

**MIDWESTERN BROADCASTING COMPANY  
WTCM RADIO, INC., WCCW RADIO, INC., WBCM RADIO, INC., AND WKJF RADIO, INC.  
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT  
JUNE 1, 2023**

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file, as well as posted within our websites, on or before the anniversary of our renewal of license application, which is June 1 of each year. Our “employment unit” consists of WTCM (AM), WTCM-FM, WCCW (AM), WCCW-FM, Traverse City, and WJZQ-FM, Cadillac, and WBCM-FM Boyne City, and WKLT-FM, Kalkaska (All in Michigan).

PERIOD COVERED: **June 1, 2022 through May 31, 2023**

**I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE):**

- i. Program Director/On-Air Announcer
- ii. On-Air Announcer
- iii. On-Air Announcer

**II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:**

*A list of sources to which notices are sent is attached. Midwestern Broadcasting Company publicizes full time openings through Broadcast Compliance Services, as well as within its respective websites’ “Careers” sections, and also via over-the-air announcements that promote the Company’s EEO hiring policies and current positions that may be available.*

**III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:**

- i. All Access print ad (1/11/23)
- ii. Word-of-mouth from MWB internal posting
- iii. Over-the-Air announcement

**IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT, AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:**

- i. (1) interview
- ii. (2) interviews
- iii. (1) interview

**DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT:**

➤ ***Job Fair(s) –***

**Northwestern Michigan College – Hiring Fair Event**

March 2, 2023 12:00noon to 3:00 pm

Midwestern Broadcasting’s Tammie Altshuler (Payroll/HR Director) and Chris Davis (Operations Manager) participated in this career fair, hosted by the Northwestern Michigan College. NMC college students, as well as prospective broadcast job-seekers from all backgrounds and ages, were encouraged to participate in this opportunity to network with Northern Michigan employers. Tammie/Chris engaged with event goers and informed them of employment opportunities and internship availability.

➤ ***Speaking engagement(s) –***

**Traverse City Central High School – “Media Employment Opportunity”**

February 24, 2023 9:00am – 10:00am

Chris Warren, GM of Midwestern Broadcasting Company, was invited to the TC Central Marketing Class (Mrs. Harvey), to speak to the students about the field of radio broadcasting as well as the opportunities that exist in the industry. Students were encouraged to reach out to Chris, via email, for Summer internship opportunities, with one student expressing an interest in touring the radio station, which Chris Warren made happen the following week.

- ***Participation in scholarship programs*** – Ross Biederman, President of Midwestern Broadcasting Company, is a founding member of the Michigan Association of Broadcaster’s (MAB) Foundation. The MAB Foundation is a 501c3 Foundation organization which conducts numerous educational activities, including providing scholarships. Mr. Biederman was also a major financial contributor to the formation of the Foundation. Mr. Biederman started the “Biederman-Leicinger” Scholarship endowment (currently maintained by the MAB Foundation), designed to award annual scholarships to college students pursuing the field of Broadcast/Journalism.
- ***Midwestern Broadcasting Summer Internship*** – A summer internship program has regularly been conducted at one or more of the Midwestern Broadcasting Company stations. Students are placed in area of interest and in most cases earn education credits for their experience. A number of them have gone on to be hired by various media outlets. One is currently a full time employee at Midwestern Broadcasting Company.
- ***Educational Tours of the radio stations*** – Midwestern Broadcasting conducts regular educational group tours of the radio station facilities and studios. Groups range in age from elementary school through adults.
- ***Training of Management level personnel*** – In 2020, Tammie Altshuler (Human Resources Manager and EEO Coordinator for all of Midwestern Broadcasting Company’s radio stations) issued a complete review of EEO Policies and FCC Regulations to all Department Heads. That policy is reviewed annually for its application and effectiveness. It continues to provide managers with procedural instructions that are deemed worthy and effective.

- **Review of EEO Files and Records** – In 2020, an FCC Review of the Company’s EEO policies and practices was made. It included inspection of the public files and of the EEO program information and records, and a written report to the Commission. The company had no problems or issues.

## **RECRUITMENT SOURCES INFORMATION:**

MAB Job Bank at [www.michmab.com](http://www.michmab.com)

Northwestern Michigan College  
1701 E. Front Street  
Traverse City, MI 49686

Broadcast & Cinematic Arts  
Central Michigan University  
340 Moore Hall  
Mt. Pleasant, MI 48859

SPECS Howard  
19900 W. 9 Mile Road  
Southfield, MI 48075

MI Works  
1209 S. Garfield  
Traverse City, MI 49684

ALL ACCESS.com

INDEED.com

Midwestern Broadcasting Company - multi-station radio ads  
Wendy Sobeck (Traffic Director)  
314 East Front Street  
Traverse City, MI 49684

Midwestern Broadcasting Company – Internal Postings  
Tammie Altshuler (H/R Director)  
300 East Front Street, Suite 460  
Traverse City, MI 49684

Midwestern Broadcasting Company – Corporate & Individual Website “Careers” pages / Social Media Pages  
Chris Davis (Operations Manager)  
300 East Front Street, Suite 450  
Traverse City, MI 49684