



General Manager/ WDUL AM ID#26590/Superior WI  
Midwest Communications

Federal Communications Commission  
Washington, D.C. 20554

February 14, 2019

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your above-referenced station (the Station) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of Section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.
2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.
3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:
  - (a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to Section 73.2080(c)(6).
  - (b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of

providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

#### 4. Time Brokerage.

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. **Procedures.** *You must upload your response to this audit letter to your station's online public inspection file by April 1, 2019, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* You should not direct your response to the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See 47 CFR § 1.16.)

6. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 C.F.R. § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested by e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov) and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants such a request the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with Section 73.2080(g).

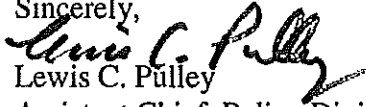
7. In accordance with Sections 73.3526(e)(10) (for commercial stations ) and 73.3527(e)(11) (for noncommercial educational stations), available through these links:

[https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73\\_13526&rgn=div8](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8)

[https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73\\_13527&rgn=div8](https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8)

you must place a copy of this letter and your response in the public inspection file, including the online public file, of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

8. If our EEO random audits sent in 2017 or 2018 included the Station, you may not have to respond to this letter. If the Station completed an audit in that timeframe, before responding, please tell us the dates of public file reports included in the Station's recent audit response, via e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). We will then advise you if a response is necessary. Also, if your most recent license renewal application was granted after February 1, 2017, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,  
  
Lewis C. Pulley  
Assistant Chief, Policy Division  
Media Bureau

Enclosure

47 C.F.R. § 73.2080

**CODE OF FEDERAL REGULATIONS**  
**TITLE 47--TELECOMMUNICATION**  
**CHAPTER I--FEDERAL**  
**COMMUNICATIONS COMMISSION**  
**SUBCHAPTER C--BROADCAST RADIO**  
**SERVICES**  
**PART 73--RADIO BROADCAST SERVICES**  
**SUBPART H--RULES APPLICABLE TO ALL**  
**BROADCAST STATIONS**

§ 73.2080 Equal employment opportunities (EEO).

(a) General EEO policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated AM, FM, TV, Class A TV or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment by such stations because of race, color, religion, national origin, or sex. Religious radio broadcasters may establish religious belief or affiliation as a job qualification for all station employees. However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief. For purposes of this rule, a religious broadcaster is a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity.

(b) General EEO program requirements. Each broadcast station shall establish, maintain, and carry out a positive continuing program of specific practices designed to ensure equal opportunity and nondiscrimination in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to ensure vigorous enforcement of its policy of equal opportunity, and establish a procedure to review and control managerial and

supervisory performance;

(2) Inform its employees and recognized employee organizations of the equal employment opportunity policy and program and enlist their cooperation;

(3) Communicate its equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin, or sex, and solicit their recruitment assistance on a continuing basis;

(4) Conduct a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions; and

(5) Conduct a continuing review of job structure and employment practices and adopt positive recruitment, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility.

(c) Specific EEO program requirements. Under the terms of its program, a station employment unit must:

(1) Recruit for every full-time job vacancy in its operation. A job filled by an internal promotion is not considered a vacancy for which recruitment is necessary. Religious radio broadcasters who establish religious affiliation as a qualification for a job position are not required to comply with these recruitment requirements with respect to that job position or positions, but will be expected to make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation. Nothing in this section shall be interpreted to require a broadcaster to grant preferential treatment to any individual or group based on race, color, national origin, religion, or gender.

(i) A station employment unit shall use recruitment sources for each vacancy sufficient in its

reasonable, good faith judgment to widely disseminate information concerning the vacancy.

(ii) In addition to such recruitment sources, a station employment unit shall provide notification of each full-time vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers; upon request by such organization. To be entitled to notice of vacancies, the requesting organization must provide the station employment unit with its name, mailing address, e-mail address (if applicable), telephone number, and contact person, and identify the category or categories of vacancies of which it requests notice. (An organization may request notice of all vacancies).

(2) Engage in at least four (if the station employment unit has more than ten full-time employees and is not located in a smaller market) or two (if it has five to ten full-time employees and/or is located entirely in a smaller market) of the following initiatives during each two-year period beginning with the date stations in the station employment unit are required to file renewal applications, or the second, fourth or sixth anniversaries of that date.

(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;

(ii) Hosting of at least one job fair;

(iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);

(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

(ix) Establishment of a mentoring program for station personnel;

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

(xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

(xiii) Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;

(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

(xv) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

(3) Analyze its recruitment program on an ongoing basis to ensure that it is effective in achieving broad outreach to potential applicants, and address any problems found as a result of its analysis.

(4) Periodically analyze measures taken to:

(i) Disseminate the station's equal employment opportunity program to job applicants and employees;

(ii) Review seniority practices to ensure that such practices are nondiscriminatory;

(iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

(iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;

(v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;

(vi) Where union agreements exist, cooperate with the union or unions in the development of programs to ensure all persons of equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and

(vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

(5) Retain records to document that it has satisfied the requirements of paragraphs (c)(1) and (2) of this section. Such records, which may be maintained in an electronic format, shall be retained until after grant of the renewal application for the term during which the vacancy was filled or the initiative occurred. Such records need not be submitted to the FCC unless specifically requested. The following records shall be maintained:

(i) Listings of all full-time job vacancies filled by the station employment unit, identified by job title;

(ii) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be

separately identified), identified by name, address, contact person and telephone number;

(iii) Dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies;

(iv) Documentation necessary to demonstrate performance of the initiatives required by paragraph (c)(2) of this section, including sufficient information to fully disclose the nature of the initiative and the scope of the station's participation, including the station personnel involved;

(v) The total number of interviewees for each vacancy, and the referral source for each interviewee; and

(vi) The date each vacancy was filled and the recruitment source that referred the hiree.

(6) Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file, maintained pursuant to § 73.3526 or § 73.3527, and on its web site, if it has one, an EEO public file report containing the following information (although if any broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the twelve months covered by the EEO public file report, its EEO public file report shall cover the period starting with the date it acquired the station):

(i) A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

(ii) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be separately identified), identified by name, address, contact person and telephone number;

(iii) The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

(iv) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in

connection with such vacancies; and

(v) A list and brief description of initiatives undertaken pursuant to paragraph (c)(2) of this section during the preceding year.

(d) Small Station Exemption. The provisions of paragraphs (b) and (c) of this section shall not apply to station employment units that have fewer than five full-time employees.

(e) Definitions. For the purposes of this rule:

(1) A full-time employee is a permanent employee whose regular work schedule is 30 hours per week or more.

(2) A station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

(3) A smaller market includes metropolitan areas as defined by the Office of Management and Budget with a population of fewer than 250,000 persons and areas outside of all metropolitan areas as defined by the Office of Management and Budget.

(f) Enforcement. The following provisions apply to employment activity concerning full-time positions at each broadcast station-employment unit (defined in this part) employing five or more persons in full-time positions, except where noted.

(1) All broadcast stations, including those that are part of an employment unit with fewer than five full-time employees, shall file a Broadcast Equal Employment Opportunity Program Report (Form 396) with their renewal application. Form 396 is filed on the date the station is due to file its application for renewal of license. If a broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the period that is to form the basis for the Form 396, information provided on its Form 396 should cover the licensee's EEO recruitment activity during the period starting with the date it acquired the station. Stations are required to maintain a copy of their Form 396 in the station's public file in accordance with the provisions of §§ 73.3526 and 73.3527.

(2) The Commission will conduct a mid-term review of the employment practices of each broadcast television station and each radio station

that is part of an employment unit of more than ten full-time employees four years following the station's most recent license expiration date as specified in § 73.1020. Each such licensee is required to file with the Commission the Broadcast Mid-Term Report (FCC Form 397) four months prior to that date. If a broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the period that is to form the basis for the Form 397, its Report should cover the licensee's EEO recruitment activity during the period starting with the date it acquired the station.

(3) If a station is subject to a time brokerage agreement, the licensee shall file Forms 396, Forms 397, and EEO public file reports concerning only its own recruitment activity. If a licensee is a broker of another station or stations, the licensee-broker shall include its recruitment activity for the brokered station(s) in determining the bases of Forms 396, Forms 397 and the EEO public file reports for its own station. If a licensee-broker owns more than one station, it shall include its recruitment activity for the brokered station in the Forms 396, Forms 397, and EEO public file reports filed for its own station that is most closely affiliated with, and in the same market as, the brokered station. If a licensee-broker does not own a station in the same market as the brokered station, then it shall include its recruitment activity for the brokered station in the Forms 396, Forms 397, and EEO public file reports filed for its own station that is geographically closest to the brokered station.

(4) Broadcast stations subject to this section shall maintain records of their recruitment activity necessary to demonstrate that they are in compliance with the EEO rule. Stations shall ensure that they maintain records sufficient to verify the accuracy of information provided in Forms 396, Forms 397, and EEO public file reports. To determine compliance with the EEO rule, the Commission may conduct inquiries of licensees at random or if it has evidence of a possible violation of the EEO rule. In addition, the Commission will conduct random audits. Specifically, each year approximately five percent of all licensees in the television and radio services will be randomly selected for audit, ensuring that, even though the number of radio licensees is significantly larger than television licensees, both services are represented in the audit process. Upon request, stations shall make records available to the Commission for its review.



(5) The public may file complaints throughout the license term based on a station's Form 397 or the contents of a station's public file. Provisions concerning filing, withdrawing, or non-filing of informal objections or petitions to deny license renewal, assignment, or transfer applications are delineated in §§ 73.3584 and 73.3587-3589 of the Commission's rules.

(g) Sanctions and Remedies. The Commission may issue appropriate sanctions and remedies for any violation of this rule.

47 C.F.R. § 73.3526

CODE OF FEDERAL REGULATIONS  
TITLE 47--TELECOMMUNICATION  
CHAPTER I--FEDERAL  
COMMUNICATIONS COMMISSION  
SUBCHAPTER C--BROADCAST RADIO  
SERVICES  
PART 73--RADIO BROADCAST  
SERVICES  
SUBPART H--RULES APPLICABLE TO  
ALL BROADCAST STATIONS

§ 73.3526 Local public inspection file of commercial stations.

(e)(10) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

47 C.F.R. § 73.3527

CODE OF FEDERAL REGULATIONS  
TITLE 47--TELECOMMUNICATION  
CHAPTER I--FEDERAL  
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SERVICES  
SUBPART H--RULES APPLICABLE TO  
ALL BROADCAST STATIONS

§ 73.3527 Local public inspection file of noncommercial educational stations

(e)(11) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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I, D.E. Wright, President and Director of Midwest Communications, Inc., licensee, ("Company") provide the following statement in response to the FCC's EEO audit letter dated February 14, 2019, and directed to station WDUL-AM Radio, Superior, WI (Facility ID 26590).

WDUL-AM Radio is part of a Station Employment Unit ("SEU") comprised additionally of co-owned stations KDAL AM/FM, KTCO-FM and KQDS-FM licensed to Duluth, MN; KDKE-FM and WDSM-AM licensed to Superior, WI. WDUL-AM is also licensed to Superior, WI.

The information requested in this audit covers the period beginning August 1, 2016 through July 31, 2018. The following paragraphs are labeled to correspond with the individual items outlined in Section 3 of the audit letter and its subparagraphs.

- a. The Annual EEO Public File reports as described in 47 C.F.R.73.2080(c)(6) covering the time period beginning December 1, 2015 to and including November 30, 2017 attached as Exhibit 1 and Exhibit 2. The Annual EEO Public File Report is on the following websites:  
[www.kdal610.com](http://www.kdal610.com); [www.dukefmduluth.com](http://www.dukefmduluth.com) (WDKE-FM);  
[www.katcountry989.com](http://www.katcountry989.com) (KTCO-FM); [www.my957.com](http://www.my957.com) (KDAL-FM)  
[www.95kqds.com](http://www.95kqds.com); [www.wdsm710.com](http://www.wdsm710.com)
  - b. Per Exhibit 1, Appendix 1 covering the period August 1, 2016 to and including July 31, 2017, one (1) full-time (at least 30 hours per week) job vacancy was filled. Per Exhibit 2, Appendix 1 covering the period August 1, 2017 to and including July 31, 2018, two (2) full time job vacancies were filled. Job notices utilized for each position are attached as Exhibit 3 along with the list of recruitment sources receiving each notice. It is EU policy to retain copies of all notices to recruitment sources utilized as required by Section 73.2080(c)(5)(iii). The EU uses a significant number of recruitment sources to fill each full time vacancy and the existing documentation supports that the EU has recruited widely throughout the community to fill its full time vacancies. Where on-air ads were utilized, one log sheet indicating when the ad aired along with information on all other times it aired are included in Exhibit 3. All log sheets are retained as required by Section 73.2080(c)(5)(iii).
  - c. In accordance with Section 73.2080(c)(5)(v), for the period August 1, 2016 to and including July 31, 2018, the total number of interviewees for each vacancy and the referral source for each interviewee are indicated in Exhibit 1, Appendix 1 and Exhibit 2, Appendix 1 respectively.
  - d. Appendix 2 of Exhibit 1 covering the period August 1, 2016 to and including July 31, 2017, indicates the Unit's Recruitment Initiatives for that period. Appendix 2 of Exhibit 2 covering the period August 1, 2017 to and including July 31, 2018 indicates the Unit's Recruitment Initiatives for that period. Documentation of Recruitment Initiatives during the periods August 1, 2016 through July 31, 2017 and August 1, 2017 through July 31, 2018 are attached as Exhibit 4.
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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

This SEU had 23 full-time employees during the period August 1, 2016 to and including July 31, 2017. The SEU had 24 full-time employees during the period August 1, 2017 to and including July 31, 2018. The population in the market in which the stations operate is greater than 250,000 and as such is required to perform and has performed more than four recruitment initiatives pursuant to Sections 73.2080(c)(2) and (e)(3) in a two year period.

- e. The SEU had no pending or resolved complaints filed during the period August 1, 2016 to and including July 31, 2018 before any body having competent jurisdiction under Federal, state, territorial or local law involving unlawful discrimination in the SEU employment practices on the basis of race, color, religion, national origin or sex.
- f. In accordance with 73.2080(b), the EEO Officer, the Vice President/Human of Resources, is responsible for the administration and implementation of our Equal Employment Opportunity Program. The EEO coordinator for the SEU is the Office Manager. The EEO coordinator is charged with the responsibility of following up on paperwork and monitoring the SEU on a day-to-day basis to ensure that our EEO Program is being followed. All management involved in making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and terminations of employees have received training and will continue to receive training on an annual basis to ensure that our policies and programs are adhered to and that no person is discriminated against because of race, color, religion, national origin or sex.

Appropriate notices have been posted on a bulletin board in a high traffic area informing employees and applicants that the stations practice Equal Opportunity Employment and of their right to notify an appropriate local, state or Federal agency if they believe they have been victims of discrimination. Additionally, our employment applications contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited, and if they believe they have been victims of discrimination, they may notify the appropriate state, local or Federal agency. All job postings issued by the Unit to outside sources and posted on our websites indicate that we are an Equal Opportunity Employer. Our Employee Manual also contains an Equal Employment Opportunity/Harassment Policy and Complaint Procedure section. All employees are required to sign this policy separate of the Acknowledgement of Receipt of Employee Manual sheet.

In accordance with 73.2080(c)(4), to ensure that we are achieving wide dissemination, we air announcements encouraging organizations that can refer job seekers to contact us. We also have posted the announcement encouraging organizations that can refer job seekers on all station websites. As a part of our training program, we advise management level employees who have hiring/termination duties to be aware and cultivate recruitment sources and also to interview from a wide a variety of sources. We continue to review our recruitment sources on a regular

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# MIDWEST COMMUNICATIONS, INC.

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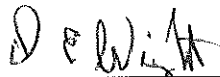
*and Affiliates*

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basis and update to include new sources as we learn of them to ensure continued broad dissemination.

- g. SEU management is expected to review a quarterly report outlining pay rates for equality by position and by department. The Vice President/Human Resources and EEO Officer regularly reviews salary reports pertinent to the market to determine fair pay practices for the positions involved. Employment benefits are reviewed on an annual basis to determine if they are being distributed equitably. Job vacancies within the Company are posted, as appropriate, on prominent bulletin boards with information on how to apply for the position. Management level personnel are advised to meet with individual staff members at a minimum on an annual basis to evaluate performance and discuss their career goals and to further encourage and make staff aware of the potential to move into management positions within our Company. The SEU utilizes a uniform employment application when hiring with the appropriate notice regarding discrimination and whom to notify if they feel they've been discriminated against. A uniform personality profile is also utilized. Specific steps are followed in the interview and hiring process to ensure equal opportunity employment. Trade unions are not represented at the SEU.
4. This station employment unit has no time brokerage agreements.

I swear under penalty of perjury that the foregoing statement is true and correct to the best of my knowledge and belief.



\_\_\_\_\_  
D.E. Wright, President and Director of  
Midwest Communications, Inc.

4/1/19

(Date)

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

## ANNUAL EEO PUBLIC FILE REPORT

**Exhibit 1**

Midwest Communications, Inc.

### **KDAL-AM/FM, KTCO-FM, KDKE-FM (formerly KDWZ), WDSM-AM, WDUL-AM, KQDS-FM**

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 Duluth, Minnesota Employment Unit ("SEU"). This SEU is comprised of the following stations: KDAL AM/FM, KTCO-FM and KQDS-FM (as of December 31, 2016) licensed to Duluth, Minnesota, KDKE-FM (formerly KDWZ-FM), WDSM-AM, WDUL-AM licensed to Superior, Wisconsin and . This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to August 1, 2017.

