect the licenses of our stations.
- Maintain a valid driver license and clean driving record, which are required for hiring.
- On-air experience is a big plus, as is competency in the digital and social media ecosystem and video production skills.

You must be self-motivated and have a true desire to win for the right reasons. If this sounds like an opportunity you'd like to pursue, please send resume, cover letter, and any on-air demos if you have them, to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com).

Midwest Communications, Inc. is privately owned and operated with 81 radio stations in eight states. We are proud to be an equal opportunity employer by choice.

1 post • Page 1 of 1



< Return to "Job Openings"

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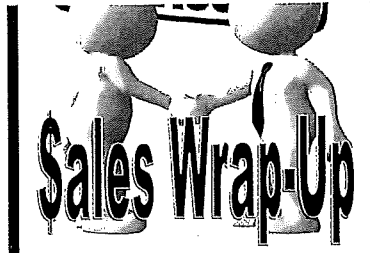
Recommended by Outbrain

**Don't Want To Exercise? (Do This Instead)**  
Wake Forest Baptist Health

**30 Missing Celebrities Who Have Never Been Found**  
Definition



CBC's Heather Gordon Joins Acast As Company Expands



Price For Bliss-Thompson Janesville, WI Deal: \$5.75



KBEB/Sacramento Names Amanda Burd APD/Middays

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## NEW JOB VACANCY INTERVIEWEE FORM

STATION: All - Peoria

### 1. GENERAL INFORMATION

A. JOB TITLE: Radio & Digital Sales - Marketing Consultant

B. DATE POSITION OPENED: 4/19/2023 <sup>27</sup> <sub>4/19/23</sub>

C. DATE POSITION FILLED (actual start date): 7/24/23

D. DOCUMENTATION OF NOTICE: Are dated copies of all advertisements, bulletins, letters, faxes, emails, or other communications announcing this vacancy placed in the Job Folder?

Yes  No

### 2. INTERVIEWEES

A. List of people interviewed\* for this position:

NAME	DATE	RECRUITMENT SOURCE (BE SPECIFIC)
Danielle [REDACTED]	5/18/2023	referral <i>Inside</i>
Shawn [REDACTED]	5/15/2023	Indeed
Cody [REDACTED]	5/15/2023	Indeed
Keith [REDACTED]	5/18/2023	LinkedIn
* Kerri [REDACTED]	6/15/23	Radio ad- WPBG-FM

\* For each person interviewed, you must have a completed Application, Personality Profile/Assessment, Required Interview Questions/Responses (company's), and your (manager's) Interview Questions/Responses.

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# MIDWEST COMMUNICATIONS, INC.

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---

*and Affiliates*

B. Total number of people interviewed for this position: 5

C. Total number of applicants for this job: 20

### 3. HIREE

Person ultimately hired for this position:

NAME: Kerri [REDACTED]

Recruitment Source: Radio ad - WPBG-FM

Why this individual?

I feel that Kerri's skill set is a better match for the sales position than the other applicants.

---

HIRED BY: Sarah Varnes - Director of Sales 7/3/23  
Name and Title Date

Place the completed NEW JOB VACANCY INTERVIEWEE FORM in the Job Folder. Be sure your Job Folder also contains the completed Application, Personality Profile/Assessment, Required Interview Questions/Responses (company's), and your (manager's) Interview Questions/Responses from each person interviewed for this vacancy.



## **AUDIO AND DIGITAL MEDIA MARKETING CONSULTANT**

Do you thrive on making a difference? Built to find solutions? Great at creating relationships? Creative and curious? Motivated by money? Have high standards and unwavering integrity? We should talk!

As a member of our team, you will represent the most sophisticated digital media services as well as the largest audio audience in Central Illinois, all empowering you to take a big picture approach to marketing solutions. You'll work in a high-energy culture, alongside numerous client-friendly media personalities and a talented creative services team. We provide innovative tools, such as leading-edge software systems, digital marketing support, and comprehensive audience and attribution research data.

We are Midwest Communications in Peoria, one of the most dominant audio and digital media groups in Illinois, and we have an immediate opening for a Sales Marketing Consultant to join our market-leading team that is committed to delivering results, unwavering customer service, and overall marketing excellence.

We offer a very competitive salary and bonus structure, a full benefits package and unlimited opportunity for the right individual who can create successful multi-platform marketing solutions for local businesses. We'll want you to present and communicate ideas, bring innovative marketing ideas to life, and establish great customer relationships.

