

**KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
KQ98 Mornings	1-19, 21-104	27
Digital Content Specialist	1-19, 21-60, 62-104	26
Website Brand Manager (Creator-Focused)	1-3, 5-6, 8-60, 62-104	20
Operations Tech	1-3, 5-6, 8-19, 21-60, 62-104	70
Business Development Specialist	1-3, 5-6, 8-19, 21-104	61
Business Development Specialist	1-3, 5-6, 8-19, 21-104	61
Marketing Account Coordinator	1-3, 5-6, 8-19, 21-57, 59-60, 62-104	26
Digital Content Specialist-Graphic Artist	1-3, 5-6, 8-19, 21-57, 59-60, 62, 64-104	26

**KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT****EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	ABR Employment Services 1501 Losey Blvd South La Crosse, Wisconsin 54601 Phone : 608-782-9700 Email : lacrosse@abrjobs.com Fax : 1-608-784-7143 Gary Frahm	Y	0
2	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 3104576616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver Manual Posting	N	5
3	Aptiv, Inc. 3000 South Avenue La Crosse, Wisconsin 54601 Phone : 608-784-9450 Fax : 1-608-784-5345 Nancy Wagner	Y	0
4	Aurora Vocational Services 1501 Saint Andrew Street Suite C202 La Crosse, Wisconsin 54603 Phone : 608-785-5090 Url : www.auroraservices.com Email : rradke@AuroraServices.com Rebecca Radke  Prong 2 Ended Date: 9/2/2022	N	0
5	Beloit College Career and Community Engagement Center 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2673 Url : http://www.beloit.edu Email : careerandcommunity@beloit.edu Fax : 1-608-363-2109 Career Services	Y	0

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6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Halloway Manual Posting	N	0
7	Carolina School of Broadcasting 3435 Performance Rd Charolotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-531-7291 Alyson Young  Prong 2 Ended Date: 9/1/2022	N	0
8	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone : 262-551-5959 Career Services Manual Posting	Y	0
9	Chrysalis Inc. 1342 Dewey Court Madison, Wisconsin 53703 Phone : 608-256-3102 Email : clark@workwithchrysalis.org Fax : 1-608-256-3103 Career Services	Y	0
10	Clarke University Job Bank 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 8888252753 Url : www.clarke.edu Email : careerservices@clarke.edu Website Website  Prong 2 Start Date: 1/2/2012	Y	0

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11	Columbia College - Careers 754 south Wabash Avenue Chicago, Illinois 60605 Phone : 312-344-7280 Evonne Mathews Manual Posting	Y	0
12	Community Action Coalition 1717 N. Stoughton Rd. Madison, Wisconsin 53704 Phone : 608-246-4730x215 Email : aduddy@cacscw.org Fax : 1-608-246-4760 Amber Duddy	Y	0
13	Coulee Region Jobs 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Email : corri.moran@midwestfamilylacrosse.com Lori MORTON-LOCKLEY	N	0
14	Curative Connections 2900 Curry Lane Green Bay, Wisconsin 54308 Phone : 920- 468-9129 Email : bjordan@curativeconnections.org Fax : 1-920-965-2653 Brenda Jordan	Y	0
15	Department of Workforce Development 2615 East Avenue South Suite 101 La Crosse, Wisconsin 54601 Phone : 608-785-9511 Amy Jo Studden Manual Posting	Y	0
16	Division of Vocational Rehabilitation 125 N 6th Street La Crosse, Wisconsin 54601 Phone : 608-785-9500 Job Placement Manual Posting	Y	0

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17	E.W. Scripps School of Journalism E.W. Scripps Hall #102 Athens, Ohio 45701 Phone : 7405932590 Email : foxr1@ohio.edu Becky Fox	Y	0
18	Edgewood College - Careers 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-257-4861 Url : www.edgewood.edu Website Website Manual Posting	Y	0
19	Emma L. Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-0199 Email : michael.barham@nbcuni.com Michael Barham	Y	0
20	Employee Referral	N	1
21	Experience Works 319 Main Street Suite 404 La Crosse, Wisconsin 54601 Phone : 608-789-5623 Email : ew@experienceworks.org Fax : 1-608-789-5624 Erika Dewald-Hoss	Y	0
22	Focuscorp Inc. 3201 Latham Drive Madison, Wisconsin 53713 Phone : 608-277-9140 Email : focuscorp1@aol.com Catherine Murray	Y	0
23	Goods Entertainment P.O. Box 1266, 166 Kings Highway North Weston, Connecticut Phone : 203-341-0111 Email : agoodman@goodsentertainment.com Adam Goodman	N	0