The information contained in this Report covers the time period beginning August 1, 2016 to and including July 31, 2017 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the SEU during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1 and 2 that follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hire actually began working. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

## APPENDIX 1

### Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2016 to July 31, 2017

Stations Comprising Station Employment Unit:

**KDAL-AM/FM, KTCO-FM, KDKE-FM (formerly KDWZ), WDSM-AM, WDUL-AM, KQDS-FM**

### Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>DOE</u>	<u>Total # Interviewed</u>	<u>Recruitment Source of Hire</u>	<u>Recruitment Sources Utilized</u>
Operations Manager KDAL/KTCO/KDKE/WDSM/ WDUL Radio	1/9/17	13	All Access	2, 6-25, 26-212, 213, 214

Total Number of Positions Filled During Applicable Period: 1  
Total Number of Persons Interviewed During Applicable Period: 13

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# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## APPENDIX 1 (Con't.)

### Recruitment Sources:

	Contact	Address	Method of Contact	# Interviews from Source
<b>Radio Announcements</b>				
1. KDAL AM/KDAL-FM/KTCO KDKC/WDSM/WDUL	Justin Henriksen	715 E Central Entrance, Duluth, MN 55811	justin.henriksen@mwcradio.com	
<b>Internet Sites:</b>				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	11
3. Indeed.com		177 Broad Street, 6 <sup>th</sup> Floor, Stamford, CT 06901	indeed.com	
4. CareerBuilder	Leland Short	200 N. LaSalle Street, Chicago, IL 60601	CareerBuilder.com	
5. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	
<b>Postings:</b>				
6. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
7. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
8. WHBL/WHBZ/WBFM/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	debbie.ottr@mwcradio.com	
10. WNWN-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street, Kalamazoo, MI 49002	amy.pollevy@mwcradio.com	
11. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
12. WNWN-FM	Office Mgr.	70 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
13. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
14. KDAL AM-FM/KTCO/ KQDS/WDSM/WDUL	Office Mgr.	11 E. Superior Street/Ste.380, Duluth, MN 55811	karen.strom@mwcradio.com	
15. WJFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	shelley.kalka@mwcradio.com	
16. WSAU-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicja.mielke@mwcradio.com	
17. WUSZ/WMFG-AM, WDKE WEVE, WNMT, WTBX, KQDS	Admin. Asst.	807 West 37 <sup>th</sup> St., Hibbing, MN 55746	tasha.draveing@mwcradio.com	
18. WMGI/WIBQ/WPRS	Office Mgr.	824 3 <sup>rd</sup> Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
19. WTHI/WWVRWDWQ	Admin. Asst.	2495 Cedar Street, Holt, MI 48842	lexy.skivin@mwcradio.com	
20. KELO AM/FM, KELQ, KRRO, KWSN, KTWB, KQSF	Business Mgr.	500 S. Phillips Ave., Sioux Falls, SD 57104	christine.ellenbolt@mwcradio.com	
21. KFGO, KRWK, KMJO, KOYY, KVOX/KOYY/KNFL	Business Mgr.	1020 S. 25 <sup>th</sup> Street, Fargo, ND 58102	amy.hirsch@mwcradio.com	
22. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zikelbach@mwcradio.com	
23. WJXA/WCJL/WNFN	Business Mgr.	504 Rosedale Ave., Nashville, TN 37211	tracie.vaughn@mwcradio.com	
24. WJXB/WIMZ/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917	sharon.bowie@mwcradio.com	

### 25 through 212 Receive Information on ALL Open Positions

WEBSITE	Website Address	# Interviews From Source:
25. 4EntertainmentJobs.com	www.4entertainmentjobs.com	
26. AM/FM Jobs	http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi	
27. Brown College	https://mybrowncollege.com	
28. Career Network	http://www.career-network.com	
29. MAB Job Bank	http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationsubmit.html	
30. Midwest Careers	www.midwestcareers.com	
31. MN UW System	http://www.myconsortium.com/mncuca/employer/	
32. Production Hub	http://www.productionhub.com/login.aspx?ReturnUrl=%2fjobs%2fpost.aspx	
33. Radio Online	www.radioonline.com	
34. TVandRadioJobs.com	http://tvandradiojobs.com	
35. MN Broadcasters Association	http://www.minnesotabroadcasters.com/	
36. MN Job Bank	http://employer.mnworks.org/emli.cfm	

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## EMAIL

37. Brown College
38. Disabled Veterans Outreach Program (TH)
39. Duluth Business Univ.
40. Fond du Lac Tribal Comm. College
41. Goods Entertainment
42. Hibbing Community College
43. Illinois School of Broadcasting
44. ITT Technical School (Green Bay)
45. Iowa Central College of Broadcasting
46. Keller Graduate School of DeVry Univ.
47. Univ of MN--Duluth
48. Upper Iowa University
49. WI Broadcasters Association

**E-Mail Address:**  
[kbaumeister@browncollege.edu](mailto:kbaumeister@browncollege.edu)  
[dfbrown@dwd.in.gov](mailto:dfbrown@dwd.in.gov)  
[wendyb@dbum.edu](mailto:wendyb@dbum.edu)  
[donmai@fdltcc.edu](mailto:donmai@fdltcc.edu)  
[agoodman@goodsentertainment.com](mailto:agoodman@goodsentertainment.com)  
[bretthardt@hcc.mnseu.edu](mailto:bretthardt@hcc.mnseu.edu)  
[gary@beonair.com](mailto:gary@beonair.com)  
[mwille@itt-tech.edu](mailto:mwille@itt-tech.edu)  
[orness@triton.iecc.edu](mailto:orness@triton.iecc.edu)  
[pbergmann@keller.edu](mailto:pbergmann@keller.edu)  
[glen@d.umn.edu](mailto:glen@d.umn.edu)  
[careers@uiu.edu](mailto:careers@uiu.edu)  
[mludy@wi-broadcasters.org](mailto:mludy@wi-broadcasters.org)

## MAIL (MBA distributes to the following sources)

50. Ability Building Ctr. Wallace Bigelow
51. Academy College
52. Access
53. Access Ability
54. Adult Client Training Service
55. Adult Training & Habilitation Ctr.
56. Alexandria Technical College
57. Alliance of the Streets
58. Alto Consulting & Training
59. American Council of the Blind of MN
60. American Indian OIC, Inc.
61. Amputee Resource Foundation of American (ARFA)
62. Anoka Ramsey Community College
63. Anoka Ramsey Community College
64. Anoka Technical College
65. Argosy University
66. Augsburg College
67. Auto Tech., Inc.
68. Bemidji State University
69. Benilde-St. Margaret's School
70. Bethany Lutheran College
71. Bethel College
72. Brainco/Mpls. School of Advertising, Design & Interactive Studies
73. Building for Women
74. Carver Cty. Workforce Ctr.
75. Cedar Valley Service Inc. Alpha Program
76. Cedar Valley Service Inc.
77. Central MN Jobs & Training Services
78. Chippewa Enterprises Inc.
79. Choice Unlimited
80. Clay Cty. Supportive Training Service
81. College of St. Benedict
82. St. Catherine University
83. Concordia College
84. Concordia University
85. Crossroads College
86. Crown College
87. Dakota County Technical College
88. Dunwoody College of Technology
89. East Polk Cty. DAC
90. East Range DAC
91. Equality-Pathways to Potential
92. Federation of Small Community
93. Fon du Lac OIC
94. Goodwill Industries Vocational Enterprises
95. Goodwill/Easter Seals
96. Grant Cty. DAC, Inc.

Steven Ditschler  
 Karen Borden  
 Stephen Wilson

Herb Frey

Lee Antell

Al Pike

Tia Henry-Johnson

Mary Rudolf  
 James Mueller  
 James Mueller  
 Diane Bublitz  
 Terry Nielsen  
 Simeona Nygren

Wayne Holt  
 Dale Gilbertson  
 Greg Hani  
 Saeed Fahia  
 Rachelle King  
 Douglas Weber

Todd Nelson

PO Box 6938 / 1911 14th St NW, Rochester, MN 55903  
 Minneapolis, MN  
 403 Ctr. Ave #512, Moorhead, MN 56560  
 360 Hoover St NE, Minneapolis, MN 55413  
 802 E Fairview Ave., Olivia, MN 56277  
 PO Box 600, Winsted, MN 55395  
 Alexandria, MN  
 2211 Clinton Ave., Minneapolis, MN 55404  
 7210 Metro Blvd., Minneapolis, MN  
 120 S 6th St #1005, Minneapolis, MN 55402  
 1845 E Franklin Ave., Minneapolis, MN 55404

2324 Wildwood Trail, Minnetonka, MN 55305  
 Cambridge, MN

Coon Rapids, MN

Anoka, MN

St. Paul/Minneapolis, MN

Minneapolis, MN

1504 N Innsbruck Dr., Fridley, MN 55432

Bemidji, MN

Minneapolis, MN

Mankato, MN

3900 Bethel Drive, St. Paul, MN

Minneapolis, MN

32 E 1st St., Duluth, MN 55802

602 E 4th Street, Chaska, MN 55318

2111 4th St NW, Austin, MN 55912

1839 SE Broadway Ave., Albert Lea, MN 56007

106 Pine Street, Monticello, MN 55362

PO Box 348, Montevideo, MN 56265

5 N 19th Ave E., Duluth, MN 55812

403 Ctr. Ave #512, Moorhead, MN 56560

37 S. College Avenue, St. Joseph, MN  
 St. Paul, MN

Moorhead, MN  
 St. Paul, MN

Rochester, MN  
 Minneapolis, MN

3140 Neil Armstrong Blvd., Eagan, MN

818 Dunwoody Blvd., Minneapolis, MN

PO Box 178 / 326 Mark Ave N., Fosston, MN 56542

800 A Ave., Eveleth, MN 55734

5535 Lake Sarah Heights Dr., Loretto, MN 55357

420 15th Ave S., Minneapolis, MN 55454

1720 Big Lake Rd., Cloquet, MN 55720

700 Garfield Ave., Duluth, MN 55802

553 Fairview Ave N., St. Paul, MN 55104

PO Box 166, Hoffman, MN 56339



# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

- |  |  |   |
|--|--|---|
| 97. Gustavus Adolphus College                      |  | 800 W. College, St. Peter, MN                           |
| 98. Hamline University                             |  | 1536 Hewitt Avenue, St. Paul, MN                        |
| 99. Hennepin Technical College                     |  | Brooklyn Park, MN                                       |
| 100. Hennepin Technical College                    |  | Eden Prairie, MN  |
| 101. Hibbing Community College                     |  | Hibbing, MN   |
| 102. Hired   |  | 1200 Plymouth Ave N., Minneapolis, MN 55411             |
| 103. Houston Cty. Networks                         |  | PO Box 408, Caledonia, MN 55921                         |
| 104. Inroads/MNPLS-St. Paul, Inc.                  |  | 2550 University Ave W #435, St. Paul, MN 55114          |
| 105. Institute of Production & Recording           |  | Minneapolis, MN   |
| 106. Intercultural Mutual Assistance Assoc.        |  | 300 11th Ave NW, Rochester, MN 55901                    |
| 107. Inver Hills Community College                 |  | 2500 80 <sup>th</sup> St. E., Inver Grove Heights, MN   |
| 108. Itasca Community College                      |  | Itasca, Mn  |
| 109. Itasca Dvlpmnt. Achvmt. Ctr.                  |  | PO Box 20 Grand Rapids, MN 55744                        |
| 110. Jeane Thorne, Inc.                            |  | St. Louis Park, MN                                      |
| 111. Job Training Ctr.                             |  | 300 11th Ave NW #114 Rochester, MN 55901                |
| 112. Jobs Now Coalition                            |  | 400 Selby Ave #Q St. Paul, MN 55102                     |
| 113. Jobs Plus, Inc.                               |  | 200 16th Ave SE Waseca, MN 56093                        |
| 114. Kandi Works DAC, Inc.                         |  | PO Box 119 Atwater, MN 56209                            |
| 115. Lao Assistance Ctr. of MN                     |  | 503 Irving Ave N #100A Minneapolis, MN 55405            |
| 116. Lao Family Community of MN                    |  | 320 University Ave W St. Paul, MN 55103                 |
| 117. Learning Strategies Corp.                     |  | 2000 Plymouth Rd., Minnetonka, MN                       |
| 118. Life-Work Planning Ctr.                       |  | 201 N Broad St #100 Mankato, MN 56001                   |
| 119. Macalester College                            |  | 1600 Grand Avenue, St. Paul, MN                         |
| 120. Mahnommen Cty. DAC                            |  | 123 N Railway St Mahnommen, MN 56557                    |
| 121. Mankato Rehabilitation Ctr. (MRCI)            |  | 15 Map Dr Mankato, MN 56001                             |
| 122. Martin Luther College                         |  | 1995 Luther Court, New Ulm, MN                          |
| 123. McNally Smith College of Music                |  | 19 Exchange St. E., St. Paul, MN                        |
| 124. MDI Commercial Services                       |  | 1700 Wynne Ave St. Paul, MN 55108                       |
| 125. Merrick Companies                             |  | 1636 Gervais Ave #14 Maplewood, MN 55109                |
| 126. Mesabi Range Community & Technical College    |  |   |
| 127. Mesabi Range Community & Technical College    |  | 2730 E 31st St Minneapolis, MN 55406                    |
| 128. Metro Work Ctr., Inc.                         |  | 700 E. 7 <sup>th</sup> Street, St. Paul, MN             |
| 129. Metropolitan State University                 |  | Minneapolis, MN   |
| 130. Miami Ad School                               |  | 1530 E Franklin Ave Minneapolis, MN 55404               |
| 131. Minneapolis American Indian Ctr.              |  | Minneapolis, MN   |
| 132. Minneapolis Business College                  |  | Minneapolis, MN   |
| 133. Minneapolis College of Art & Design           |  | 2438 27 <sup>th</sup> Ave., S., Minneapolis, MN         |
| 134. Minneapolis Community & Technical College     |  | Richfield, MN   |
| 135. Minnesota Resource Center                     |  | Brooklyn, MN  |
| 136. Minnesota School of Business                  |  |   |
| 137. Minnesota School of Business                  |  | Moorhead, MN  |
| 138. Minnesota State College/Southeast Technical   |  | Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN |
| 139. Minnesota State College/Southeast Technical   |  | Granite Falls, Jackson, Pipestone, Worthington, MN      |
| 140. Minnesota state University                    |  | 1700 Wynne Ave St. Paul, MN 55108                       |
| 141. Minnesota State Community & Technical College |  | 2829 University Ave SE #720 Minneapolis, MN 55414       |
| 142. Minnesota State Community & Technical College |  | 1500 Hwy 36 W St. Paul, MN 55113                        |
| 143. MN Diversified Industries                     |  | 10032 Island Drive, Brainerd, MN                        |
| 144. MN Teamsters Service Bureau                   |  | Bloomington, MN   |
| 145. MN Vocational Association                     |  | Duluth, MN  |
| 146. MW Persons & Associates                       |  | 100 E 22nd St Minneapolis, MN 55404                     |
| 147. Normandale Community College                  |  | PO Box L New York Mills, MN 56567                       |
| 148. North American Training Institute             |  | 2900 E. Hennepin Ave., Minneapolis, MN                  |
| 149. National Federation of the Blind of MN        |  | 516 Mission House Ln. New Brighton, MN 55112            |
| 150. New Directions/Otter Tail-Wadena CAC          |  | 910 Eliot Avenue, Minneapolis, MN                       |
| 151. Newgate Education & Research Center           |  | Brooklyn Park, MN                                       |
| 152. North Central Career Dvlpmnt. Ctr.            |  | Thief River Falls, MN                                   |
| 153. North Central University                      |  | East Grand Forks, MN                                    |
| 154. North Hennepin Community College              |  | 1819 Bemidji Ave Bemidji, MN 56601                      |
| 155. Northland Community & Technical College       |  | 905 Grant Avenue SE, Bemidji, MN                        |
| 156. Northland Community & Technical College       |  | 1600 Oak Hills Road SE, Bemidji, MN                     |
| 157. Northwest Indian OIC, Inc.                    |  | PO Box 730 / Hwy 32 South Thief River Falls, MN 56701   |
| 158. Northwest Technical College                   |  | 5500 Opportunity Court Minnetonka, MN 55343             |
| 159. Oak Hills Christian College                   |  | 1618 W 3rd St Red Wing, MN 55066                        |
| 160. Occupational Dvlpmnt. Ctr.                    |  |   |
| 161. Opportunity Partners                          |  |   |
| 162. Opportunity Services, Inc.                    |  |   |

Jane Samargia  
Beth Iseminger  
Melvin Collins

Ron Buzard

Mary Rittmiller

April Sutor  
Kris Jacobs  
Roberta Walker  
Debra Terwisscha

Ying Vang

Susan Bruss

Joanne Fatz  
William Bickett

Lloyd Bratland  
Kevin Martineau  
Eveleth, MN  
Virginia, MN  
Dianna Krogstad

Frances Fairbanks

Minneapolis, MN

Red Wing, MN  
Winona, MN

Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN

Lloyd Bratland  
Jean Dunn  
Marlys Bucher

Joyce Scanlan  
Pat Fredley

Kenneth McFayden

Holly Smith

Peter Lavalier  
Jon Thompason  
Nancy Gurney

# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

- 163. Pine Habilitation & Supported Emp. (PHASE)
- 164. Pine Technical College
- 165. Prosource Educational Services, Inc.
- 166. Quality Career Services, Inc.
- 167. Rainy River Community College
- 168. Ramsey Action Programs, Inc.
- 169. Rasmussen College
- 170. Ridgewater College
- 171. Rise Habilitation Services
- 172. Riverland Community College
- 173. Rochester Community & Technical College
- 174. Rock Cty. Dvlpmt. Achvmt. Ctr.
- 175. Rural MN CEP
- 176. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund
- 177. Service Enterprises, Inc.
- 178. SOAR Career Solutions
- 179. South Central Technical College
- 180. Southwest MN Private Industry Council, Inc.
- 181. Southwest MN Private Industry Council, Inc.
- 182. Southwest MN State University
- 183. St. Cloud University
- 184. St. Cloud Technical College
- 185. St. Mary's University of Minnesota
- 186. St. Olaf College
- 187. St. Paul College
- 188. Summit Academy OIC
- 189. Todd Cty. Dvlpmt. Achvmt. Ctr.
- 190. Transition of the Twin Cities
- 191. TSE, Inc.
- 192. Twin City Area Labor Mgmt. Council
- 193. United Cambodian Assoc. of MN (USCAM)
- 194. University of Minnesota
- 195. University of St. Thomas
- 196. University of Wisconsin/River Falls
- 197. Upper Midwest American Indian Ctr.
- 198. Vermillion community College
- 199. Veterans Incentive Project
- 200. Vietnamese MN Assoc.
- 201. Vision Loss Resources
- 202. WACOSA
- 203. Walden University
- 204. West Nicollet & Brown Counties DAC
- 205. Winona Cty. Dvlpmt. Achvmt. Ctr.
- 206. Winona ORC Industries
- 207. Winona State University
- 208. Women in the Trades
- 209. Women In Transition
- 210. Women's Resource Ctr. of Steele Cty.
- 211. Working Opportunities for Women