Your competencies should include outstanding interpersonal and verbal skills, the ability to think on your feet, a high level of initiative, the ability to work independently, written and organizational talent, solid presentation skills, strong analytical judgment, detail-orientation, the ability to read, hear and speak clearly and follow both oral and written direction, a positive "can-do" attitude, software proficiency and negotiation expertise. Reliable transportation and a valid driver's license, satisfactory completion of a motor vehicle record check, and proof of insurance are all required. We reimburse for mileage and provide other benefits to help you be successful!

If you're ready to join our award-winning team, send your cover letter and resume today via e-mail to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com), or mail it to Shannon Demanes, Midwest Communications, Inc., 331 Fulton Street, 12<sup>th</sup> Floor, Peoria, IL 61602. Midwest Communications is proud to be an equal opportunity employer by choice.

Position: Audio & Digital Media Marketing Consultant

Location: ILLINOIS Station(s): Peoria

Original date posted: 4/4/2023 Re-posted date: \_\_\_\_\_

Where posted:

- Emailed to MWC locations
- Emailed to job manager and office admin to print and put in job file
- WBA (mendicott@wi-broadcasters.org),
- MNBA (office.manager@minnesotabroadcasters.com),
- ILBA (dgray@ilba.org)
- SDBA (marla@willardandassociates.com)
- Midwest Careers
- Linked In/Glassdoor
- All Access
- AM FM Jobs
- Career Page
- MI Association of Broadcasters
- Radio Online
- Indeed
- Broadcast Compliance Services
- Country Aircheck (chuck@countryaircheck.com)

*Replaced  
w/ Radio and  
Digital  
Sales  
Per Mike*

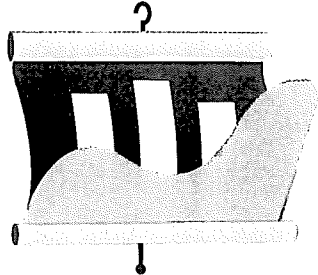
Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Scan completed checklist to Esther when done

posting

# Review the job post

4/4/23



## Audio & Digital Media Marketing Consultant

Midwest Communications, Inc.

Peoria, IL 61602

### Job details

**Pay**   
\$45,000.00 - \$60,000.00 per year

**Job type**   
Full-time

**Number of openings for this position**   
• 1

**Schedule**   
8 hour shift  
Monday to Friday  
Day shift

**Benefits**   
Health insurance  
Paid time off  
Dental insurance  
401(k)  
Vision insurance  
Life insurance  
401(k) matching  
Flexible spending account  
Employee assistance program  
Other

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## Job description

### AUDIO AND DIGITAL MEDIA MARKETING CONSULTANT

#### WMBD/WXCL/WIRL/WKZF/WPBG, WSWT Radio

Do you thrive on making a difference? Built to find solutions? Great at creating relationships? Creative and curious? Motivated by money? Have high standards and unwavering integrity? We should talk!

As a member of our team, you will represent the most sophisticated digital media services as well as the largest audio audience in Central Illinois, all empowering you to take a big picture approach to marketing solutions. You'll work in a high-energy culture, alongside numerous client-friendly media personalities and a talented creative services team. We provide innovative tools, such as leading-edge software systems, digital marketing support, and comprehensive audience and attribution research data.

We are Midwest Communications in Peoria, one of the most dominant audio and digital media groups in Illinois, and we have an immediate opening for a Sales Marketing Consultant to join our market-leading team that is committed to delivering results, unwavering customer service, and overall marketing excellence.

We offer a very competitive salary and bonus structure, a full benefits package and unlimited opportunity for the right individual who can create successful multi-platform marketing solutions for local businesses. We'll want you to present and communicate ideas, bring innovative marketing ideas to life, and establish great customer relationships.

Your competencies should include outstanding interpersonal and verbal skills, the ability to think on your feet, a high level of initiative, the ability to work independently, written and organizational talent, solid presentation skills, strong analytical judgment, detail-orientation, the ability to read, hear and speak clearly and follow both oral and written direction, a positive "can-do" attitude, software proficiency and negotiation expertise. Reliable transportation and a valid driver's license, satisfactory completion of a motor vehicle record check, and proof of insurance are all required. We reimburse for mileage and provide other benefits to help you be successful!

If you're ready to join our award-winning team, send your cover letter and resume today to Shannon Demanes, Midwest Communications, Inc., 331 Fulton Street, 12thFloor, Peoria, IL 61602. Midwest Communications is proud to be an equal opportunity employer by choice.