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24	Goodwill Industries 2334-36 Rose Street La Crosse, Wisconsin 54603 Phone : 608-783-2710 Email : wadmin@goodwillncw.org Fax : 1-608-783-7565 Paula Egge	Y	0
25	Illinois & Ohio Centers for Broadcasting Chicago, Illinois Phone : 847-962-1586 Email : dclark@beonair.com Don Clark	Y	0
26	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Url : indeed.com Career Services Manual Posting	N	8
27	Internal Postings 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Kristy Nix Manual Posting	N	2
28	Iowa Central Community College 1 Triton Circle Ft. Dodge, Iowa 50501 Phone : (515) 576-0099x2407 Career Services Manual Posting	Y	0
29	Job Center of Wisconsin All Job Centers in Wisconsin All, Wisconsin Phone : 8882589966 Url : www.wisconsinjobcenter.org Website Website Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Kennedy Heights Comm. Ct. 199 Kennedy Heights Madison, Wisconsin 53703 Phone : 6082440767 Email : director@khcommunitycenter.org Fax : 1-608-661-9190 Patrina White	N	0
31	La Casa de Esperanza Inc 410 Arcadian Ave Waukesha, Wisconsin 53103 Phone : 262-547-0887 Email : info@lacasadeesperanza.org Fax : 1-262-547-0735 April Medina	Y	0
32	La Crosse Area Hmong Mutual 1915 Ward Ave La Crosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Butler Nevin	Y	0
33	La Crosse County Job Service 402 N. Eighth Street La Crosse, Wisconsin 54601 Phone : 608-789-5627 Email : piercet@workforceconnections.org Fax : 1-608-789-5599 Career Services	Y	0
34	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5346 Tina Moore Manual Posting	Y	0
35	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Lisa Stephen Manual Posting	Y	0

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36	Lawrence University-Career Center 711 E Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Kathy Heinzen Manual Posting	Y	0
37	Lutheran Social Services 2025 South Avenue, Suite 200 La Crosse, Wisconsin 54601 Phone : 608-796-2300 Fax : 1-414-246-2524 Todd Wilson	Y	0
38	Lutheran Social Services 2307 South Avenue La Crosse, Wisconsin 54601 Phone : 608-788-5090 Ext 107 Fax : 1-608-788-6623 Tori Sebranek	N	0
39	Marquette University 1324 W. Wisconsin Avenue Milwaukee, Wisconsin 53233 Phone : (414) 288-7250 Url : <a href="http://www.marquette.edu">http://www.marquette.edu</a> Website Website Manual Posting	Y	0
40	MATC-Minority Student Services 3550 Anderson Street Madison, Wisconsin 53704 Phone : 608-246-6100 Url : <a href="http://www.wisconsintechconnect.com">www.wisconsintechconnect.com</a> Patty Geske Manual Posting	Y	0
41	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 800-968-7622 Email : <a href="mailto:weston@michmab.com">weston@michmab.com</a> Fax : 1-517-484-5810 Denise Weston	Y	0