Jeannette Kester

Virginia Barkheimer

Dale Anderson

Dorothy Cronin

Larry Buboltz

Andy Toft

Ruth Rusche

Juanita Lauritsen

129 W Nichols Montevideo, MN 56265  
Career Services

Louis King II

Daniel Sloan

Phil Saari

Carol Thomalla

Darina Siv

Gertrude Buckanaga

John Fields

John Tranberg

Steven Fischer

Mary Hewett

Bill Harris

Lonna Szczesny

Shelly Rockman

Marcie Brooke

PO Box 126 Sandstone, MN 55072

900 4<sup>th</sup> Street SE, Pine City, MN

1295 Bandana Blvd., St. Paul, MN

640 N Prior #212 St. Paul, MN 55104

1501 Hwy. 71, International Falls, MN

450 Syndicate St N #300 St. Paul, MN 55104

Mankato Campus, MN

Willmar, MN

8406 Sunset Rd NE Spring Lake Park, MN 55432

Albert Lea, MN

Rochester, MN

807 W Main Luverne, MN 56156

PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501

5100 Gamble Dr #365 Minneapolis, MN 55416

PO Box 248 / 515 W Bridge Redwood Falls, MN 56283

Duluth, MN

Faribault and North Mankato, MN

607 W Main St Marshall, MN 56258

56265

1501 State Street, Marshall, MN

St. Cloud, MN

St. Cloud, MN

2500 Park Avenue, Minneapolis, MN

1520 St. Olaf Avenue, Northfield, MN

235 Marshall, St. Paul, MN

935 Olson Memorial Hwy Minneapolis, MN 55405

PO Box 206 / 551 W Sixth St Browerville, MN 56438

1230 Balsam Trail E Eagan, MN 55123

2027 Rice St Roseville, MN 55113

321 19th Ave S Minneapolis, MN 55455

1101 Snelling Ave N St. Paul, MN 55108

231 Pillsbury Drive SE, Minneapolis, MN

2115 Summit Avenue, St. Paul, MN

Black River Falls, WI

1035 W Broadway Ave Minneapolis, MN 55411

1900 E. Camp Street, Ely, MN

984 St. Paul Ave St. Paul, MN 55116

1030 University Ave #160C St. Paul, MN 55104

1936 Lyndale Ave S Minneapolis, MN 55403

Waite Park, MN

155 Fifth Street, Minneapolis, MN

PO Box 668 / 2100 N Broadway New Ulm, MN 56073

1721 W Service Dr Winona, MN 55987

1053 E Mark St Winona, MN 55987

Winona, MN

550 Rice St St. Paul, MN 55103

6715 Minnetonka Blvd #212 St Louis Park, MN 55426

1401 E 2nd St #A Duluth, MN 55805

1295 Bandana Blvd N #110 St. Paul, MN 55108

- 212. Inside Referral
- 213. Outside Referral

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

## APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2016 through July 31, 2017

Stations Comprising Station Employment Unit:

**KDAL-AM/FM, KTCO-FM, KDKE-FM (formerly KDWZ), WDSM-AM, WDUL-AM, KQDS-FM**

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

1. **Outreach:**
    - Website Posting  
[www.midwestcareers.com](http://www.midwestcareers.com) [www.kdal610.com](http://www.kdal610.com)  
[www.dukefmduluth.com](http://www.dukefmduluth.com) (WDKE-FM)  
[www.katcountry989.com](http://www.katcountry989.com) (KTCO-FM)  
[www.my957.com](http://www.my957.com) (KDAL-FM)  
[www.95kqds.com](http://www.95kqds.com)  
[www.wdsm710.com](http://www.wdsm710.com)
    - Date: January 1, 2003 to present
    - Participating Employees: Shawn Skramstad, Vice President/Market Manager
    - Event Sponsor: Midwest Communications, Inc.
    - Description of Activity: Midwest Communications, Inc. has a general announcement posted on the above websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
  
  2. **Outreach Activity:**
    - Speaking Engagement
    - Date: September 22, 2016
    - Participating Employees: Tom Hansen, Announcer/Newsperson
    - Event Sponsor: Lake Superior Literacy Council & Mentor Superior
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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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**Description of Activity:** Tom presented sample news scripts and writing tips to mentors and mentees involved with Mentor Superior. He talked about writing options for young writers; i.e. radio, TV, newspapers and magazines and how they differ. Tom talked about his job and working in radio and media. About 25 students (middle school) and adults participated. The event was held at the Superior WI Middle School.

**Outreach Activity:** Wisconsin Broadcasters Assoc. Winter Conference

**Date:** January 25, 2017

**Participating Employees:** Michael Wright, COO  
Andy Gille, Vice President/Digital Operations

**Event Sponsor:** Wisconsin Broadcasters Assoc.

**Description of Activity:** As part of the Wisconsin Broadcasters Assoc. Winter Conference, EEO Session, Attorneys from the Godfrey & Kahn law firm discussed "Avoiding Discrimination in Employment Terminations". They provided an overview of the most important laws for WI employers along with practical tips to avoid and defend employment discrimination claims.

**Outreach Activity:** Job Shadow/Tour

**Date:** September 15, 2016

**Participating Employees:** Tom Hansen, Announcers/News

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

**Description of Activity:** A University of Wisconsin-Superior broadcast journalism non-traditional student job shadowed Tom and the KDAL-AM morning show team. He also had the opportunity to meet with other on-air staff as well as station management to learn more about the broadcasting industry. He toured all of the various broadcast studios and learned about the technical side of radio as well. He is very interested in a career in broadcasting.

**Outreach Activity:** Speaking Opportunity

**Date:** October 10, 2016

**Participating Employees:** Mark Fleischer, Operations Manager

**Event Sponsor:** University of Wisconsin/Superior

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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**Description of Activity:** Mark talked to the UW/Superior Intro to Media Class. He shared information about the different jobs and opportunities in the radio business; on-air, traffic, news, engineering, digital, sales, administration, etc. A Q&A session followed with many good questions asked and answered.

**Outreach Activity:** WI Assoc. of Broadcasters Student Seminar

**Date:** March 4, 2017

**Participating Employees:** Peter Tanz, Senior Vice-President

**Event Sponsor:** WBA

**Description of Activity:** Peter attended this Student Seminar event in Madison, WI and participated in the "Speed Networking" session. He met with high school and college students seeking more information on career opportunities in broadcasting and with Midwest Communications, Inc. radio stations. Approximately 150 students attended the event.

**Outreach Activity:** Wisconsin Broadcasters Assoc. Summer Conference

**Date:** June 15, 2017

**Participating Employees:** Michael Wright, COO

**Event Sponsor:** Wisconsin Broadcasters Assoc.

**Description of Activity:** During the EEO session at the Summer Conference, Washington, DC Attorney David Oxenford brought attendees up to date on the latest EEO information at the FCC – what we might expect going forward. He also discussed the recent change in wide dissemination and what that means for broadcasters.

**Outreach Activity:** Internships

**Date:**

**Participating Employees:** Ongoing  
Management and Staff as appropriate

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

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

Description of Event:

Midwest Communications, Inc. has a very structured Internship Program in their Duluth, MN location. If the students participating in our internship program have a specific area of interest in radio, more time may be spent on the intricacies of that department. However, our structured internship program requires that students spend some time in every department so they have a good sense of the overall operations of a radio station. Interns are more often interested in programming, marketing, production and promotions. Students are expected to learn about every radio station and format in the Duluth cluster.

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

ANNUAL EEO PUBLIC FILE REPORT

Exhibit 2

Midwest Communications, Inc.

**KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-FM**

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 Duluth, Minnesota Employment Unit ("SEU"). This SEU is comprised of the following stations: KDAL AM/FM, KTCO-FM and KQDS-FM (as of December 31, 2016) licensed to Duluth, Minnesota, KDKE-FM, and WDSM-AM, WDUL-AM licensed to Superior, Wisconsin. This report has been placed in the public inspection files of these stations and posted on their websites, if they have websites, prior to August 1, 2018.

The information contained in this Report covers the time period beginning August 1, 2017 to and including July 31, 2018 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the SEU during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1 and 2 that follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hire actually began working. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

## APPENDIX 1

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2017 to July 31, 2018

Stations Comprising Station Employment Unit:

**KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-FM**

### Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	DOE	<u>Total # Interviewed</u>	<u>Recruitment Source of Hire</u>	<u>Recruitment Sources Utilized</u>
Marketing Consultant KDAL/KTCO/KDKE/WDSM/ WDULKQDS Radio	9/1/17	4	Linked In	2, 3, 4-24, 25-205, 206, 207
Announcer KDAL-FM Radio	4/16/18	9	In-House Posting	2, 4-24, 25-205
Total Number of Positions Filled During Applicable Period:				2
Total Number of Persons Interviewed During Applicable Period:				13



# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## APPENDIX 1 (Con't.)

### Recruitment Sources:

	Contact	Address	Method of Contact	# Interviews from Source
<b>Radio Announcements</b>				
1. KDAL AM/KDAL-FM/KTCO KDKE/WDSM/WDUL	Justin Henriksen	715 E Central Entrance, Duluth, MN 55811	justin.henriksen@mwcradio.com	
<b>Internet Sites:</b>				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	8
3. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	
<b>Postings:</b>				
4. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
5. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
6. WHBL/WHBZ/WBFB/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kris.trecker@mwcradio.com	
10. WNNW-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.polley@mwcradio.com	
11. WTVB	Office Mgr.	"	"	
12. WNNW-FM	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
13. WHTC-AM/WYVN-FM	Office Mgr.	70 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
14. KDAL AM-FM/KTCO/ KQDS/WDSM/WDUL	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
15. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	11 E. Superior Street/Ste.380, Duluth, MN 55811	sarah.pugliese@mwcradio.com	1
16. WSAU-FM	Admin. Asst.	557 Scott Street, Wausau, WI 54403	julie.manning@mwcradio.com	
17. WUSZ/WMFG-AM, WDKE WEVE, WNMT, WTBX, KQDS	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicia.mielke@mwcradio.com	
18. WMGI/WIBQ/WPRS WTHI/WVVRWDWQ	Office Mgr.	807 West 37 <sup>th</sup> St., Hibbing, MN 55746	tasha.draveing@mwcradio.com	
19. WQTX/WWDK/WLMI/WIXQ	Admin. Asst.	824 3 <sup>rd</sup> Street, Terre Haute, IN 47807	cheri.page@mwcradio.com	
20. KELO AM/FM, KELQ, KRRO, KWSN, KTWB, KQSF	Business Mgr.	2495 Cedar Street, Holt, MI 48842	lexy.skivin@mwcradio.com	
21. KFGO, KRWK, KMJO, KOYY, KVOX/KOYY/KNFL	Business Mgr.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
22. WIKY/WABX/WSTO/WLFW	Business Mgr.	1020 S. 25 <sup>th</sup> Street, Fargo, ND 58102	amy.hirsch@mwcradio.com	
23. WJXA/WCJX/WNFN	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zikelbach@mwcradio.com	
24. WJXB/WIMZ/WDKW	Business Mgr.	504 Rosedale Ave., Nashville, TN 37211	tracie.vaughn@mwcradio.com	
		1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917	jennifer.terry@mwcradio.com	

### 25 through 205 Receive Information on ALL Open Positions

#### WEBSITE

25. AM/FM Jobs
26. Career Network
27. MAB Job Bank
28. Midwest Careers
29. MN UW System
30. Radio Online
31. MN Broadcasters Association
32. MN Job Bank

#### Website Address

- <http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi>  
<http://www.career-network.com>  
[http://www.michmab.com/cgi-bin/dn\\_query.pl/JobBank/form\\_stationssubmit.html](http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationssubmit.html)  
[www.midwestcareers.com](http://www.midwestcareers.com)  
<http://www.myc consortium.com/mcucs/employer/>  
[www.radioonline.com](http://www.radioonline.com)  
<http://www.minnesotabroadcasters.com/>  
<http://employer.mnworks.org/emli.cfm>

#### EMAIL

33. Duluth Business Univ.
34. Fond du Lac Tribal Comm. College
35. Goods Entertainment
36. Hibbing Community College

#### E-Mail Address:

- [wendyb@dbumn.edu](mailto:wendyb@dbumn.edu)  
[donna@fllcc.edu](mailto:donna@fllcc.edu)  
[agoodman@goodsentertainment.com](mailto:agoodman@goodsentertainment.com)  
[bretthardt@hec.mnscu.edu](mailto:bretthardt@hec.mnscu.edu)

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

37. Illinois School of Broadcasting
38. ITT Technical School (Green Bay)
39. Iowa Central College of Broadcasting
40. Keller Graduate School of DeVry Univ.
41. Univ of MN--Duluth
42. Upper Iowa University
43. WI Broadcasters Association

[gary@beonair.com](mailto:gary@beonair.com)  
[mwwitte@itt-tech.edu](mailto:mwwitte@itt-tech.edu)  
[orness@triton.iccc.cc.in](mailto:orness@triton.iccc.cc.in)  
[pbergmann@keller.edu](mailto:pbergmann@keller.edu)  
[glen@d.umn.edu](mailto:glen@d.umn.edu)  
[careers@uiu.edu](mailto:careers@uiu.edu)  
[mludy@wi-broadcasters.org](mailto:mludy@wi-broadcasters.org)

## MAIL (MBA distributes to the following sources)

- |   |                                 |
|---|---------------------------------|
| 44. Ability Building Ctr.   | Wallace Bigelow                 |
| 45. Academy College   |                                 |
| 46. Access  |                                 |
| 47. Access Ability  |                                 |
| 48. Adult Client Training Service                                     | Steven Ditschler                |
| 49. Adult Training & Habilitation Ctr.                                | Karen Borden                    |
| 50. Alexandria Technical College                                      | Stephen Wilson                  |
| 51. Alliance of the Streets   |                                 |
| 52. Alto Consulting & Training  | Herb Frey                       |
| 53. American Council of the Blind of MN                               |                                 |
| 54. American Indian OIC, Inc.   | Lee Antell                      |
| 55. Amputee Resource Foundation of American (ARFA)                    | Al Pike                         |
| 56. Anoka Ramsey Community College                                    |                                 |
| 57. Anoka Ramsey Community College                                    |                                 |
| 58. Anoka Technical College   |                                 |
| 59. Argosy University   |                                 |
| 60. Augsburg College  | Tia Henry-Johnson               |
| 61. Auto Tech., Inc.  |                                 |
| 62. Bemidji State University  |                                 |
| 63. Benilde-St. Margaret's School                                     |                                 |
| 64. Bethany Lutheran College  |                                 |
| 65. Bethel College  |                                 |
| 66. Brainco/Mpls. School of Advertising, Design & Interactive Studies |                                 |
| 67. Building for Women  |                                 |
| 68. Carver Cty. Workforce Ctr.  | Mary Rudulph                    |
| 69. Cedar Valley Service Inc  | James Mueller                   |
| 70. Cedar Valley Service Inc. Alpha Program                           | James Mueller                   |
| 71. Central MN Jobs & Training Services                               | Diane Bublitz                   |
| 72. Chippewa Enterprises Inc.   | Terry Nielsen                   |
| 73. Choice Unlimited  | Simeona Nygren                  |
| 74. Clay Cty. Supportive Training Service                             |                                 |
| 75. College of St. Benedict   |                                 |
| 76. St. Catherine University  |                                 |
| 77. Concordia College   |                                 |
| 78. Concordia University  |                                 |
| 79. Crossroads College  |                                 |
| 80. Crown College   |                                 |
| 81. Dakota County Technical College                                   |                                 |
| 82. Dunwoody College of Technology                                    | Wayne Holt                      |
| 83. East Polk Cty. DAC  | Dale Gilbertson                 |
| 84. East Range DAC  | Greg Hani                       |
| 85. Equality-Pathways to Potential                                    | Saeed Fahia                     |
| 86. Federation of Small Community                                     | Rachelle King                   |
| 87. Fon du Lac OIC  | Douglas Weber                   |
| 88. Goodwill Industries Vocational Enterprises                        |                                 |
| 89. Goodwill/Easter Seals   |                                 |
| 90. Grant Cty. DAC, Inc.  | Todd Nelson                     |
| 91. Gustavus Adolphus College   |                                 |
| 92. Hamline University  |                                 |
| 93. Hennepin Technical College  |                                 |
| 94. Hennepin Technical College  |                                 |
| 95. Hibbing Community College   |                                 |
| 96. Hired   |                                 |
| 97. Houston Cty. Networks   | Jane Samargia<br>Beth Iseminger |