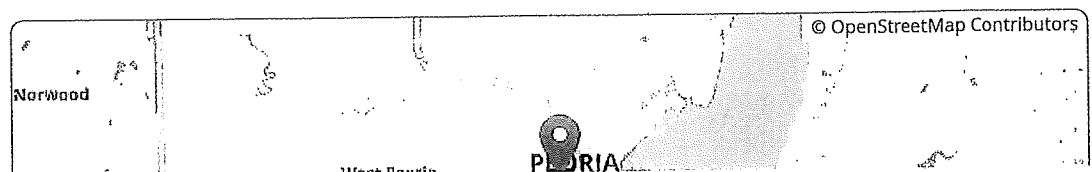
**Hide**

## Supplemental Pay

Commission pay

## Work location

- In person





331 Fulton St, Peoria, IL 61602 



**Photos and videos**

**+ Add**

Photos and videos were not added and will not appear on the job post.

## Settings



The following information will not be shared on your job post.

## Application settings

**Confirm**

**Show preview**

**< Back**

Position: Radio & Digital Sales

Location: ILLINOIS Station(s): Peoria

Original date posted: 6/10/23 Re-posted date: \_\_\_\_\_

Where posted:

- Emailed to MWC locations
- Emailed to job manager and office admin to print and put in job file
- WBA (mendicott@wi-broadcasters.org),
- MNBA (office.manager@minnesotabroadcasters.com),
- ILBA (dgray@ilba.org)
- SDBA (marla@willardandassociates.com)
- Midwest Careers 4/24 - 3/24
- Linked In/Glassdoor
- All Access
- AM FM Jobs
- Career Page
- MI Association of Broadcasters
- Radio Online
- Indeed
- Broadcast Compliance Services
- Country Aircheck (chuck@countryaircheck.com)

Notes: Career Page

\_\_\_\_\_  
\_\_\_\_\_



## MARKETING CONSULTANT

Midwest Communications in Peoria, one of the most dominant audio and digital media groups in Illinois, has an immediate opening for a Sales Marketing Consultant to join our market-leading team that is committed to delivering results, unwavering customer service, and overall marketing excellence.

You will represent the largest audio audience and best-rated radio brands in Central Illinois as well as our sophisticated digital services, all empowering you to take a bigger picture approach to marketing solutions. You'll work in a high-energy culture, alongside numerous client-friendly media personalities and a talented creative services team. We provide innovative tools, such as leading-edge software systems, digital marketing support, and comprehensive audience and attribution research data.

You must be a high achieving, self-motivated, creative, curious, pro-active problem solver, who is tenacious, adaptable, detail-oriented, and money-motivated. Responsibilities include:

- Creating successful multi-platform advertising presentations and campaigns which include the broad reach of broadcast radio, plus targeted digital marketing solutions.
- Effectively presenting and communicating ideas you create to local business decision makers, and bringing innovative marketing ideas to life that make a difference for your clients and their businesses.
- Establishing and maintaining customer relationships; communicate effectively with a wide range of personalities in a professional and courteous manner.
- Overseeing the execution of your marketing campaigns, providing continuous and amazing customer service, and exceeding client expectations to ensure success and repeat business.
- Prospecting new business continually.
- Endlessly learning and training on new assets and marketing techniques.
- Attending all regular and necessary individual and group meetings.
- Reporting as required through our CRM and other platforms within established time frames.
- Meeting and exceeding sales goals and objectives.
- Ensuring your accounts are paid in a timely manner and following company credit processes.
- Other duties as assigned. This position reports to the Director of Sales.

Your competencies should include outstanding interpersonal and verbal skills, the ability to respond to questions appropriate and think on your feet, a high level of initiative, the ability to work independently, written and organizational talent, exceptional presentation skills, strong analytical judgment, the ability to read, hear and speak clearly and follow both oral and written direction, a positive "can-do" attitude, relationship building which influences business, software proficiency (in particular, MS Office programs, G-Suite, and CRM functionality) and negotiation expertise. Reliable transportation and a valid driver's license, satisfactory completion of a motor vehicle record check, and proof of insurance are all required.

We offer a competitive salary and bonus structure, a full benefits package and unlimited opportunity for the right individual.

If you're ready to join our award-winning team, send your cover letter and resume today via e-mail to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com), or mail it to Shannon Demanes, Midwest Communications, Inc., 331 Fulton Street, 12<sup>th</sup> Floor, Peoria, IL 61602. Midwest Communications is proud to be an equal opportunity employer by choice.