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42	Mid West Family Broadcasting Eau Claire 944 HARLEM STREET ALTOONA, Wisconsin 54720 Phone : 715-832-1530 Email : lynnbiertiz@midwestfamilyec.com Lynn Biertiz	N	0
43	MID WEST FAMILY BROADCASTING ROCKFORD 2830 SANDY HOLLOW ROAD ROCKFORD, Illinois 61108 Phone : 815-873-3261 Email : LONNASCHROEDER@rmgmwf.com LONNA SCHROEDER	N	0
44	Midwest Family Broadcasting 730 Rayovac Drive Madison, Wisconsin 53744 Phone : 608-273-1000 Email : gina.koberle@midwestfamilymadison.com Fax : 1-608-273-3588 Gina Koberle	N	0
45	Midwest Family Broadcasting in Benton Harbor-St. Joseph, MI 580 East Napier Avenue Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Fax : 1-269-925-1011 Judy Groenke	N	0
46	Midwest Family Broadcasting in Springfield, IL 1510 N Third Street Riverton, Illinois 62561 Phone : 217-629-7077 Email : eeo@longnine.com Fax : 1-217-629-7952 Cristine Marinelli	N	0
47	Midwest Family Broadcasting in Springfield, MO 2453 E Elm St Springfield, Missouri 65802 Phone : 417-886-5677 Email : kmckay@mwfmktg.com Kelly McKay	N	0

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48	Milwaukee Area Technical College 700 W. State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Julie Klug Manual Posting	Y	0
49	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Email : abing@msoe.edu Fax : 1-414-277-7122 Jennifer Abing	N	0
50	Minnesota Broadcasters Association 401 N. THIRD STREET SUITE 370 MINNEAPOLIS, Minnesota 55401 Phone : 6129268123 Url : www.minnesotabroadcasters.com Email : TIM.HYDE@minnesotabroadcasters.com Fax : 1-612-926-9761 TIM HYDE	N	0
51	Minnesotaworks.net 1st National Bank Building 332 Minnesota Street, Suite E-200 Saint Paul, Minnesota 55101-1351 Phone : 8006573858 Url : www.minnesotaworks.net Website Website Manual Posting	N	0
52	Moody Bible Institute 820 N La Salle Dr. Chicago, Illinois 60610 Phone : 312-329-4414 Fax : 1-312-329-8976 Patrick Friedline Manual Posting	Y	0

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53	Moorhead State University 1104 7th Avenue South Moorhead, Minnesota 56563 Phone : 218-477-2131 Url : www.mnstate.edu Greg Toutges Manual Posting	Y	0
54	Mount Mary College 2900 N. Menomonee River Parkway Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Kirsten Wright Manual Posting	Y	0
55	Nicolet Area Technical College PO BOX 518 Rhineland, Wisconsin 54501 Phone : 715-365-4565 Url : www.wisconsintechconnect.com Nancy Burns Manual Posting	Y	0
56	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Patti Peacock-Landrum Manual Posting	Y	0
57	Northport Community Center 1740 Northport Drive Madison, Wisconsin 53704 Phone : 608-249-0160 Email : pwongkit@icloud.com Fax : 1-608-249-9281 ..	Y	0
58	ODC, Inc 2406 E. 21st St. Marshfield, Wisconsin 54449 Phone : 715-387-1161 Email : info@odcinc.com Fax : 1-715-389-1443 Lynn Haefer  Prong 2 Ended Date: 1/24/2023	N	0

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59	Office of Affm Action & Compliance 215 Martin Luther Kind Jr. Blvd, Suite 130 Madison, Wisconsin 53701 Phone : 608-266-4082 Lucia Nunez Manual Posting	Y	0
60	ORC Industries, Inc. 2700 Commerce Street La Crosse, Wisconsin 54603 Phone : 608-781-7727 Fax : 1-608-781-1464 Human Resources	Y	0
61	Other 201 State Street La Crosse, Wisconsin 54601 Kristy Nix Manual Posting	N	2
62	Penn State College of Communications 208 Carnegie Building State College, Pennsylvania 16803 Phone : 814-865-2377 Email : sfg10@psu.edu Fax : 1-814-863-0226 Career Services	Y	0
63	Racine Affirm Action Office 730 Washington Ave. Racine, Wisconsin 53403 Phone : 262-636-9589 Email : jobs@cityofracine.org Tim Thompkins  Prong 2 Ended Date: 4/25/2023	N	0
64	Racine Urban League 718 N. Memorial Drive Racine, Wisconsin 53404 Phone : 262-637-8532 Email : yadams2006@yahoo.com Yolanda Adams	Y	0