PO Box 6938 / 1911 14th St NW, Rochester, MN 55903  
 Minneapolis, MN  
 403 Ctr. Ave #512, Moorhead, MN 56560  
 360 Hoover St NE, Minneapolis, MN 55413  
 802 E Fairview Ave., Olivia, MN 56277  
 PO Box 600, Winsted, MN 55395  
 Alexandria, MN  
 2211 Clinton Ave., Minneapolis, MN 55404  
 7210 Metro Blvd., Minneapolis, MN  
 120 S 6th St #1005, Minneapolis, MN 55402  
 1845 E Franklin Ave., Minneapolis, MN 55404  
 2324 Wildwood Trail, Minnetonka, MN 55305  
 Cambridge, MN  
 Coon Rapids, MN  
 Anoka, MN  
 St. Paul/Minneapolis, MN  
 Minneapolis, MN  
 1504 N Innsbruck Dr., Fridley, MN 55432  
 Bemidji, MN  
 Minneapolis, MN  
 Mankato, MN  
 3900 Bethel Drive, St. Paul, MN  
 Minneapolis, MN  
 32 E 1st St., Duluth, MN 55802  
 602 E 4th Street, Chaska, MN 55318  
 2111 4th St NW, Austin, MN 55912  
 1839 SE Broadway Ave., Albert Lea, MN 56007  
 106 Pine Street, Monticello, MN 55362  
 PO Box 348, Montevideo, MN 56265  
 5 N 19th Ave E., Duluth, MN 55812  
 403 Ctr. Ave #512, Moorhead, MN 56560  
 37 S. College Avenue, St. Joseph, MN  
 St. Paul, MN  
 Moorhead, MN  
 St. Paul, MN  
 Rochester, MN  
 Minneapolis, MN  
 3140 Neil Armstrong Blvd., Eagan, MN  
 818 Dunwoody Blvd., Minneapolis, MN  
 PO Box 178 / 326 Mark Ave N., Fosston, MN 56542  
 800 A Ave., Eveleth, MN 55734  
 5535 Lake Sarah Heights Dr., Loretto, MN 55357  
 420 15th Ave S., Minneapolis, MN 55454  
 1720 Big Lake Rd., Cloquet, MN 55720  
 700 Garfield Ave., Duluth, MN 55802  
 553 Fairview Ave N., St. Paul, MN 55104  
 PO Box 166, Hoffman, MN 56339  
 800 W. College, St. Peter, MN  
 1536 Hewitt Avenue, St. Paul, MN  
 Brooklyn Park, MN  
 Eden Prairie, MN  
 Hibbing, MN  
 1200 Plymouth Ave N., Minneapolis, MN 55411  
 PO Box 408, Caledonia, MN 55921

# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

98. Inroads/MNPLS-St. Paul, Inc.	Melvin Collins	2550 University Ave W #435, St. Paul, MN 55114
99. Institute of Production & Recording		Minneapolis, MN
100. Intercultural Mutual Assistance Assoc.	Ron Buzard	300 11th Ave NW, Rochester, MN 55901
101. Inver Hills Community College		2500 80 <sup>th</sup> St. E., Inver Grove Heights, MN
102. Itasca Community College		Itasca, Mn
103. Itasca Dvlpmt. Achvmt. Ctr.	Mary Rittmiller	PO Box 20 Grand Rapids, MN 55744
104. Jeane Thorne, Inc.		St. Louis Park, MN
105. Job Training Ctr.	April Sutor	300 11th Ave NW #114 Rochester, MN 55901
106. Jobs Now Coalition	Kris Jacobs	400 Selby Ave #Q St. Paul, MN 55102
107. Jobs Plus, Inc.	Roberta Walker	200 16th Ave SE Waseca, MN 56093
108. Kandi Works DAC, Inc.	Debra Terwisscha	PO Box 119 Atwater, MN 56209
109. Lao Assistance Ctr. of MN		503 Irving Ave N #100A Minneapolis, MN 55405
110. Lao Family Community of MN	Ying Vang	320 University Ave W St. Paul, MN 55103
111. Learning Strategies Corp.		2000 Plymouth Rd., Minnetonka, MN
112. Life-Work Planning Ctr.	Susan Bruss	201 N Broad St #100 Mankato, MN 56001
113. Macalester College		1600 Grand Avenue, St. Paul, MN
114. Mahnommen Cty. DAC	Joanne Fatz	123 N Railway St Mahnommen, MN 56557
115. Mankato Rehabilitation Ctr. (MRCI)	William Bickett	15 Map Dr Mankato, MN 56001
116. Martin Luther College		1995 Luther Court, New Ulm, MN
117. McNally Smith College of Music		19 Exchange St. E., St. Paul, MN
118. MDI Commercial Services	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
119. Merrick Companies	Kevin Martineau	1636 Gervais Ave #14 Maplewood, MN 55109
120. Mesabi Range Community & Technical College	Eveleth, MN	
121. Mesabi Range Community & Technical College	Virginia, MN	2730 E 31st St Minneapolis, MN 55406
122. Metro Work Ctr., Inc.	Dianna Krogstad	700 E. 7 <sup>th</sup> Street, St. Paul, MN
123. Metropolitan State University		Minneapolis, MN
124. Miami Ad School		1530 E Franklin Ave Minneapolis, MN 55404
125. Minneapolis American Indian Ctr.	Frances Fairbanks	Minneapolis, MN
126. Minneapolis Business College		Minneapolis, MN
127. Minneapolis College of Art & Design		
128. Minneapolis Community & Technical College	Minneapolis, MN	2438 27 <sup>th</sup> Ave., S., Minneapolis, MN
129. Minnesota Resource Center		Richfield, MN
130. Minnesota School of Business		Brooklyn, MN
131. Minnesota School of Business		
132. Minnesota State College/Southeast Technical	Red Wing, MN	
133. Minnesota State College/Southeast Technical	Winona, MN	
134. Minnesota state University		Moorhead, MN
135. Minnesota State Community & Technical College	Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN	
136. Minnesota State Community & Technical College	Granite Falls, Jackson, Pipestone, Worthington, MN	
137. MN Diversified Industries	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
138. MN Teamsters Service Bureau	Jean Dunn	2829 University Ave SE #720 Minneapolis, MN 55414
139. MN Vocational Association	Marlys Bucher	1500 Hwy 36 W St. Paul, MN 55113
140. MW Persons & Associates		10032 Island Drive, Brainerd, MN
141. Normandale Community College		Bloomington, MN
142. North American Training Institute		Duluth, MN
143. National Federation of the Blind of MN	Joyce Scanlan	100 E 22nd St Minneapolis, MN 55404
144. New Directions/Otter Tail-Wadena CAC	Pat Fredley	PO Box L New York Mills, MN 56567
145. Newgate Education & Research Center		2900 E. Hennepin Ave., Minneapolis, MN
146. North Central Career Dvlpmt. Ctr.	Kenneth McFayden	516 Mission House Ln. New Brighton, MN 55112
147. North Central University		910 Eliot Avenue, Minneapolis, MN
148. North Hennepin Community College		Brooklyn Park, MN
149. Northland Community & Technical College		Thief River Falls, MN
150. Northland Community & Technical College		East Grand Forks, MN
151. Northwest Indian OIC, Inc.	Holly Smith	1819 Bemidji Ave Bemidji, MN 56601
152. Northwest Technical College		905 Grant Avenue SE, Bemidji, MN
153. Oak Hills Christian College		1600 Oak Hills Road SE, Bemidji, MN
154. Occupational Dvlpmt. Ctr.	Peter Lavalier	PO Box 730 / Hwy 32 South Thief River Falls, MN 56701
155. Opportunity Partners	Jon Thompson	5500 Opportunity Court Minnetonka, MN 55343
156. Opportunity Services, Inc.	Nancy Gurney	1618 W 3rd St Red Wing, MN 55066
157. Pine Habilitation & Supported Emp. (PHASE)	Jeannette Kester	PO Box 126 Sandstone, MN 55072
158. Pine Technical College		900 4 <sup>th</sup> Street SE, Pine City, MN
159. Prosource Educational Services, Inc.		1295 Bandana Blvd., St. Paul, MN
160. Quality Career Services, Inc.	Virginia Barkheimer	640 N Prior #212 St. Paul, MN 55104
161. Rainy River Community College		1501 Hwy. 71, International Falls, MN
162. Ramsey Action Programs, Inc.	Dale Anderson	450 Syndicate St N #300 St. Paul, MN 55104

# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

163. Rasmussen College		Mankato Campus, MN
164. Ridgewater College		Willmar, MN
165. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
166. Riverland Community College		Albert Lea, MN
167. Rochester Community & Technical College		Rochester, MN
168. Rock Cty. Dvlpmt. Achvmt. Ctr.		807 W Main Luverne, MN 56156
169. Rural MN CEP		PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
170. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Dorothy Cronin Larry Buboltz	5100 Gamble Dr #365 Minneapolis, MN 55416 PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
171. Service Enterprises, Inc.	Andy Toft Ruth Rusche	Duluth, MN
172. SOAR Career Solutions		Faribault and North Mankato, MN
173. South Central Technical College		607 W Main St Marshall, MN 56258
174. Southwest MN Private Industry Council, Inc.	Juanita Lauritsen	1501 State Street, Marshall, MN 56265
175. Southwest MN Private Industry Council, Inc.	129 W Nichols Monteideo, MN Career Services	St. Cloud, MN
176. Southwest MN State University		St. Cloud, MN
177. St. Cloud University		2500 Park Avenue, Minneapolis, MN
178. St. Cloud Technical College		1520 St. Olaf Avenue, Northfield, MN
179. St. Mary's University of Minnesota		235 Marshall, St. Paul, MN
180. St. Olaf College		935 Olson Memorial Hwy Minneapolis, MN 55405
181. St. Paul College		PO Box 206 / 551 W Sixth St Browerville, MN 56438
182. Summit Academy OIC		1230 Balsam Trail E Eagan, MN 55123
183. Todd Cty. Dvlpmt. Achvmt. Ctr.		2027 Rice St Roseville, MN 55113
184. Transition of the Twin Cities		321 19th Ave S Minneapolis, MN 55455
185. TSE, Inc.		1101 Snelling Ave N St. Paul, MN 55108
186. Twin City Area Labor Mgmt. Council		231 Pillsbury Drive SE, Minneapolis, MN
187. United Cambodian Assoc. of MN (USCAM)		2115 Summit Avenue, St. Paul, MN
188. University of Minnesota		Black River Falls, WI
189. University of St. Thomas		1035 W Broadway Ave Minneapolis, MN 55411
190. University of Wisconsin/River Falls		1900 E. Camp Street, Ely, MN
191. Upper Midwest American Indian Ctr.		984 St. Paul Ave St. Paul, MN 55116
192. Vermillion community College		1030 University Ave #160C St. Paul, MN 55104
193. Veterans Incentive Project		1936 Lyndale Ave S Minneapolis, MN 55403
194. Vietnamese MN Assoc.		Waite Park, MN
195. Vision Loss Resources		155 Fifth Street, Minneapolis, MN
196. WACOSA		PO Box 668 / 2100 N Broadway New Ulm, MN 56073
197. Walden University		1721 W Service Dr Winona, MN 55987
198. West Nicollet & Brown Counties DAC		1053 E Mark St Winona, MN 55987
199. Winona Cty. Dvlpmt. Achvmt. Ctr.		Winona, MN
200. Winona ORC Industries		550 Rice St St. Paul, MN 55103
201. Winona State University		6715 Minnetonka Blvd #212 St Louis Park, MN 55426
202. Women in the Trades		1401 E 2nd St #A Duluth, MN 55805
203. Women In Transition		1295 Bandana Blvd N #110 St. Paul, MN 55108
204. Women's Resource Ctr. of Steele Cty.		
205. Working Opportunities for Women		
	Louis King II	
	Daniel Sloan Phil Saari Carol Thomalla Darina Siv	
	Gertrude Buckanaga	
	John Fields John Tranberg Steven Fischer	
	Mary Hewett Bill Harris	
	Lonna Szczesny Shelly Rockman Marcie Brooke	

206. Indeed  
207. LinkedIn

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

## APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2017 through July 31, 2018

Stations Comprising Station Employment Unit:

**KDAL-AM/FM, KTCO-FM, KDKE-FM, WDSM-AM, WDUL-AM, KQDS-FM**

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

1. **Outreach:** Website Posting  
[www.midwestcareers.com](http://www.midwestcareers.com) [www.kdal610.com](http://www.kdal610.com)  
[www.dukefmduluth.com](http://www.dukefmduluth.com) (WDKE-FM)  
[www.katcountry989.com](http://www.katcountry989.com) (KTCO-FM)  
[www.my957.com](http://www.my957.com) (KDAL-FM)  
[www.95kqds.com](http://www.95kqds.com)  
[www.wdsm710.com](http://www.wdsm710.com)  
  
Date: January 1, 2003 to present  
  
Participating Employees: Shawn Skramstad, Vice President/Market Manager  
  
Event Sponsor: Midwest Communications, Inc.  
  
Description of Activity: Midwest Communications, Inc. has a general announcement posted on the above websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
  
  2. **Outreach Activity:** Job Fair  
  
Date: April 10, 2018  
Participating Employees: Anne Vandelac, Marketing Consultant  
Brooke Peterson, Announcer/KDAL-FM  
  
Event Sponsor: Wisconsin Indianhead Technical College
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# MIDWEST COMMUNICATIONS, INC.

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**Description of Activity:** This Job Fair was held at WITC in Superior, Wisconsin from 10:00AM to 1:15PM. Anne and Brooke met with college students interested in radio discussing the various jobs available in radio and handing our applications to interested students.

**Outreach Activity:** Wisconsin Broadcasters Assoc. Winter Conference

**Date:** January 31, 2018  
**Participating Employees:** Michael Wright, COO, Midwest Communications, Inc.  
Andy Gille, Vice President/Digital Operations

**Event Sponsor:** Wisconsin Broadcasters Assoc.

**Description of Activity:** As part of the Wisconsin Broadcasters Assoc. Winter Conference, EEO Session, Attorneys from the Godfrey & Kahn law firm held a session entitled "Diversity & Inclusion for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination". Andy represented our Wisconsin licensed radio stations at this session and distributed the information received to HR to be sent out to the various managers involved in the hiring process.

**Outreach Activity:** Job Fair

**Date:** August 16, 2017  
**Participating Employees:** Sales/Programming Staff

**Event Sponsor:** Minnesota Workforce

**Description of Activity:** Station personnel participated in this Job Fair held from 3-6pm at the Minnesota WorkForce Center in downtown Duluth. Our stations also promoted the Job Fair on KTCO/KDAL/KQDS radio stations.

**Outreach Activity:** Wisconsin Broadcasters Assoc. Summer Conference

**Date:** June 15, 2017  
**Participating Employees:** Michael Wright, COO

**Event Sponsor:** Wisconsin Broadcasters Assoc.

**Description of Activity:** During the EEO session at the Summer Conference, Washington, DC Attorney David Oxenford brought attendees up to date on the latest EEO information at the FCC – what we might expect going forward. He also

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# MIDWEST COMMUNICATIONS, INC.

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discussed the recent change in wide dissemination and what that means for broadcasters.

**Outreach Activity:**

Internships

**Date:**

Ongoing

**Participating Employees:**

Management and Staff as appropriate

**Event Sponsor:**

Midwest Communications, Inc.

**Description of Event:**

Midwest Communications, Inc. has a very structured Internship Program in their Duluth, MN location. If the students participating in our internship program have a specific area of interest in radio, more time may be spent on the intricacies of that department. However, our structured internship program requires that students spend some time in every department so they have a good sense of the overall operations of a radio station. Interns are more often interested in programming, marketing, production and promotions. Students are expected to learn about every radio station and format in the Duluth cluster.

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# MIDWEST COMMUNICATIONS, INC.

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## EQUAL EMPLOYMENT OPPORTUNITY AUDIT

WDUL-AM Facility ID #26590

Superior, WI

EXHIBIT 3

RECRUITMENT

August 1, 2016 – July 31, 2017

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# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## NEW JOB VACANCY INTERVIEWEE FORM

STATION: Duluth, MN Radio Group

### 1. GENERAL INFORMATION

A. JOB TITLE: Operations Mgr./Brand Manager

B. DATE POSITION OPENED: 8/24/16

C. DATE POSITION FILLED (actual start date): 1/9/17

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)
Chris	8/29/16	All Access
Dave	8/29/16	All Access
Joseph	8/29/16	All Access
John	8/30/16	All Access
James	8/30/16	All Access
Todd	8/30/16	All Access
Michael "Mud"	8/31/16	Inside Referral
John	9/1/16	All Access
Doug	9/1/16	All Access
Ryan	9/2/16	All Access
Jeremy	9/2/16	All Access
Bryan	9/2/16	All Access
Melissa	9/11/16	Inside Referral

\* 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: 13

C. Total number of applicants for this job: 31

### 3. HIREE

Person ultimately hired for this position:

NAME: John

Recruitment Source: All Access

Why this individual?

Prior radio experience in this position; also known and respected by Brand Managers in our Company.

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HIRED BY: Jeff McCarthy, Vice President/Programming 9/11/16  
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.



**Operations/Brand Manager**

Duke Wright's Midwest Communications, Inc. is currently accepting applicants for future Operations and Brand Manager positions within Midwest Communications, Inc. We are a privately owned Company offering the freedom to create and the opportunity to prosper in a fun environment. Our goal: hire the best, give you a clear direction, supply you with the tools to win and then get out of your way. If this works for you, please apply.

Previous successful experience as a Program Manager is necessary.

Please e-mail your material; including audio to: (Subject: Ops Mgr.)  
[jeff.mccarthy@mwcradio.com](mailto:jeff.mccarthy@mwcradio.com) or U.S. mail to Jeff McCarthy, Vice President  
Programming, Midwest Communications, Inc., 1420 Bellevue Street, Green Bay, WI  
54311

Midwest Communications, Inc. is an equal opportunity employer by choice.

**Executive Offices**  
904 Grand Avenue, Wausau, WI 54403  
Phone: 715-842-1437 • Fax: 715-842-7061

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## APPENDIX 1 (Con't.)