6/16/23

# CAREERPAGE

Start your broadcasting career today



# Radio and Digital Sales – Peoria

Full Time Peoria Posted 6 seconds ago Closes: July 31, 2023



Midwest Communications, Inc.  
*Tired of feeling unfulfilled at work? Are you looking for a comp*

Midwest Communications, Inc.

## Description:

RADIO AND DIGITAL SALES – MARKETING CONSULTANT

WMBD/WXCL/WSWT/WIRL/WPBG/WKZF Radio

Do you thrive on making a difference? Built to find solutions? Great at creating relationships? Creative and curious? Motivated by money? High standards and unwavering integrity? We should talk!

As a member of our team, you will represent the most sophisticated digital media services as well as the largest radio audience in Central Illinois, empowering you to take a big picture approach to marketing solutions. You'll work in a high-energy culture, alongside numerous client-friendly personalities and a talented creative services team. We provide innovative tools, such as leading-edge software systems, digital marketing solutions, comprehensive audience and attribution research data.

We are Midwest Communications in Peoria, one of the most dominant radio and digital media groups in Illinois, and we have an immediate Sales Marketing Consultant to join our market-leading team that is committed to delivering results, unwavering customer service, and overall excellence.

We offer a very competitive salary and bonus structure, a full benefits package and unlimited opportunity for the right individual who can create successful multi-platform marketing solutions for local businesses. We'll want you to present and communicate ideas, bring innovative marketing life, and establish great customer relationships.

Your competencies should include outstanding interpersonal and verbal skills, the ability to think on your feet, a high level of initiative, the ability to independently write and organize, solid presentation skills, strong analytical judgment, detail-orientation, the ability to read, speak clearly and follow both oral and written direction, a positive "can-do" attitude, software proficiency and negotiation expertise.

Reliable transportation and a valid driver's license, satisfactory completion of a motor vehicle record check, and proof of insurance are all required to be reimbursed for mileage and provide other benefits to help you be successful!

If you're ready to join our award-winning team, send your cover letter and resume today via e-mail to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com), or mail it to Demanes, Midwest Communications, Inc., 331 Fulton Street, 12th Floor, Peoria, IL 61602. Midwest Communications is proud to be an equal opportunity employer by choice.

Responsibilities:

Requirements:

A valid driver's license and a good driving record are requirements for this position.

Contact:

If you're ready to join our award-winning team, send your cover letter and resume today via e-mail to [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com), or mail it to Demanes, Midwest Communications, Inc., 331 Fulton Street, 12th Floor, Peoria, IL 61602.

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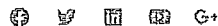
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Esther Gillis <esther.gillis@mwcradio.com>

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## Postings

---

Esther Gillis <esther.gillis@mwcradio.com>

Thu, Jun 1, 2023 at 4:34 PM

To: Debra Gray <dgray@ilba.org>

Hi Deb ... would you please post the attached positions; one is a revision and one is a renewal. Thanks so much. Have a terrific evening.


Esther Gillis  
Vice President/Human Resources  
Midwest Communications, Inc.  
(800) 236-3771 - Ext. 2103  
(715) 842-7061 Fax


*Be kind whenever possible; it is always possible!  
Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, a honest compliment or the smallest act of caring, all of which have the potential to turn a life around.*

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### 2 attachments

 Job Opening - Marketing Consultant - Peoria 4-3-23.doc  
199K

 Job Opening - Street Team Members - Peoria 5-31-2023.doc  
127K





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# MIDWEST COMMUNICATIONS, INC.

---

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*and Affiliates*

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B. Total number of people interviewed for this position: 4

C. Total number of applicants for this job: 12

### 3. HIREE

Person ultimately hired for this position:

NAME: Bill [REDACTED]

Recruitment Source: Internal

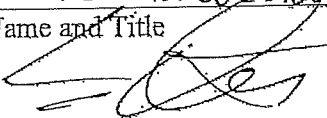
Why this individual?

Experience and the ability to work very closely with on-air staff, especially the morning show

---

HIRED BY: ERIC HRESCHMAN S.M. 7/23/23  
Name and Title Date

*Mike Wild*



Place the completed NEW JOB VACANCY INTERVIEWEE FORM in the Job Folder. Be sure your Job Folder also contains the completed Application, Personality Profile/Assessment, Required Interview Questions/Responses (company's), and your (manager's) Interview Questions/Responses from each person interviewed for this vacancy.



## BRAND MANAGER

### WXCL – 104.9 The Wolf

Duke Wright's Midwest Communications has a rare Brand Manager opening with its outstanding group of stations in Peoria, Illinois. 104.9 The Wolf, WXCL is the long-time, dominant Country brand and we're seeking a talented new leader.