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65	Radio1 Broadcast School 700 3rd Street N LL-7 La Crosse, Wisconsin 54601 Phone : (800) 889-2221 Email : director@radio1school.com Joe Deschler	N	0
66	RadioOnline.com 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Ron Chase Manual Posting	N	0
67	Rolling Hills (formerly Vocational Rehabilitation Monroe County) 14345 County Hwy B Sparta, Wisconsin 54656 Phone : 608-269-8800 Email : christine.nelson@co.monroe.wi.us Christine Nelson	Y	0
68	Specs Howard School 19900 W. Nine Mile Southfield, Michigan 48075 Phone : 248-356-6519 Email : nshiner@specshoward.edu Fax : 1-248-746-9770 Nancy Shiner	Y	0
69	St. Norbert College Job Bank 100 Grant Street De Pere, Wisconsin 54115 Phone : 9204033040 Url : www.snc.edu Fax : 1-920-403-4052 Website Website Manual Posting	N	0
70	Station Websites 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	1

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71	Texas A&M Career Services 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : www.tamu.edu Website Website Manual Posting	Y	0
72	The Main Street Communication Network Tattler 4517 Minnetonka Blvd #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom K	N	0
73	Tri-Parish Catholic Community (formerly St. Mary's Ridge Church) 26400 County Highway U Cashton, Wisconsin 54619 Phone : 608-654-5654 Url : http://stmarysridge.org Email : secretary@smash3p.org Kari Passe	Y	0
74	University of Dubuque - Careers 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3132 Url : www.dbq.edu Career Services Manual Posting	Y	0
75	University of Northern Iowa - Careers 102 Gilchrist Hall Student Services Ctr #19 Cedar Falls, Iowa 50614 Phone : 319-273-6998 Url : www.uni.edu Robert Fredrick Manual Posting	Y	0
76	University of Northwestern College Job Bank University of Northwestern 3003 Snelling Avenue North St. Paul, Minnesota 55113 Phone : 6516315265 Url : www.nwc.edu Website Website Manual Posting	N	0

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77	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5339 Url : www.uiu.edu Website Website Manual Posting	Y	0
78	Urban League of Kenosha 1418 68th St. Kenosha, Wisconsin 53143 Phone : 262-652-2111 Email : yadams2006@yahoo.com Fax : 1-262-637-8634 Yolanda Adams	N	0
79	UW - Fox Valley - Careers 1478 Midway Rd Menasha, Wisconsin 54952 Phone : 920-832-2633 Email : tammy.brunette@uwc.edu Tammy Brunette	Y	0
80	UW - Green Bay - Careers 2420 Nicolet Drive SS 1916 Green Bay, Wisconsin 54311 Phone : (920) 465-2163 Linda Johnson Manual Posting	Y	0
81	UW - Madison Journalism Placement Office 821 University Ave Madison, Wisconsin 53706 Phone : 608-263-4858 Career Services Manual Posting	Y	0
82	UW - Milwaukee P.O. Box 143 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Kim Houghland Manual Posting	Y	0

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83	UW – Oshkosh at Fond Du Lac 12 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-7161 Kerry Strupp Manual Posting	Y	0
84	UW La Crosse Placement & Career Advising 1725 State Street Placement & Career Advising La Crosse, Wisconsin 54601 Phone : 608-785-8514 Rebecca Lee Manual Posting	Y	0
85	UW La Crosse WMCM-TV 1725 State Street La Crosse, Wisconsin 54601 Phone : 608-785-8379 Email : cst@uwlax.edu Dr. Patricia Turner	Y	0
86	UW La Crosse- Multicultural Student Services 1725 State Street, 1100 Centennial Hall La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : omss@uwlax.edu Fax : 1-608-785-8837 Student Services	Y	1
87	UW Madison Communication Arts 821 University Ave 6117 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-2543 Barb Voss-Ruid Manual Posting	Y	0
88	UW Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Career Services Manual Posting	Y	0



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89	UW Stout 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1602 Mary Bald Manual Posting	Y	0
90	UW Superior 1800 Grand Ave. Superior, Wisconsin 54880 Phone : 715-394-8307 Url : www.super.edu Website Website Manual Posting	N	0
91	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : rayw@uwosh.edu Wendell Ray	Y	0
92	UW-Platteville - Career Center 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Diana Brinkman Manual Posting	Y	0
93	UW-Platteville - Dept. of Comm Tech 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1627 Becky Troy Manual Posting	N	0
94	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : (608)796-3828 Url : http://www.viterbo.edu Lisa Mohr Manual Posting	Y	0