### Recruitment Sources:

	Contact	Address	Method of Contact	# Interviews from Source
<b>Radio Announcements</b>				
1. KDAL AM/KDAL-FM/KTCO KDKE/WDSM/WDL	Justin Henriksen	715 E Central Entrance, Duluth, MN 55811	justin.henriksen@mwcradio.com	
<b>Internet Sites:</b>				
* 2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	11
3. Indeed.com		177 Broad Street, 6 <sup>th</sup> Floor, Stamford, CT 06901	indeed.com	
4. CareerBuilder	Leland Short	200 N. LaSalle Street, Chicago, IL 60601	CareerBuilder.com	
5. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	
<b>Postings:</b>				
* 6. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
7. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
8. WHBL/WHBZ/WBFM/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	debbie.ottr@mwcradio.com	
10. WNWN-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.polley@mwcradio.com	
11. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
12. WNWN-FM	Office Mgr.	70 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
13. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
14. KDAL AM-FM/KTCO/ KQDS/WDSM/WDL	Office Mgr.	11 E. Superior Street/Ste.380, Duluth, MN 55811	karen.strom@mwcradio.com	
15. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst. Admin. Asst.	557 Scott Street, Wausau, WI 54403 2460 Plover Road, Plover, WI 54226	shelley.kafka@mwcradio.com felicia.mielke@mwcradio.com	
16. WSAU-FM			tasha.draiveing@mwcradio.com	
17. WUSZ/WMFG-AM, WDKE WEVE, WNMT, WTBX, KQDS	Admin. Asst. Office Mgr.	807 West 37 <sup>th</sup> St., Hibbing, MN 55746 824 3 <sup>rd</sup> Street, Terre Haute, IN47807	cheri.page@mwcradio.com lexy.skivin@mwcradio.com christine.ellenbolt@mwcradio.com	
18. WMGI/WIBQ/WPRS WTHI/WVWRWDWQ			amy.hirsch@mwcradio.com	
19. WQTX/WWDK/WLMI/WJXQ	Admin. Asst.	2495 Cedar Street, Holt, MI 48842	ellie.zikelbach@mwcradio.com	
20. KELO AM/FM, KELQ, KRRO, Business Mgr.	Business Mgr.	500 S. Phillips Ave., Sioux Falls, SD 57104	tracie.vaughn@mwcradio.com	
21. KFGO, KRWK, KMJO, KOYY, KVOX/KOYY/KNFL	Business Mgr.	1020 S. 25 <sup>th</sup> Street, Fargo, ND 58102	sharon.bowie@mwcradio.com	
22. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720		
23. WJXA/WCJL/WNFN	Business Mgr.	504 Rosedale Ave., Nashville, TN 37211		
* 24. WJXB/WIMZ/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917		

### \* 25 through 212 Receive Information on ALL Open Positions

# Interviews From Source:

#### WEBSITE

#### Website Address

25. 4EntertainmentJobs.com
26. AM/FM Jobs
27. Brown College
28. Career Network
29. MAB Job Bank
30. Midwest Careers
31. MN UW System
32. Production Hub
33. Radio Online
34. TVandRadioJobs.com
35. MN Broadcasters Association
36. MN Job Bank

- [www.4entertainmentjobs.com](http://www.4entertainmentjobs.com)
- <http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi>
- <https://mybrowncollege.com>
- <http://www.career-network.com>
- [http://www.miehmb.com/cgi-bin/dn\\_query.pl/jobBank/form\\_stationsubmit.html](http://www.miehmb.com/cgi-bin/dn_query.pl/jobBank/form_stationsubmit.html)
- [www.midwestcareers.com](http://www.midwestcareers.com)
- <http://www.myconsortium.com/mcusesa/employer/>
- <http://www.productionhub.com/login.aspx?ReturnUrl=%2fjobs%2fpost.aspx>
- [www.radioonline.com](http://www.radioonline.com)
- <http://tvandradiojobs.com>
- <http://www.minnesotabroadcasters.com/>
- <http://employer.mnworks.org/emli.cfm>

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## EMAIL

37. Brown College
38. Disabled Veterans Outreach Program (TH)
39. Duluth Business Univ.
40. Fond du Lac Tribal Comm. College
41. Goods Entertainment
42. Hibbing Community College
43. Illinois School of Broadcasting
44. ITT Technical School (Green Bay)
45. Iowa Central College of Broadcasting
46. Keller Graduate School of DeVry Univ.
47. Univ of MN--Duluth
48. Upper Iowa University
49. WI Broadcasters Association

## E-Mail Address:

[kbaumeister@browncollege.edu](mailto:kbaumeister@browncollege.edu)  
[dfbrown@dyd.in.gov](mailto:dfbrown@dyd.in.gov)  
[wendy@dbumn.edu](mailto:wendy@dbumn.edu)  
[donnai@fdltec.edu](mailto:donnai@fdltec.edu)  
[agoodman@goodsentertainment.com](mailto:agoodman@goodsentertainment.com)  
[bretthardt@hcc.mnscu.edu](mailto:bretthardt@hcc.mnscu.edu)  
[gary@beonair.com](mailto:gary@beonair.com)  
[mwille@itt-tech.edu](mailto:mwille@itt-tech.edu)  
[orness@triton.iccc.cc.ia](mailto:orness@triton.iccc.cc.ia)  
[pbergmann@keller.edu](mailto:pbergmann@keller.edu)  
[glen@d.umn.edu](mailto:glen@d.umn.edu)  
[careers@uiu.edu](mailto:careers@uiu.edu)  
[mludy@wi-broadcasters.org](mailto:mludy@wi-broadcasters.org)

## MAIL (MBA distributes to the following sources)

- |   |                   |
|---|-------------------|
| 50. Ability Building Ctr.   | Wallace Bigelow   |
| 51. Academy College   |                   |
| 52. Access  |                   |
| 53. Access Ability  |                   |
| 54. Adult Client Training Service                                     | Steven Ditschler  |
| 55. Adult Training & Habilitation Ctr.                                | Karen Borden      |
| 56. Alexandria Technical College                                      | Stephen Wilson    |
| 57. Alliance of the Streets   |                   |
| 58. Alto Consulting & Training  | Herb Frey         |
| 59. American Council of the Blind of MN                               |                   |
| 60. American Indian OIC, Inc.   | Lee Antell        |
| 61. Amputee Resource Foundation of American (ARFA)                    | Al Pike           |
| 62. Anoka Ramsey Community College                                    |                   |
| 63. Anoka Ramsey Community College                                    |                   |
| 64. Anoka Technical College   |                   |
| 65. Argosy University   |                   |
| 66. Augsburg College  |                   |
| 67. Auto Tech., Inc.  | Tia Henry-Johnson |
| 68. Bemidji State University  |                   |
| 69. Benilde-St. Margaret's School                                     |                   |
| 70. Bethany Lutheran College  |                   |
| 71. Bethel College  |                   |
| 72. Brainco/Mpls. School of Advertising, Design & Interactive Studies |                   |
| 73. Building for Women  |                   |
| 74. Carver Cty. Workforce Ctr.  | Mary Rudolf       |
| 75. Cedar Valley Service Inc  | James Mueller     |
| 76. Cedar Valley Service Inc. Alpha Program                           | James Mueller     |
| 77. Central MN Jobs & Training Services                               | Diane Bublitz     |
| 78. Chippewa Enterprises Inc.   | Terry Nielsen     |
| 79. Choice Unlimited  | Simeona Nygren    |
| 80. Clay Cty. Supportive Training Service                             |                   |
| 81. College of St. Benedict   |                   |
| 82. St. Catherine University  |                   |
| 83. Concordia College   |                   |
| 84. Concordia University  |                   |
| 85. Crossroads College  |                   |
| 86. Crown College   |                   |
| 87. Dakota County Technical College                                   |                   |
| 88. Dunwoody College of Technology                                    |                   |
| 89. East Polk Cty. DAC  | Wayne Holt        |
| 90. East Range DAC  | Dale Gilbertson   |
| 91. Equality-Pathways to Potential                                    | Greg Hani         |
| 92. Federation of Somall Community                                    | Saeed Fahia       |
| 93. Fon du Lac OIC  | Rachelle King     |
| 94. Goodwill Industries Vocational Enterprises                        | Douglas Weber     |
| 95. Goodwill/Easter Seals   |                   |
| 96. Grant Cty. DAC, Inc.  | Todd Nelson       |

PO Box 6938 / 1911 14th St NW, Rochester, MN 55903  
 Minneapolis, MN  
 403 Ctr. Ave #512, Moorhead, MN 56560  
 360 Hoover St NE, Minneapolis, MN 55413  
 802 E Fairview Ave., Olivia, MN 56277  
 PO Box 600, Winsted, MN 55395  
 Alexandria, MN  
 2211 Clinton Ave., Minneapolis, MN 55404  
 7210 Metro Blvd., Minneapolis, MN  
 120 S 6th St #1005, Minneapolis, MN 55402  
 1845 E Franklin Ave., Minneapolis, MN 55404  
  
 2324 Wildwood Trail, Minnetonka, MN 55305  
 Cambridge, MN  
 Coon Rapids, MN  
 Anoka, MN  
 St. Paul/Minneapolis, MN  
 Minneapolis, MN  
 1504 N Innsbruck Dr., Fridley, MN 55432  
 Bemidji, MN  
 Minneapolis, MN  
 Mankato, MN  
 3900 Bethel Drive, St. Paul, MN  
 Minneapolis, MN  
 32 E 1st St., Duluth, MN 55802  
 602 E 4th Street, Chaska, MN 55318  
 2111 4th St NW, Austin, MN 55912  
 1839 SE Broadway Ave., Albert Lea, MN 56007  
 106 Pine Street, Monticello, MN 55362  
 PO Box 348, Montevideo, MN 56265  
 5 N 19th Ave E., Duluth, MN 55812  
 403 Ctr. Ave #512, Moorhead, MN 56560  
 37 S. College Avenue, St. Joseph, MN  
 St. Paul, MN  
 Moorhead, MN  
 St. Paul, MN  
 Rochester, MN  
 Minneapolis, MN  
 3140 Neil Armstrong Blvd., Eagan, MN  
 818 Dunwoody Blvd., Minneapolis, MN  
 PO Box 178 / 326 Mark Ave N., Fosston, MN 56542  
 800 A Ave., Eveleth, MN 55734  
 5535 Lake Sarah Heights Dr., Loretto, MN 55357  
 420 15th Ave S., Minneapolis, MN 55454  
 1720 Big Lake Rd., Cloquet, MN 55720  
 700 Garfield Ave., Duluth, MN 55802  
 553 Fairview Ave N., St. Paul, MN 55104  
 PO Box 166, Hoffman, MN 56339

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

97. Gustavus Adolphus College  
98. Hamline University  
99. Hennepin Technical College  
100. Hennepin Technical College  
101. Hibbing Community College  
102. Hired  
103. Houston Cty. Networks  
104. Inroads/MNPLS-St. Paul, Inc.  
105. Institute of Production & Recording  
106. Intercultural Mutual Assistance Assoc.  
107. Inver Hills Community College  
108. Itasca Community College  
109. Itasca Dvlpmnt. Achvmt. Ctr.  
110. Jeane Thorne, Inc.  
111. Job Training Ctr.  
112. Jobs Now Coalition  
113. Jobs Plus, Inc.  
114. Kandi Works DAC, Inc.  
115. Lao Assistance Ctr. of MN  
116. Lao Family Community of MN  
117. Learning Strategies Corp.  
118. Life-Work Planning Ctr.  
119. Macalester College  
120. Mahnomon Cty. DAC  
121. Mankato Rehabilitation Ctr. (MRCI)  
122. Martin Luther College  
123. McNally Smith College of Music  
124. MDI Commercial Services  
125. Merrick Companies  
126. Mesabi Range Community & Technical College  
127. Mesabi Range Community & Technical College  
128. Metro Work Ctr., Inc.  
129. Metropolitan State University  
130. Miami Ad School  
131. Minneapolis American Indian Ctr.  
132. Minneapolis Business College  
133. Minneapolis College of Art & Design  
134. Minneapolis Community & Technical College  
135. Minnesota Resource Center  
136. Minnesota School of Business  
137. Minnesota School of Business  
138. Minnesota State College/Southeast Technical  
139. Minnesota State College/Southeast Technical  
140. Minnesota state University  
141. Minnesota State Community & Technical College  
142. Minnesota State Community & Technical College  
143. MN Diversified Industries  
144. MN Teamsters Service Bureau  
145. MN Vocational Association  
146. MW Persons & Associates  
147. Normandale Community College  
148. North American Training Institute  
149. National Federation of the Blind of MN  
150. New Directions/Otter Tail-Wadena CAC  
151. Newgate Education & Research Center  
152. North Central Career Dvlpmnt. Ctr.  
153. North Central University  
154. North Hennepin Community College  
155. Northland Community & Technical College  
156. Northland Community & Technical College  
157. Northwest Indian OIC, Inc.  
158. Northwest Technical College  
159. Oak Hills Christian College  
160. Occupational Dvlpmnt. Ctr.  
161. Opportunity Partners  
162. Opportunity Services, Inc.
- Jane Samargia  
Beth Iseminger  
Melvin Collins  
  
Ron Buzard  
  
Mary Rittmiller  
  
April Sutor  
Kris Jacobs  
Roberta Walker  
Debra Terwisscha  
  
Ying Vang  
  
Susan Bruss  
  
Joanne Fatz  
William Bickett  
  
Lloyd Bratland  
Kevin Martineau  
Eveleth, MN  
Virginia, MN  
Dianna Krogstad  
  
Frances Fairbanks  
  
Minneapolis, MN  
  
Red Wing, MN  
Winona, MN  
  
Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN  
Granite Falls, Jackson, Pipestone, Worthington, MN  
Lloyd Bratland  
Jean Dunn  
Marlys Bucher  
  
Joyce Scanlan  
Pat Fredley  
  
Kenneth McFayden  
  
Holly Smith  
  
Peter Lavalier  
Jon Thompason  
Nancy Gurney
- 800 W. College, St. Peter, MN  
1536 Hewitt Avenue, St. Paul, MN  
Brooklyn Park, MN  
Eden Prairie, MN  
Hibbing, MN  
1200 Plymouth Ave N., Minneapolis, MN 55411  
PO Box 408, Caledonia, MN 55921  
2550 University Ave W #435, St. Paul, MN 55114  
Minneapolis, MN  
300 11th Ave NW, Rochester, MN 55901  
2500 80<sup>th</sup> St. E., Inver Grove Heights, MN  
Itasca, Mn  
PO Box 20 Grand Rapids, MN 55744  
St. Louis Park, MN  
300 11th Ave NW #114 Rochester, MN 55901  
400 Selby Ave #Q St. Paul, MN 55102  
200 16th Ave SE Waseca, MN 56093  
PO Box 119 Atwater, MN 56209  
503 Irving Ave N #100A Minneapolis, MN 55405  
320 University Ave W St. Paul, MN 55103  
2000 Plymouth Rd., Minnetonka, MN  
201 N Broad St #100 Mankato, MN 56001  
1600 Grand Avenue, St. Paul, MN  
123 N Railway St Mahnomon, MN 56557  
15 Map Dr Mankato, MN 56001  
1995 Luther Court, New Ulm, MN  
19 Exchange St. E., St. Paul, MN  
1700 Wynne Ave St. Paul, MN 55108  
1636 Gervais Ave #14 Maplewood, MN 55109  
  
2730 E 31st St Minneapolis, MN 55406  
700 E. 7<sup>th</sup> Street, St. Paul, MN  
Minneapolis, MN  
1530 E Franklin Ave Minneapolis, MN 55404  
Minneapolis, MN  
Minneapolis, MN  
  
2438 27<sup>th</sup> Ave., S., Minneapolis, MN  
Richfield, MN  
Brooklyn, MN  
  
Moorhead, MN  
1700 Wynne Ave St. Paul, MN 55108  
2829 University Ave SE #720 Minneapolis, MN 55414  
1500 Hwy 36 W St. Paul, MN 55113  
10032 Island Drive, Brainerd, MN  
Bloomington, MN  
Duluth, MN  
100 E 22nd St Minneapolis, MN 55404  
PO Box L New York Mills, MN 56567  
2900 E. Hennepin Ave., Minneapolis, MN  
516 Mission House Ln. New Brighton, MN 55112  
910 Eliot Avenue, Minneapolis, MN  
Brooklyn Park, MN  
Thief River Falls, MN  
East Grand Forks, MN  
1819 Bemidji Ave Bemidji, MN 56601  
905 Grant Avenue SE, Bemidji, MN  
1600 Oak Hills Road SE, Bemidji, MN  
PO Box 730 / Hwy 32 South Thief River Falls, MN 56701  
5500 Opportunity Court Minnetonka, MN 55343  
1618 W 3rd St Red Wing, MN 55066