Great Country radio is calling you from Peoria. Join this wonderful team and amazing brands. Even though your focus will be on 104.9 The Wolf, you'll be joining market leading stations such as 1470-100.3 WMBD, 93.3 The Drive, Mix 106.9, KZ102.3, 102.7 Super Hits, and Freedom 95.9.

Midwest Communications gives you the freedom to create and the opportunity to prosper in a fun environment. And yes, we hire people who are S.W.A.N.'s - Smart, Hard Working, Ambitious and Nice.

We're looking for a focused leader to grow talent, be a talent, excel at music scheduling (Music Master), and collaborate to maximize sales opportunities and grow our digital platforms.

We're a rare, privately-owned company which gives you the tools and clear direction to succeed. This group of stations is well established with many long-term veterans to assist you.

So if you wish to find happiness in Peoria, please submit your resume, audio and any other relevant materials to: [jobs.peoria@mwcradio.com](mailto:jobs.peoria@mwcradio.com) or mail to Rick Hirschmann, Operations Manager, 331 Fulton Street, 12th Floor, Peoria, IL 61602.

Midwest Communications, Inc. is privately owned and operated with 81 radio stations in eight states. We are proud to be an equal opportunity employer by choice.



Position: Brand Manager

Location: ILLINOIS Station(s): WXCH Radio

Original date posted: 11/3/22 Re-posted date: \_\_\_\_\_

Where posted:

Filled

- Emailed to MWC locations
- Emailed to job manager and office admin to print and put in job file
- WBA ([mendicott@wi-broadcasters.org](mailto:mendicott@wi-broadcasters.org)),
- MNBA ([office.manager@minnesotabroadcasters.com](mailto:office.manager@minnesotabroadcasters.com)),
- ILBA ([dgray@ilba.org](mailto:dgray@ilba.org))
- SDBA ([marla@willardandassociates.com](mailto:marla@willardandassociates.com))
- Midwest Careers
- Linked In/Glassdoor
- All Access
- ~~AM/PM Jobs~~
- Career Page
- MI Association of Broadcasters
- Radio Online
- Indeed
- ~~Broadcast Compliance Services~~
- Country Aircheck ([chuck@countryaircheck.com](mailto:chuck@countryaircheck.com))

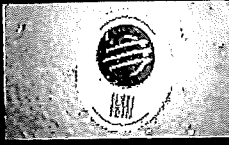
Notes: RAMA

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pro



# Fresh Yet Familiar

**STEVE STONE**  
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search by keyword

Home > All Forums > Job Market > Job Openings

## Forums

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User Control Panel () • Your posts

[Board index](#) < [Job Market](#) < [Job Openings](#)

### Brand Manager 104.9 The Wolf - WXCL Radio

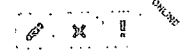
Moderators: shawnski, jdenver, mpaulsen68

#### Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability. No voiceover, voicetracking, or other business plugs, please!

1 post • Page 1 of 1

egillis



### Brand Manager 104.9 The Wolf - WXCL Radio

Thu Nov 03, 2022 12:49 pm

#### BRAND MANAGER - WXCL - 104.9 The Wolf

Duke Wright's Midwest Communications has a rare Brand Manager opening with its outstanding group of stations in Peoria, Illinois. 104.9 The Wolf, WXCL is the long-time, dominant Country brand and we're seeking a talented new leader. Great Country radio is calling you from Peoria. Join this wonderful team and amazing brands. Even though your focus will be on 104.9 The Wolf, you'll be joining market leading stations such as 1470-100.3 WMBD, 93.3 The Drive, Mix 106.9, KZ102.3, 102.7 Super Hits, and Freedom 95.9.

Midwest Communications gives you the freedom to create and the opportunity to prosper in a fun environment. And yes, we hire people who are S.W.A.N.'s - Smart, Hard Working, Ambitious and Nice.

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We're a rare, privately-owned company which gives you the tools and clear direction to



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Midwest Communications, Inc. is privately owned and operated with 81 radio stations in eight states. We are proud to be an equal opportunity employer by choice.

SHOP NOW



1 post • Page 1 of 1

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- Top 40/M
- Top 40/R
- Triple A
- Urban/UAC

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- Net News Home

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- VO/Imaging/Tracking

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- Eastlan

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- Monday Morning Intel - Country
- Monday Morning Intel - Top 40
- RateTheMusic
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- What's In-Store Music
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 310.457.6616