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95	Waukesha Cty. Technical College 892 Main St Suite C Pewaukee, Wisconsin 53072 Phone : 414-695-7816 Email : careers@wctc.edu Career Services	Y	0
96	Western Kentucky University Career Services Center Bowling Green, Kentucky 42101 Dan Trendt Manual Posting	Y	0
97	Western Wisconsin Tech College 400 Seventh Street North La Crosse, Wisconsin 54601 Career Services Manual Posting	N	0
98	Winona State University 175 W Mark St. Winona, Minnesota 55987 Career Services Manual Posting	N	0
99	Wisconsin Broadcasters Association 44 East Mifflin Madison, Wisconsin 53701 Phone : 608-255-2600 Url : www.wi-broadcasters.org Website Website Manual Posting	N	0
100	Wisconsin Job Center Green Bay 701 Cherry Street Green Bay, Wisconsin 54301 Phone : 920-448-6760 John Gosling Manual Posting  Prong 2 Start Date: 3/14/2013	Y	0
101	Wisconsin NOW P.O. Box 45671 Madison, Wisconsin 53703-5671 Phone : 608-313-4669 Email : nowmadison@gmail.com Career Services	Y	0

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102	Workforce Connections, Inc. 402 North 8th Street La Crosse, Wisconsin 54601 Phone : 608-789-5611 Email : workforceconnections@workforceconnections.org Fax : 1-608-785-9939 Sharon Bliss	Y	1
103	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
104	YWCA Transitional 3219 Commerce Street La Crosse, Wisconsin 54601 Phone : 608-781-2783 Email : agordon@ywcalax.org Anne Gordon	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/22/2022	Participation in events or programs sponsored by educational institutions	UW-L college student Myron Miller did a job shadow with Mid West Family on 11/22/22. He is a communications student and met with Jean Taylor, VP of Content, to do an interview and ask questions he had about the industry, job opportunities, etc. and also job shadowed the Morning Show on WIZM-FM for an hour.	3	VP of Content Mid West Family Entertainment Manager WIZM-FM Morning Show Co Host
2	11/23/2022	Participation in scholarship programs	The Wisconsin Broadcasters Association program offers scholarships for students interested in pursuing a career in broadcasting. Kristy Novak, Senior Business Manager, Scott Shaw, WIZM Program Director and Richard Record, Board of Director reviewed and ranked all applicants based on their application in the area of academics, broadcast experience, work experience, activities and honors. Those rankings were forwarded on to the WBA and used to help determine the winners. Mid West Family also donates to support and fund the scholarship donations.	3	Senior Business Manager WIZM Program Director Board of Director
3	12/20/2022	Participation in events or programs sponsored by educational institutions	On December 20th, 2022, Scott Robert Shaw, WIZM Program Director, spoke to eighth grade students in the La Crosse area. Scott spoke about the variety of career opportunities in Journalism and Broadcast category and answered any questions. The career day was held at Western Technical College from 9:20am to 1:30pm and Scott talked to six different groups of 25-30 students for about 25 minutes each.	1	WIZM Program Director
4	1/12/2023	Participation in events or programs sponsored by educational institutions	Grant Bilse, WKTY Program Director and Brian Blank, WRQT Afternoon Drive Announcer conducted a tour for a group of 23 adolescents, ages 11-14 from Coulee Montessori Adolescent School. The were shown around our building explaining the different areas we have for job opportunities and what skills you would need for each. Also answered questions the students had about our company and job duties, etc.	2	WKTY Program Director WRQT Afternoon Drive Announcer

**KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT****EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****III. RECRUITMENT INITIATIVES**