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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163. Pine Habilitation & Supported Emp. (PHASE)	Jeannette Kester	PO Box 126 Sandstone, MN 55072
164. Pine Technical College		900 4 <sup>th</sup> Street SE, Pine City, MN
165. Prosource Educational Services, Inc.		1295 Bandana Blvd., St. Paul, MN
166. Quality Career Services, Inc.	Virginia Barkheimer	640 N Prior #212 St. Paul, MN 55104
167. Rainy River Community College		1501 Hwy. 71, International Falls, MN
168. Ramsey Action Programs, Inc.	Dale Anderson	450 Syndicate St N #300 St. Paul, MN 55104
169. Rasmussen College		Mankato Campus, MN
170. Ridgewater College		Willmar, MN
171. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
172. Riverland Community College		Albert Lea, MN
173. Rochester Community & Technical College		Rochester, MN
174. Rock Cty. Dvlpmt. Achvmt. Ctr.	Dorothy Cronin	807 W Main Luverne, MN 56156
175. Rural MN CEP	Larry Buboltz	PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
176. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Andy Toft	5100 Gamble Dr #365 Minneapolis, MN 55416
177. Service Enterprises, Inc.	Ruth Rusche	PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
178. SOAR Career Solutions		Duluth, MN
179. South Central Technical College		Faribault and North Mankato, MN
180. Southwest MN Private Industry Council, Inc.	Juanita Lauritsen	607 W Main St Marshall, MN 56258
181. Southwest MN Private Industry Council, Inc.	129 W Nichols	Montevideo, MN 56265
182. Southwest MN State University	Career Services	1501 State Street, Marshall, MN
183. St. Cloud University		St. Cloud, MN
184. St. Cloud Technical College		St. Cloud, MN
185. St. Mary's University of Minnesota		2500 Park Avenue, Minneapolis, MN
186. St. Olaf College		1520 St. Olaf Avenue, Northfield, MN
187. St. Paul College		235 Marshall, St. Paul, MN
188. Summit Academy OIC	Louis King II	935 Olson Memorial Hwy Minneapolis, MN 55405
189. Todd Cty. Dvlpmt. Achvmt. Ctr.		PO Box 206 / 551 W Sixth St Browerville, MN 56438
190. Transition of the Twin Cities	Daniel Sloan	1230 Balsam Trail E Eagan, MN 55123
191. TSE, Inc.	Phil Saari	2027 Rice St Roseville, MN 55113
192. Twin City Area Labor Mgmt. Council	Carol Thomalla	321 19th Ave S Minneapolis, MN 55455
193. United Cambodian Assoc. of MN (USCAM)	Darina Siv	1101 Snelling Ave N St. Paul, MN 55108
194. University of Minnesota		231 Pillsbury Drive SE, Minneapolis, MN
195. University of St. Thomas		2115 Summit Avenue, St. Paul, MN
196. University of Wisconsin/River Falls		Black River Falls, WI
197. Upper Midwest American Indian Ctr.	Gertrude Buckanaga	1035 W Broadway Ave Minneapolis, MN 55411
198. Vermillion community College		1900 E. Camp Street, Ely, MN
199. Veterans Incentive Project	John Fields	984 St. Paul Ave St. Paul, MN 55116
200. Vietnamese MN Assoc.	John Tranberg	1030 University Ave #160C St. Paul, MN 55104
201. Vision Loss Resources	Steven Fischer	1936 Lyndale Ave S Minneapolis, MN 55403
202. WACOSA		Waite Park, MN
203. Walden University		155 Fifth Street, Minneapolis, MN
204. West Nicollet & Brown Counties DAC		PO Box 668 / 2100 N Broadway New Ulm, MN 56073
205. Winona Cty. Dvlpmt. Achvmt. Ctr.	Mary Hewett	1721 W Service Dr Winona, MN 55987
206. Winona ORC Industries	Bill Harris	1053 E Mark St Winona, MN 55987
207. Winona State University		Winona, MN
208. Women in the Trades		550 Rice St St. Paul, MN 55103
209. Women In Transition	Lonna Szczesny	6715 Minnetonka Blvd #212 St Louis Park, MN 55426
210. Women's Resource Ctr. of Steele Cty.	Shelly Rockman	1401 E 2nd St #A Duluth, MN 55805
211. Working Opportunities for Women	Marcie Brooke	1295 Bandana Blvd N #110 St. Paul, MN 55108



212. Inside Referral  
213. Outside Referral

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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## **EQUAL EMPLOYMENT OPPORTUNITY AUDIT**

**WDUL-AM Facility ID #26590**

**Superior, WI**

**EXHIBIT 3**

**RECRUITMENT**

**August 1, 2017 – July 31, 2018**

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

## NEW JOB VACANCY INTERVIEWEE FORM

STATION: KDAL-FM

1. GENERAL INFORMATION

A. JOB TITLE: MORNING SHOW CO-HOST

B. DATE POSITION OPENED: 1/17/18

C. DATE POSTION FILLED (actual start date): 4/16/18

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)
Kim	1/30/18	Internet site: allaccess.com
Brooke	1/30/18	Internet site: allaccess.com
Arthur	2/5/18	Internet site: allaccess.com
Dave	2/5/18	Internet site: allaccess.com
Andrew	2/13/18	Internet site: allaccess.com
Katie	2/14/18	Internet site: mwcradio.com
Christy	2/16/18	Internet site: allaccess.com
Shelby	2/21/18	Internet site: mwcradio.com
Deena	4/2/18	Former PT Employee w/MWC for KTCO

\* 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: 9

C. Total number of applicants for this job: 25

### 3. HIREE

Person ultimately hired for this position:

NAME: Deena .....

Recruitment Source: Former PT Employee for KTCO-FM

Why this individual?

GOOD PERSONALITY, OUTGOING & WORKED PART TIME BEFORE  
IN RADIO.

HIRED BY: Rich Cannata Brand Manager KDAL-FM (MY95.7)  
Name and Title

4/16/18  
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.

# My 95.7

Midwest Communications, KDAL-FM (My 95.7) Duluth has a great opportunity to join our team as morning show co-host. You must be compelling, interactive, organized, have social media skills, and be able to appeal to the 25-54 year old female. My 95.7 is an AC powered by a 100kw FM serving the Twin Ports region.

Duluth, on the shores of Lake Superior often voted as one of the best outdoor cities has tons of outdoor activities and is also a great place to raise a family.

MWC offers a competitive salary as well as full benefits. A valid driver's license and a good driving record are required for this position.

Send your materials to Rich Cannata at [rich.cannata@mwcradio.com](mailto:rich.cannata@mwcradio.com) or mail to KDAL-FM, c/o Rich Cannata, 11 East Superior Street – Suite 380, Duluth, MN 55802.

Privately owned, Midwest Communications is proud to be an equal opportunity employer by choice.

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## APPENDIX 1 (Con't.)

### Recruitment Sources:

Radio Announcements	Contact	Address	Method of Contact	# Interviews from Source
1. KDAL AM/KDAL-FM/KTCO KDKE/WDSM/WDUL	Justin Henriksen	715 E Central Entrance, Duluth, MN 55811	justin.henriksen@mwcradio.com	

### Internet Sites:

* 2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	8
3. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	

### Postings:

* 4. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
5. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
6. WHBL/WHBZ/WBFB/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kris.trecker@mwcradio.com	
10. WNWN-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.polley@mwcradio.com	
11. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
12. WNWN-FM	Office Mgr.	70 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
13. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
14. KDAL AM-FM/KTCO/ KQDS/WDSM/WDUL	Office Mgr.	11 E. Superior Street/Ste.380, Duluth, MN 55811	sarah.pugliese@mwcradio.com	1
15. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	julie.manning@mwcradio.com	
16. WSAU-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicja.mielke@mwcradio.com	
17. WUSZ/WMFG-AM, WDKE WEVE, WNMT, WTBX, KQDS	Admin. Asst.	807 West 37 <sup>th</sup> St., Hibbing, MN 55746	tasha.draveing@mwcradio.com	
18. WMGI/WIBQ/WPRS WTHI/WWVRWDWQ	Office Mgr.	824 3 <sup>rd</sup> Street, Terre Haute, IN47807	cheri.page@mwcradio.com	
19. WQTX/WWDK/WLMI/WJXQ	Admin. Asst.	2495 Cedar Street, Holt, MI 48842	lexy.skivin@mwcradio.com	
20. KELO AM/FM, KELQ, KRRO, KWSN, KTWB, KQSF	Business Mgr.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
21. KFGO, KRWK, KMJO, KOYY, KVOX/KOYY/KNFL	Business Mgr.	1020 S. 25 <sup>th</sup> Street, Fargo, ND 58102	amy.hirsch@mwcradio.com	
22. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zikelbach@mwcradio.com	
23. WJXA/WCJL/WNFN	Business Mgr.	504 Rosedale Ave., Nashville, TN 37211	tracie.vaughn@mwcradio.com	
* 24. WJXB/WIMZ/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917	jennifer.terry@mwcradio.com	

### \*25 through 205 Receive Information on ALL Open Positions

WEBSITE	Website Address	# Interviews From Source:
25. AM/FM Jobs	<a href="http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi">http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi</a>	
26. Career Network	<a href="http://www.career-network.com">http://www.career-network.com</a>	
27. MAB Job Bank	<a href="http://www.miehmab.com/cgi-bin/dn_query.pl/jobBank/form_stationsubmit.html">http://www.miehmab.com/cgi-bin/dn_query.pl/jobBank/form_stationsubmit.html</a>	
28. Midwest Careers	<a href="http://www.midwestcareers.com">www.midwestcareers.com</a>	1
29. MN UW System	<a href="http://www.myconsortium.com/mcucsa/employer/">http://www.myconsortium.com/mcucsa/employer/</a>	
30. Radio Online	<a href="http://www.radioonline.com">www.radioonline.com</a>	
31. MN Broadcasters Association	<a href="http://www.minnesotabroadcasters.com/">http://www.minnesotabroadcasters.com/</a>	
32. MN Job Bank	<a href="http://employer.mnworks.org/emli.cfm">http://employer.mnworks.org/emli.cfm</a>	

### EMAIL

	E-Mail Address:
33. Duluth Business Univ.	wendydb@dbum.edu
34. Fond du Lac Tribal Comm. College	donnaif@fdltcc.edu
35. Goods Entertainment	agoodman@goodsentertainment.com
36. Hibbing Community College	bretthardt@hcc.mnscu.edu

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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|---|--|
| 37. Illinois School of Broadcasting       | <a href="mailto:gary@beonair.com">gary@beonair.com</a>                   |
| 38. ITT Technical School (Green Bay)      | <a href="mailto:mwwitte@itt-tech.edu">mwwitte@itt-tech.edu</a>           |
| 39. Iowa Central College of Broadcasting  | <a href="mailto:omess@triton.iccc.cc.ia">omess@triton.iccc.cc.ia</a>     |
| 40. Keller Graduate School of DeVry Univ. | <a href="mailto:pbergmann@keller.edu">pbergmann@keller.edu</a>           |
| 41. Univ of MN--Duluth                    | <a href="mailto:glen@d.umn.edu">glen@d.umn.edu</a>                       |
| 42. Upper Iowa University                 | <a href="mailto:careers@uiu.edu">careers@uiu.edu</a>                     |
| 43. WI Broadcasters Association           | <a href="mailto:mludy@wi-broadcasters.org">mludy@wi-broadcasters.org</a> |

## **MAIL (MBA distributes to the following sources)**

- |   |                   |  |
|---|-------------------|--|
| 44. Ability Building Ctr.   | Wallace Bigelow   | PO Box 6938 / 1911 14th St NW, Rochester, MN 55903 |
| 45. Academy College   |                   | Minneapolis, MN                                    |
| 46. Access  |                   | 403 Ctr. Ave #512, Moorhead, MN 56560              |
| 47. Access Ability  | Steven Ditschler  | 360 Hoover St NE, Minneapolis, MN 55413            |
| 48. Adult Client Training Service                                     | Karen Borden      | 802 E Fairview Ave., Olivia, MN 56277              |
| 49. Adult Training & Habilitation Ctr.                                | Stephen Wilson    | PO Box 600, Winsted, MN 55395                      |
| 50. Alexandria Technical College                                      |                   | Alexandria, MN                                     |
| 51. Alliance of the Streets   | Herb Frey         | 2211 Clinton Ave., Minneapolis, MN 55404           |
| 52. Alto Consulting & Training  |                   | 7210 Metro Blvd., Minneapolis, MN                  |
| 53. American Council of the Blind of MN                               |                   | 120 S 6th St #1005, Minneapolis, MN 55402          |
| 54. American Indian OIC, Inc.   | Lee Antell        | 1845 E Franklin Ave., Minneapolis, MN 55404        |
| 55. Amputee Resource Foundation of American (ARFA)                    | Al Pike           | 2324 Wildwood Trail, Minnetonka, MN 55305          |
| 56. Anoka Ramsey Community College                                    |                   | Cambridge, MN                                      |
| 57. Anoka Ramsey Community College                                    |                   | Coon Rapids, MN                                    |
| 58. Anoka Technical College   |                   | Anoka, MN  |
| 59. Argosy University   |                   | St. Paul/Minneapolis, MN                           |
| 60. Augsburg College  |                   | Minneapolis, MN                                    |
| 61. Auto Tech., Inc.  | Tia Henry-Johnson | 1504 N Innsbruck Dr., Fridley, MN 55432            |
| 62. Bemidji State University  |                   | Bemidji, MN  |
| 63. Benilde-St. Margaret's School                                     |                   | Minneapolis, MN                                    |
| 64. Bethany Lutheran College  |                   | Mankato, MN  |
| 65. Bethel College  |                   | 3900 Bethel Drive, St. Paul, MN                    |
| 66. Brainco/Mpls. School of Advertising, Design & Interactive Studies |                   | Minneapolis, MN                                    |
| 67. Building for Women  |                   | 32 E 1st St., Duluth, MN 55802                     |
| 68. Carver Cty. Workforce Ctr.  | Mary Rudolf       | 602 E 4th Street, Chaska, MN 55318                 |
| 69. Cedar Valley Service Inc  | James Mueller     | 2111 4th St NW, Austin, MN 55912                   |
| 70. Cedar Valley Service Inc. Alpha Program                           | James Mueller     | 1839 SE Broadway Ave., Albert Lea, MN 56007        |
| 71. Central MN Jobs & Training Services                               | Diane Bublitz     | 106 Pine Street, Monticello, MN 56262              |
| 72. Chippewa Enterprises Inc.   | Terry Nielsen     | PO Box 348, Montevideo, MN 56265                   |
| 73. Choice Unlimited  | Simeona Nygren    | 5 N 19th Ave E., Duluth, MN 55812                  |
| 74. Clay Cty. Supportive Training Service                             |                   | 403 Ctr. Ave #512, Moorhead, MN 56560              |
| 75. College of St. Benedict   |                   | 37 S. College Avenue, St. Joseph, MN               |
| 76. St. Catherine University  |                   | St. Paul, MN                                       |
| 77. Concordia College   |                   | Moorhead, MN                                       |
| 78. Concordia University  |                   | St. Paul, MN                                       |
| 79. Crossroads College  |                   | Rochester, MN                                      |
| 80. Crown College   |                   | Minneapolis, MN                                    |
| 81. Dakota County Technical College                                   |                   | 3140 Neil Armstrong Blvd., Eagan, MN               |
| 82. Dunwoody College of Technology                                    |                   | 818 Dunwoody Blvd., Minneapolis, MN                |
| 83. East Polk Cty. DAC  | Wayne Holt        | PO Box 178 / 326 Mark Ave N., Fosston, MN 56542    |
| 84. East Range DAC  | Dale Gilbertson   | 800 A Ave., Eveleth, MN 55734                      |
| 85. Equality-Pathways to Potential                                    | Greg Hani         | 5535 Lake Sarah Heights Dr., Loretto, MN 55357     |
| 86. Federation of Somall Community                                    | Saeed Fahia       | 420 15th Ave S., Minneapolis, MN 55454             |
| 87. Fon du Lac OIC  | Rachelle King     | 1720 Big Lake Rd., Cloquet, MN 55720               |
| 88. Goodwill Industries Vocational Enterprises                        | Douglas Weber     | 700 Garfield Ave., Duluth, MN 55802                |
| 89. Goodwill/Easter Seals   |                   | 553 Fairview Ave N., St. Paul, MN 55104            |
| 90. Grant Cty. DAC, Inc.  | Todd Nelson       | PO Box 166, Hoffman, MN 56339                      |
| 91. Gustavus Adolphus College   |                   | 800 W. College, St. Peter, MN                      |
| 92. Hamline University  |                   | 1536 Hewitt Avenue, St. Paul, MN                   |
| 93. Hennepin Technical College  |                   | Brooklyn Park, MN                                  |
| 94. Hennepin Technical College  |                   | Eden Prairie, MN                                   |
| 95. Hibbing Community College   |                   | Hibbing, MN  |
| 96. Hired   | Jane Samargia     | 1200 Plymouth Ave N., Minneapolis, MN 55411        |
| 97. Houston Cty. Networks   | Beth Iseminger    | PO Box 408, Caledonia, MN 55921                    |
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# MIDWEST COMMUNICATIONS, INC.

and Affiliates

98. Inroads/MNPLS-St. Paul, Inc.	Melvin Collins	2550 University Ave W #435, St. Paul, MN 55114 Minneapolis, MN
99. Institute of Production & Recording	Ron Buzard	300 11th Ave NW, Rochester, MN 55901 2500 80 <sup>th</sup> St. E., Inver Grove Heights, MN Itasca, Mn
100. Intercultural Mutual Assistance Assoc.	Mary Rittmiller	PO Box 20 Grand Rapids, MN 55744 St. Louis Park, MN
101. Inver Hills Community College	April Sutor	300 11th Ave NW #114 Rochester, MN 55901
102. Itasca Community College	Kris Jacobs	400 Selby Ave #Q St. Paul, MN 55102
103. Itasca Dvlpmnt. Achvmt. Ctr.	Roberta Walker	200 16th Ave SE Waseca, MN 56093
104. Jeane Thorne, Inc.	Debra Terwisscha	PO Box 119 Atwater, MN 56209
105. Job Training Ctr.	Ying Vang	503 Irving Ave N #100A Minneapolis, MN 55405
106. Jobs Now Coalition	Susan Bruss	320 University Ave W St. Paul, MN 55103
107. Jobs Plus, Inc.	Joanne Fatz	2000 Plymouth Rd., Minnetonka, MN
108. Kandi Works DAC, Inc.	William Bickett	201 N Broad St #100 Mankato, MN 56001
109. Lao Assistance Ctr. of MN	Lloyd Bratland	1600 Grand Avenue, St. Paul, MN
110. Lao Family Community of MN	Kevin Martineau	123 N Railway St Mahanomen, MN 56557
111. Learning Strategies Corp.	Eveleth, MN	15 Map Dr Mankato, MN 56001
112. Life-Work Planning Ctr.	Virginia, MN	1995 Luther Court, New Ulm, MN
113. Macalester College	Dianna Krogstad	19 Exchange St. E., St. Paul, MN
114. Mahanomen Cty. DAC	Frances Fairbanks	1700 Wynne Ave St. Paul, MN 55108
115. Mankato Rehabilitation Ctr. (MRCI)	Minneapolis, MN	1636 Gervais Ave #14 Maplewood, MN 55109
116. Martin Luther College	Red Wing, MN	2730 E 31st St Minneapolis, MN 55406
117. McNally Smith College of Music	Winona, MN	700 E. 7 <sup>th</sup> Street, St. Paul, MN Minneapolis, MN
118. MDI Commercial Services	Moorhead, MN	1530 E Franklin Ave Minneapolis, MN 55404
119. Merrick Companies	Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN	Minneapolis, MN
120. Mesabi Range Community & Technical College	Granite Falls, Jackson, Pipestone, Worthington, MN	2438 27 <sup>th</sup> Ave., S., Minneapolis, MN
121. Mesabi Range Community & Technical College	Lloyd Bratland	Richfield, MN
122. Metro Work Ctr., Inc.	Jean Dunn	Brooklyn, MN
123. Metropolitan State University	Marlys Bucher	
124. Miami Ad School	Joyce Scanlan	
125. Minneapolis American Indian Ctr.	Pat Fredley	
126. Minneapolis Business College	Kenneth McFayden	
127. Minneapolis College of Art & Design	Holly Smith	
128. Minneapolis Community & Technical College	Peter Lavalier	
129. Minnesota Resource Center	Jon Thompason	
130. Minnesota School of Business	Nancy Gurney	
131. Minnesota School of Business	Jeannette Kester	
132. Minnesota State College/Southeast Technical	Virginia Barkheimer	
133. Minnesota State College/Southeast Technical	Dale Anderson	
134. Minnesota state University		
135. Minnesota State Community & Technical College		
136. Minnesota State Community & Technical College		
137. MN Diversified Industries		
138. MN Teamsters Service Bureau		
139. MN Vocational Association		
140. MW Persons & Associates		
141. Normandale Community College		
142. North American Training Institute		
143. National Federation of the Blind of MN		
144. New Directions/Otter Tail-Wadena CAC		
145. Newgate Education & Research Center		
146. North Central Career Dvlpmnt. Ctr.		
147. North Central University		
148. North Hennepin Community College		
149. Northland Community & Technical College		
150. Northland Community & Technical College		
151. Northwest Indian OIC, Inc.		
152. Northwest Technical College		
153. Oak Hills Christian College		
154. Occupational Dvlpmnt. Ctr.		
155. Opportunity Partners		
156. Opportunity Services, Inc.		
157. Pine Habilitation & Supported Emp. (PHASE)		
158. Pine Technical College		
159. Prosource Educational Services, Inc.		
160. Quality Career Services, Inc.		
161. Rainy River Community College		
162. Ramsey Action Programs, Inc.		

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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163. Rasmussen College		Mankato Campus, MN
164. Ridgewater College		Willmar, MN
165. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
166. Riverland Community College		Albert Lea, MN
167. Rochester Community & Technical College		Rochester, MN
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169. Rural MN CEP	Dorothy Cronin	PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
170. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Larry Buboltz	
	Andy Toft	5100 Gamble Dr #365 Minneapolis, MN 55416
171. Service Enterprises, Inc.	Ruth Rusche	PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
172. SOAR Career Solutions		Duluth, MN
173. South Central Technical College		Faribault and North Mankato, MN
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175. Southwest MN Private Industry Council, Inc.	129 W Nichols	Montevideo, MN 56265
176. Southwest MN State University	Career Services	1501 State Street, Marshall, MN
177. St. Cloud University		St. Cloud, MN
178. St. Cloud Technical College		St. Cloud, MN
179. St. Mary's University of Minnesota		2500 Park Avenue, Minneapolis, MN
180. St. Olaf College		1520 St. Olaf Avenue, Northfield, MN
181. St. Paul College		235 Marshall, St. Paul, MN
182. Summit Academy OIC	Louis King II	935 Olson Memorial Hwy Minneapolis, MN 55405
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185. TSE, Inc.	Phil Saari	2027 Rice St Roseville, MN 55113
186. Twin City Area Labor Mgmt. Council	Carol Thomalla	321 19th Ave S Minneapolis, MN 55455
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188. University of Minnesota		231 Pillsbury Drive SE, Minneapolis, MN
189. University of St. Thomas		2115 Summit Avenue, St. Paul, MN
190. University of Wisconsin/River Falls		Black River Falls, WI
191. Upper Midwest American Indian Ctr.	Gertrude Buckanaga	1035 W Broadway Ave Minneapolis, MN 55411
192. Vermillion community College		1900 E. Camp Street, Ely, MN
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194. Vietnamese MN Assoc.	John Tranberg	1030 University Ave #160C St. Paul, MN 55104
195. Vision Loss Resources	Steven Fischer	1936 Lyndale Ave S Minneapolis, MN 55403
196. WACOSA		Waite Park, MN
197. Walden University		155 Fifth Street, Minneapolis, MN
198. West Nicollet & Brown Counties DAC		PO Box 668 / 2100 N Broadway New Ulm, MN 56073
199. Winona Cty. Dvlpmt. Achvmt. Ctr.	Mary Hewett	1721 W Service Dr Winona, MN 55987
200. Winona ORC Industries	Bill Harris	1053 E Mark St Winona, MN 55987
201. Winona State University		Winona, MN
202. Women in the Trades		550 Rice St St. Paul, MN 55103
203. Women In Transition	Lonna Szczesny	6715 Minnetonka Blvd #212 St Louis Park, MN 55426
204. Women's Resource Ctr. of Steele Cty.	Shelly Rockman	1401 E 2nd St #A Duluth, MN 55805
205. Working Opportunities for Women	Marcie Brooke	1295 Bandana Blvd N #110 St. Paul, MN 55108

206. Indeed  
207. LinkedIn

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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

C. Total number of applicants for this job: 13

### 3. HIREE

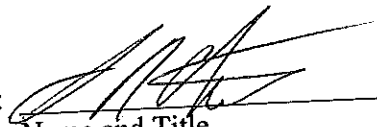
Person ultimately hired for this position:

NAME: Catherine

Recruitment Source: Internet Site: LinkedIn & Indeed.com

Why this individual?

Kate is a qualified candidate that has a qualified educational background in marketing and has had sales internships that will serve her well in this sales position. She is a competitive person that will excel in this sales position with the proper training and goals set forth for her.

HIRED BY:  D.O.S 9/1/17  
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.



**Advertising Sales/Marketing**  
**Duluth, MN**

Midwest Communications, Inc. and Duluth's top rated radio group is seeking a full-time Advertising Sales/Marketing person. Duluth is on the shores of Lake Superior, 4 colleges, one of the top tourist destinations in the Midwest and only 2 hours away from the Twin Cities.

If you are competitive and know sales and can meet the following requirements, we want to talk to you:

- Have at least two years of success in commissioned sales experience.
- Have great prospecting skills.
- Are a highly motivated individual.
- Have excellent verbal and written communications skills.
- Have exceptional customer service skills.
- Like to be compensated well for hard work.

Duties include meeting with customers, developing meaningful relationships, developing promotional ideas, attaining sales goals, researching co-op & presenting ideas to customers. Exceptional service a must.

A valid driver's license and a good driving record are required.

We will provide the best training in the business and offer a very competitive compensation package and a full benefits package.

**Please send cover letter and resume TODAY to: Director of Sales, Scott Christensen at [scott.christensen@mwcradio.com](mailto:scott.christensen@mwcradio.com), fax to 218-722-5423 or mail to Scott's attention at: Midwest Communications, Inc., 11 East Superior Street, Ste. 380, Duluth, MN 55802.**

Midwest Communications, Inc. is proud to be an Equal Opportunity Employer by choice.

KQDS/KDAL / KDAL-FM / KDWZ / KTCO / WDSM / WDUL  
11 East Superior Street, Suite 380, Duluth, MN 55802  
Phone: 218-722-4321 • Fax: 218-722-5423

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

## APPENDIX 1 (Con't.)

### Recruitment Sources:

Radio Announcements	Contact	Address	Method of Contact	# Interviews from Source
1. KDAL AM/KDAL-FM/KTCO KDKE/WDSM/WDUL	Justin Henriksen	715 E Central Entrance, Duluth, MN 55811	justin.henriksen@mwcradio.com	
<b>Internet Sites:</b>				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	8
*3. Monster		5 Clock Tower Place, Maynard, MA 01754	hiring.monster.com	
<b>Postings:</b>				
*4. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	1420 Bellevue St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
5. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
6. WHBL/WHBZ/WBFB/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kris.trecker@mwcradio.com	
10. WNWN-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.polley@mwcradio.com	
11. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
12. WNWN-FM	Office Mgr.	70 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
13. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenberg@mwcradio.com	
14. KDAL AM-FM/KTCO/ KQDS/WDSM/WDUL	Office Mgr.	11 E. Superior Street/Ste.380, Duluth, MN 55811	sarah.pugliese@mwcradio.com	1
15. WIFC/WDEZ/WSAU/ WOZZ/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	julie.manning@mwcradio.com	
16. WSAU-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicja.mielke@mwcradio.com	
17. WUSZ/WMFG-AM, WDKE WEVE, WNMJ, WTBX, KQDS	Admin. Asst.	807 West 37 <sup>th</sup> St., Hibbing, MN 55746	tasha.draveing@mwcradio.com	
18. WMGI/WIBQ/WPRS WTHI/WVVR/WDWQ	Office Mgr.	824 3 <sup>rd</sup> Street, Terre Haute, IN47807	cheri.page@mwcradio.com	
19. WQTX/WWDK/WLMI/WJXQ	Admin. Asst.	2495 Cedar Street, Holt, MI 48842	lexy.skivin@mwcradio.com	
20. KELO AM/FM, KELQ, KRRO, KWSN, KTWB, KQSF	Business Mgr.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
21. KFGO, KRWK, KMJO, KOYY, KVOX/KOYY/KNFL	Business Mgr.	1020 S. 25 <sup>th</sup> Street, Fargo, ND 58102	amy.hirsch@mwcradio.com	
22. WIKY/WABX/WSTO/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zikelbach@mwcradio.com	
23. WJXA/WCJL/WNFN	Business Mgr.	504 Rosedale Ave., Nashville, TN 37211	tracie.vaughn@mwcradio.com	
*24. WJXB/WIMZ/WDKW	Business Mgr.	1100 Sharps Ridge Memorial Park Drive, Knoxville, TN 37917	jennifer.terry@mwcradio.com	

### \* 25 through 205 Receive Information on ALL Open Positions

#### WEBSITE

Website Address	# Interviews From Source:
25. AM/FM Jobs <a href="http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi">http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi</a>	
26. Career Network <a href="http://www.career-network.com">http://www.career-network.com</a>	
27. MAB Job Bank <a href="http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationsubmit.html">http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationsubmit.html</a>	1
28. Midwest Careers <a href="http://www.midwestcareers.com">www.midwestcareers.com</a>	
29. MN UW System <a href="http://www.myconsortium.com/mucusa/employer/">http://www.myconsortium.com/mucusa/employer/</a>	
30. Radio Online <a href="http://www.radioonline.com">www.radioonline.com</a>	
31. MN Broadcasters Association <a href="http://www.minnesotabroadcasters.com/">http://www.minnesotabroadcasters.com/</a>	
32. MN Job Bank <a href="http://employer.mnworks.org/emli.cfm">http://employer.mnworks.org/emli.cfm</a>	

#### EMAIL

E-Mail Address:
33. Duluth Business Univ. wendyb@dbumn.edu
34. Fond du Lac Tribal Comm. College donnai@fdlcc.edu
35. Goods Entertainment agoodman@goodsentertainment.com
36. Hibbing Community College bretthardt@hcc.mnscu.edu

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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|---|--|
| 37. Illinois School of Broadcasting       | <a href="mailto:gary@beonair.com">gary@beonair.com</a>                   |
| 38. ITT Technical School (Green Bay)      | <a href="mailto:mwitte@itt-tech.edu">mwitte@itt-tech.edu</a>             |
| 39. Iowa Central College of Broadcasting  | <a href="mailto:orness@triton.iccc.cc.ia">orness@triton.iccc.cc.ia</a>   |
| 40. Keller Graduate School of DeVry Univ. | <a href="mailto:pbergmann@keller.edu">pbergmann@keller.edu</a>           |
| 41. Univ of MN--Duluth                    | <a href="mailto:glen@d.umn.edu">glen@d.umn.edu</a>                       |
| 42. Upper Iowa University                 | <a href="mailto:careers@uiu.edu">careers@uiu.edu</a>                     |
| 43. WI Broadcasters Association           | <a href="mailto:mludy@wi-broadcasters.org">mludy@wi-broadcasters.org</a> |

## **MAIL (MBA distributes to the following sources)**

- |   |                   |  |
|---|-------------------|--|
| 44. Ability Building Ctr.   | Wallace Bigelow   | PO Box 6938 / 1911 14th St NW, Rochester, MN 55903 |
| 45. Academy College   |                   | Minneapolis, MN                                    |
| 46. Access  |                   | 403 Ctr. Ave #512, Moorhead, MN 56560              |
| 47. Access Ability  | Steven Ditschler  | 360 Hoover St NE, Minneapolis, MN 55413            |
| 48. Adult Client Training Service                                     | Karen Borden      | 802 E Fairview Ave., Olivia, MN 56277              |
| 49. Adult Training & Habilitation Ctr.                                | Stephen Wilson    | PO Box 600, Winsted, MN 55395                      |
| 50. Alexandria Technical College                                      |                   | Alexandria, MN                                     |
| 51. Alliance of the Streets   | Herb Frey         | 2211 Clinton Ave., Minneapolis, MN 55404           |
| 52. Alto Consulting & Training  |                   | 7210 Metro Blvd., Minneapolis, MN                  |
| 53. American Council of the Blind of MN                               |                   | 120 S 6th St #1005, Minneapolis, MN 55402          |
| 54. American Indian OIC, Inc.   | Lee Antell        | 1845 E Franklin Ave., Minneapolis, MN 55404        |
| 55. Amputee Resource Foundation of American (ARFA)                    | Al Pike           | 2324 Wildwood Trail, Minnetonka, MN 55305          |
| 56. Anoka Ramsey Community College                                    |                   | Cambridge, MN                                      |
| 57. Anoka Ramsey Community College                                    |                   | Coon Rapids, MN                                    |
| 58. Anoka Technical College   |                   | Anoka, MN  |
| 59. Argosy University   |                   | St. Paul/Minneapolis, MN                           |
| 60. Augsburg College  |                   | Minneapolis, MN                                    |
| 61. Auto Tech., Inc.  | Tia Henry-Johnson | 1504 N Innsbruck Dr., Fridley, MN 55432            |
| 62. Bemidji State University  |                   | Bemidji, MN  |
| 63. Benilde-St. Margaret's School                                     |                   | Minneapolis, MN                                    |
| 64. Bethany Lutheran College  |                   | Mankato, MN  |
| 65. Bethel College  |                   | 3900 Bethel Drive, St. Paul, MN                    |
| 66. Brainco/Mpls. School of Advertising, Design & Interactive Studies |                   | Minneapolis, MN                                    |
| 67. Building for Women  |                   | 32 E 1st St., Duluth, MN 55802                     |
| 68. Carver Cty. Workforce Ctr.  | Mary Rudolf       | 602 E 4th Street, Chaska, MN 55318                 |
| 69. Cedar Valley Service Inc  | James Mueller     | 2111 4th St NW, Austin, MN 55912                   |
| 70. Cedar Valley Service Inc. Alpha Program                           | James Mueller     | 1839 SE Broadway Ave., Albert Lea, MN 56007        |
| 71. Central MN Jobs & Training Services                               | Diane Bublitz     | 106 Pine Street, Monticello, MN 55362              |
| 72. Chippewa Enterprises Inc.   | Terry Nielsen     | PO Box 348, Montevideo, MN 56265                   |
| 73. Choice Unlimited  | Simeona Nygren    | 5 N 19th Ave E., Duluth, MN 55812                  |
| 74. Clay Cty. Supportive Training Service                             |                   | 403 Ctr. Ave #512, Moorhead, MN 56560              |
| 75. College of St. Benedict   |                   | 37 S. College Avenue, St. Joseph, MN               |
| 76. St. Catherine University  |                   | St. Paul, MN                                       |
| 77. Concordia College   |                   | Moorhead, MN                                       |
| 78. Concordia University  |                   | St. Paul, MN                                       |
| 79. Crossroads College  |                   | Rochester, MN                                      |
| 80. Crown College   |                   | Minneapolis, MN                                    |
| 81. Dakota County Technical College                                   |                   | 3140 Neil Armstrong Blvd., Eagan, MN               |
| 82. Dunwoody College of Technology                                    |                   | 818 Dunwoody Blvd., Minneapolis, MN                |
| 83. East Polk Cty. DAC  | Wayne Holt        | PO Box 178 / 326 Mark Ave N., Fosston, MN 56542    |
| 84. East Range DAC  | Dale Gilbertson   | 800 A Ave., Eveleth, MN 55734                      |
| 85. Equality-Pathways to Potential                                    | Greg Hani         | 5535 Lake Sarah Heights Dr., Loretto, MN 55357     |
| 86. Federation of Somall Community                                    | Saeed Fahia       | 420 15th Ave S., Minneapolis, MN 55454             |
| 87. Fon du Lac OIC  | Rachelle King     | 1720 Big Lake Rd., Cloquet, MN 55720               |
| 88. Goodwill Industries Vocational Enterprises                        | Douglas Weber     | 700 Garfield Ave., Duluth, MN 55802                |
| 89. Goodwill/Easter Seals   |                   | 553 Fairview Ave N., St. Paul, MN 55104            |
| 90. Grant Cty. DAC, Inc.  | Todd Nelson       | PO Box 166, Hoffman, MN 56339                      |
| 91. Gustavus Adolphus College   |                   | 800 W. College, St. Peter, MN                      |
| 92. Hamline University  |                   | 1536 Hewitt Avenue, St. Paul, MN                   |
| 93. Hennepin Technical College  |                   | Brooklyn Park, MN                                  |
| 94. Hennepin Technical College  |                   | Eden Prairie, MN                                   |
| 95. Hibbing Community College   |                   | Hibbing, MN  |
| 96. Hired   | Jane Samargia     | 1200 Plymouth Ave N., Minneapolis, MN 55411        |
| 97. Houston Cty. Networks   | Beth Iseminger    | PO Box 408, Caledonia, MN 55921                    |
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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