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5	2/25/2023	Participation in Job Fairs	On 2/25/23, Mid West Family participated in the Wisconsin Broadcasters Association Job Fair that was held at the Madison Marriott West in Middleton, WI from 11am to 1pm. Radio spots aired prior to the event encouraging applicants to attend. Job positions open and available for applicants were: Website Brand Manager, Sales and La Crosse Operations Tech.	3	VP Of Business Development National and Agency Director Director of Strategy
6	3/29/2023	Participation in events or programs sponsored by educational institutions	On March 29th, 2023, Brittney Hodgson with the West Salem High School had 4 students from her junior class that are interested in communications and broadcasting come to do a tour/job shadow of our Morning Show on WIZM-FM. Students who participated were: Julian Gutierrez, Calvin Rasmussen, Aiden Weissenberger and Ben Bakkum. They prepared questions of talking points that they wanted to learn more about, etc. They got to see how radio worked behind the scenes and learned about all opportunities available at a Radio station.	2	Mid West Family Entertainment Manager Morning Show Co Host
7	4/11/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Mid West Family participated in the Broadcasting Virtual Mixer put on by Wisconsin Broadcasters Association on April 11, 2023 7pm to 8pm via a webinar. Shar Hermanson, Director of Strategy, attended this webinar and met with several students that were interested in a career in broadcasting to explain how our industry works and what career opportunities are available and answered any questions they had.	1	Director of Strategy

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8	4/13/2023	Provision of training to management	An EEO seminar was conducted on April 13, 2023 via a webinar. The seminar, "A Review of the FCC's EEO Requirements for Broadcasters" was attended by R.J. Brachman, Business Manager. The interactive session was presented by Washington counsel David Oxenford of the law firm Wilkinson Barker Knauer who reviewed all of the FCC's EEO obligations and discussed how we can meet those obligations to stay out of trouble with the FCC, and what might lie in store in the way of future FCC EEO compliance obligations.	1	Business Manager
9	4/25/2023	Establishment of training programs for station personnel	The Walker Broadcast Management Institute is a 3 day course that was held from 4/25/23-4/27/23 at UW Madison Campus. The course is a 3 year module which provides attendees with education on improving their business knowledge. The 3 topics covered were 1) Use Creativity to Solve Tough Problems and Have more fun, 2) Developing People Around You and 3)Marketing. Managers, Sales, Programming, News and Office staff from Radio and TV stations throughout Wisconsin attend this program to acquire skills that could promote themselves for a higher level position and improve on their current roles.	1	Account Representative
10	5/23/2023	Participation in events or programs sponsored by educational institutions	Ken Cooper, Creative Director and Tony Schultz, KQ98 Morning Show Host conducted a tour for a group of 24 students from Mt. Calvary-Grace Lutheran School, ages 13-17. They were shown around our building explaining the different areas we have for job opportunities and what skills you would need for each. Also answered questions the students had about our company and job duties, etc.	2	Creative Director KQ98 Morning Show Host

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11	6/1/2023	Establishment of an intern program designed to assist members of the community	Mid West Family participates in the Wisconsin Broadcasters Association's scholarship program along with posting intern positions with our local colleges, UW-L, Viterbo and Western Wisconsin Technical College. Erica Ashley who attends Viterbo University was brought to work with our VP of Content to learn more about our industry, how promotions are executed, music programmed and day to day duties of our programming department. This was a paid internship.	1	VP of Content
12	6/14/2023	Establishment of training programs for station personnel	Mid-West Family Sales University (9/10/22-9/12/22) This program is designed for "sellers" and "non-sellers" to be taught the sales process in an effort to improve skills both in the sales department and throughout the company to have a better feel of our way of conducting the client relationship. The skills learned at Sales University help all who attend gain more knowledge to improve their position in the company. The whole sales, digital and a portion of the programming department attend this training conference once a year.	15	Sales Staff VP of Content VP of Business Development Team General Manager
13	6/14/2023	Provision of training to management	An EEO seminar was conducted at the Wisconsin Broadcasters Association Summer conference in Elkhart Lake, WI on June 14, 2022. The seminar, "You're Looking in All the Wrong Places: How to Find Diverse Talent at Every Level" was attended by Tom Walker, President. Speaker was Michelle Duke - President, NAB Leadership Foundation, Chief Diversity Officer, National Association of Broadcasters who spoke on ways to engage diverse job applicants, refine your hiring strategy, comply with FCC requirements and meet your goal to attract the best and brightest candidates.	1	President