98. Inroads/MNPLS-St. Paul, Inc.	Melvin Collins	2550 University Ave W #435, St. Paul, MN 55114 Minneapolis, MN
99. Institute of Production & Recording	Ron Buzard	300 11th Ave NW, Rochester, MN 55901 2500 80 <sup>th</sup> St. E., Inver Grove Heights, MN Itasca, Mn
100. Intercultural Mutual Assistance Assoc.		PO Box 20 Grand Rapids, MN 55744 St. Louis Park, MN
101. Inver Hills Community College	Mary Rittmiller	300 11th Ave NW #114 Rochester, MN 55901
102. Itasca Community College	April Sutor	400 Selby Ave #Q St. Paul, MN 55102
103. Itasca Dvlprmt. Achvmt. Ctr.	Kris Jacobs	200 16th Ave SE Waseca, MN 56093
104. Jeane Thorne, Inc.	Robert Walker	PO Box 119 Atwater, MN 56209
105. Job Training Ctr.	Debra Terwisscha	503 Irving Ave N #100A Minneapolis, MN 55405
106. Jobs Now Coalition		320 University Ave W St. Paul, MN 55103
107. Jobs Plus, Inc.	Ying Vang	2000 Plymouth Rd., Minnetonka, MN
108. Kandi Works DAC, Inc.		201 N Broad St #100 Mankato, MN 56001
109. Lao Assistance Ctr. of MN	Susan Bruss	1600 Grand Avenue, St. Paul, MN
110. Lao Family Community of MN		123 N Railway St Mahnomon, MN 56557
111. Learning Strategies Corp.	Joanne Fatz	15 Map Dr Mankato, MN 56001
112. Life-Work Planning Ctr.	William Bickett	1995 Luther Court, New Ulm, MN
113. Macalester College		19 Exchange St. E., St. Paul, MN
114. Mahnomon Cty. DAC	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
115. Mankato Rehabilitation Ctr. (MRCI)	Kevin Martineau	1636 Gervais Ave #14 Maplewood, MN 55109
116. Martin Luther College	Eveleth, MN	
117. McNally Smith College of Music	Virginia, MN	
118. MDI Commercial Services	Dianna Krogstad	2730 E 31st St Minneapolis, MN 55406
119. Merrick Companies		700 E. 7 <sup>th</sup> Street, St. Paul, MN Minneapolis, MN
120. Mesabi Range Community & Technical College		1530 E Franklin Ave Minneapolis, MN 55404
121. Mesabi Range Community & Technical College		Minneapolis, MN
122. Metro Work Ctr., Inc.		Minneapolis, MN
123. Metropolitan State University	Frances Fairbanks	2438 27 <sup>th</sup> Ave., S., Minneapolis, MN
124. Miami Ad School		Richfield, MN
125. Minneapolis American Indian Ctr.		Brooklyn, MN
126. Minneapolis Business College		
127. Minneapolis College of Art & Design		
128. Minneapolis Community & Technical College	Minneapolis, MN	
129. Minnesota Resource Center		
130. Minnesota School of Business		
131. Minnesota School of Business		
132. Minnesota State College/Southeast Technical	Red Wing, MN	
133. Minnesota State College/Southeast Technical	Winona, MN	
134. Minnesota state University		Moorhead, MN
135. Minnesota State Community & Technical College		Detroit lakes, Fergus Falls, Moorhead, Wadena, Canby MN
136. Minnesota State Community & Technical College		Granite Falls, Jackson, Pipestone, Worthington, MN
137. MN Diversified Industries	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
138. MN Teamsters Service Bureau	Jean Dunn	2829 University Ave SE #720 Minneapolis, MN 55414
139. MN Vocational Association	Marlys Bucher	1500 Hwy 36 W St. Paul, MN 55113
140. MW Persons & Associates		10032 Island Drive, Brainerd, MN
141. Normandale Community College		Bloomington, MN
142. North American Training Institute		Duluth, MN
143. National Federation of the Blind of MN	Joyce Scanlan	100 E 22nd St Minneapolis, MN 55404
144. New Directions/Otter Tail-Wadena CAC	Pat Fredley	PO Box L New York Mills, MN 56567
145. Newgate Education & Research Center		2900 E. Hennepin Ave., Minneapolis, MN
146. North Central Career Dvlprmt. Ctr.	Kenneth McFayden	516 Mission House Ln. New Brighton, MN 55112
147. North Central University		910 Eliot Avenue, Minneapolis, MN
148. North Hennepin Community College		Brooklyn Park, MN
149. Northland Community & Technical College		Thief River Falls, MN
150. Northland Community & Technical College		East Grand Forks, MN
151. Northwest Indian OIC, Inc.	Holly Smith	1819 Bemidji Ave Bemidji, MN 56601
152. Northwest Technical College		905 Grant Avenue SE, Bemidji, MN
153. Oak Hills Christian College		1600 Oak Hills Road SE, Bemidji, MN
154. Occupational Dvlprmt. Ctr.	Peter Lavalier	PO Box 730 / Hwy 32 South Thief River Falls, MN 56701
155. Opportunity Partners	Jon Thompason	5500 Opportunity Court Minnetonka, MN 55343
156. Opportunity Services, Inc.	Nancy Gurney	1618 W 3rd St Red Wing, MN 55066
157. Pine Habilitation & Supported Emp. (PHASE)	Jeannette Kester	PO Box 126 Sandstone, MN 55072
158. Pine Technical College		900 4 <sup>th</sup> Street SE, Pine City, MN
159. Prosource Educational Services, Inc.	Virginia Barkheimer	1295 Bandana Blvd., St. Paul, MN
160. Quality Career Services, Inc.		640 N Prior #212 St. Paul, MN 55104
161. Rainy River Community College		1501 Hwy. 71, International Falls, MN
162. Ramsey Action Programs, Inc.	Dale Anderson	450 Syndicate St N #300 St. Paul, MN 55104

# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

163. Rasmussen College		Mankato Campus, MN
164. Ridgewater College		Willmar, MN
165. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
166. Riverland Community College		Albert Lea, MN
167. Rochester Community & Technical College		Rochester, MN
168. Rock Cty. Dvlpmt. Achvmt. Ctr.	Dorothy Cronin	807 W Main Luverne, MN 56156
169. Rural MN CEP	Larry Buboltz	PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
170. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Andy Toft	5100 Gamble Dr #365 Minneapolis, MN 55416
171. Service Enterprises, Inc.	Ruth Rusche	PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
172. SOAR Career Solutions		Duluth, MN
173. South Central Technical College		Faribault and North Mankato, MN
174. Southwest MN Private Industry Council, Inc.	Juanita Lauritsen	607 W Main St Marshall, MN 56258
175. Southwest MN Private Industry Council, Inc.	129 W Nichols	Montevideo, MN 56265
176. Southwest MN State University	Career Services	1501 State Street, Marshall, MN
177. St. Cloud University		St. Cloud, MN
178. St. Cloud Technical College		St. Cloud, MN
179. St. Mary's University of Minnesota		2500 Park Avenue, Minneapolis, MN
180. St. Olaf College		1520 St. Olaf Avenue, Northfield, MN
181. St. Paul College		235 Marshall, St. Paul, MN
182. Summit Academy OIC	Louis King II	935 Olson Memorial Hwy Minneapolis, MN 55405
183. Todd Cty. Dvlpmt. Achvmt. Ctr.		PO Box 206 / 551 W Sixth St Browerville, MN 56438
184. Transition of the Twin Cities	Daniel Sloan	1230 Balsam Trail E Eagan, MN 55123
185. TSE, Inc.	Phil Saari	2027 Rice St Roseville, MN 55113
186. Twin City Area Labor Mgmt. Council	Carol Thomalla	321 19th Ave S Minneapolis, MN 55455
187. United Cambodian Assoc. of MN (USCAM)	Darina Siv	1101 Snelling Ave N St. Paul, MN 55108
188. University of Minnesota		231 Pillsbury Drive SE, Minneapolis, MN
189. University of St. Thomas		2115 Summit Avenue, St. Paul, MN
190. University of Wisconsin/River Falls		Black River Falls, WI
191. Upper Midwest American Indian Ctr.	Gertrude Buckanaga	1035 W Broadway Ave Minneapolis, MN 55411
192. Vermillion community College		1900 E. Camp Street, Ely, MN
193. Veterans Incentive Project	John Fields	984 St. Paul Ave St. Paul, MN 55116
194. Vietnamese MN Assoc.	John Tranberg	1030 University Ave #160C St. Paul, MN 55104
195. Vision Loss Resources	Steven Fischer	1936 Lyndale Ave S Minneapolis, MN 55403
196. WACOSA		Waite Park, MN
197. Walden University		155 Fifth Street, Minneapolis, MN
198. West Nicollet & Brown Counties DAC		PO Box 668 / 2100 N Broadway New Ulm, MN 56073
199. Winona Cty. Dvlpmt. Achvmt. Ctr.	Mary Hewett	1721 W Service Dr Winona, MN 55987
200. Winona ORC Industries	Bill Harris	1053 E Mark St Winona, MN 55987
201. Winona State University		Winona, MN
202. Women in the Trades		550 Rice St St. Paul, MN 55103
203. Women In Transition	Lonna Szczesny	6715 Minnetonka Blvd #212 St Louis Park, MN 55426
204. Women's Resource Ctr. of Steele Cty.	Shelly Rockman	1401 E 2nd St #A Duluth, MN 55805
205. Working Opportunities for Women	Marcie Brooke	1295 Bandana Blvd N #110 St. Paul, MN 55108

\* 206. Indeed > did not post to these sites.  
 \* 207. LinkedIn

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**MIDWEST COMMUNICATIONS, INC.**  
*and Affiliates*

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**EQUAL EMPLOYMENT OPPORTUNITY AUDIT**

**WDUL-AM Facility ID #26590**

**Superior, WI**

**EXHIBIT 4**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**August 1, 2016 – July 31, 2017**

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## Equal Employment Opportunity (EEO)

Does your organization regularly distribute information about employment opportunities to job seekers or refer job seekers to employers? If so, we want to hear from you, today.

---

Send us the name of your organization, a contact name, full address, phone number, fax number and/or e-mail address, and we will keep you informed as to current and potential employment opportunities within our Company.

### **Please send this information to:**

Midwest Communications, Inc. Director of Human Resources 904 Grand Ave Wausau, WI 54403

You can also fax it to 715-842-7061, attention Midwest Communications, Inc. Director of Human Resources.

Midwest Communications is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

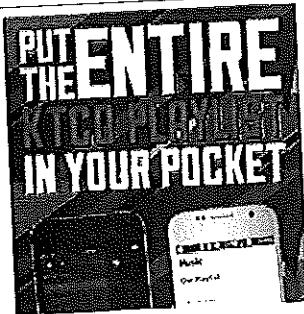


For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf)  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN

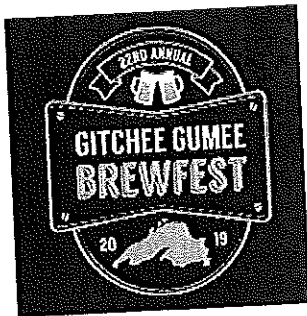
### Pick of the Litter

Find Your New Fuzzy Friend



### Download Our Mobile App!

Put Us In Your Pocket!



### Gitchee Gumee Brewfest

Listen to Win Tickets!



### Cash In With Kat Country!

We're paying you to listen to KTCO!

# Equal Employment Opportunity (EEO)

Does your organization regularly distribute information about employment opportunities to job seekers or refer job seekers to employers? If so, we want to hear from you, today.

Send us the name of your organization, a contact name, full address, phone number, fax number and/or e-mail address, and we will keep you informed as to current and potential employment opportunities within our Company.

## Please send this information to:

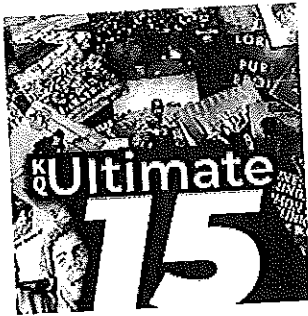
Midwest Communications, Inc. Director of Human Resources 904 Grand Ave Wausau, WI 54403

You can also fax it to 715-842-7061, attention Midwest Communications, Inc. Director of Human Resources.

Midwest Communications is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf)  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

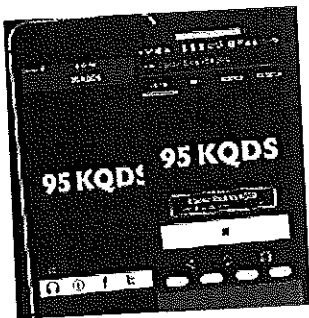
### YOU MIGHT ALSO BE INTERESTED IN



**The KQ Ultimate 15**  
Match KQ's 15 Classic Rock Albums and Win!



**Gitchee Gumee Brewfest**  
Listen to Win Tickets!



**Download Our Mobile App**  
Listen to KQDS from Anywhere!



**Progressive Secret Sound**  
Starting Thursday, March 28th!

# Equal Employment Opportunity (EEO)

Does your organization regularly distribute information about employment opportunities to job seekers or refer job seekers to employers? If so, we want to hear from you, today.

Send us the name of your organization, a contact name, full address, phone number, fax number and/or e-mail address, and we will keep you informed as to current and potential employment opportunities within our Company.

**Please send this information to:**

Midwest Communications, Inc. Director of Human Resources 904 Grand Ave Wausau, WI 54403

You can also fax it to 715-842-7061, attention Midwest Communications, Inc. Director of Human Resources.

Midwest Communications is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

For more information, please read our EEO Document  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

**YOU MIGHT ALSO BE INTERESTED IN**



**Midwest-Duluth Sports Schedules**  
Keep Updated on Local HS/College Teams!



**The 710 Club**  
See the Schedule and Get Involved



**The Bulldog Page**  
Catch Up on UMD Sports



**Motorhead Madness**  
Northland's Biggest Indoor Custom Car Show



# Equal Employment Opportunity (EEO)

Does your organization regularly distribute information about employment opportunities to job seekers or refer job seekers to employers? If so, we want to hear from you, today.

Send us the name of your organization, a contact name, full address, phone number, fax number and/or e-mail address, and we will keep you informed as to current and potential employment opportunities within our Company.

## Please send this information to:

Midwest Communications, Inc. Director of Human Resources 904 Grand Ave Wausau, WI 54403

You can also fax it to 715-842-7061, attention Midwest Communications, Inc. Director of Human Resources.

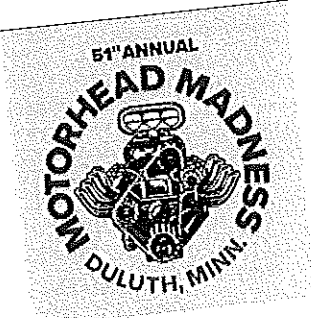
Midwest Communications is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

For more information, please read our EEO Document  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

**YOU MIGHT ALSO BE INTERESTED IN**



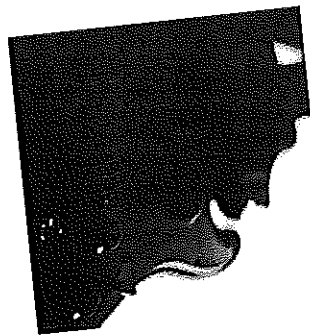
**Enable the Duke FM Alexa Skill**  
Listen to Duke on Your Amazon Alexa Device



**Motorhead Madness**  
Northland's Biggest Indoor Custom Car Show

**Duke's  
Text Club**

**Duke's Text Club**  
Become an Exclusive Member Today



**The Pickup**  
The Latest in Country News



# Equal Employment Opportunity (EEO)

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For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf)  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN



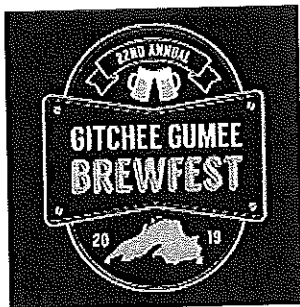
### One Hit Wonder for \$100.00

Listen @ 7:15am on Weekdays



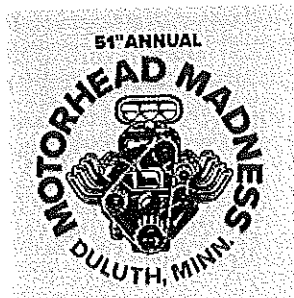
### Tail Wagging Thursdays

Find Your New Fuzzy Friend!



### Gitchee Gumee Brewfest

Listen to Win Tickets!



### Motorhead Madness

Northland's Biggest Indoor Custom Car Show

---

# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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Supplemental Outreach Initiative Activity: College Job Fair

Date: 4/10/18

Participating Employees: Anne Vandelac, Brooke Peterson

Host/Sponsor of Activity: WITC

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached

There is no documentation (Note: It's very rare to have no documentation)

---

**Brief Description of Activity and Station Participation:**  
Had booth at Job fair talking with students about careers in radio and offering application for Internships. 9 Students took applications that they will fill out and return to station.

Completed by:



Date: 4/12/18

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

---

Updated: 3/4/2015



WISCONSIN  
INDIANHEAD  
TECHNICAL  
COLLEGE

Experience. Success.

REPLY BY MARCH 27<sup>TH</sup> TO:  
WITC-Superior  
Attn: Jennifer Perkins  
600 N 21<sup>st</sup> Street  
Superior, WI 54880  
jennifer.perkins@witc.edu

### JOB FAIR

Business Name: Midwest Communications - Duluth  
 Brief Description: Radio Stations: KQDS FM, The Duke, Kat Country, My 95.7, 610 KDAL, WBSM and WDUZ  
 Name(s) of Attendee(s): Chris Zuech and Anne Vandelac  
 Address: 11 East Superior Street, Suite 380  
 City: Duluth State: MN Zip: 55802  
 Email Address: Chris.Zuech@mwcradio.com Phone: 218-722-4321 Ext: 215

I would like to request an:  Electrical Outlet  Additional Table  
 Will you be accepting resumes?  Yes  No

#### PLEASE CHECK THE PROGRAMS FROM WHICH YOU WOULD LIKE TO MEET GRADUATES:

- |  |   |
|--|---|
| <input type="checkbox"/> All Programs                              | <input type="checkbox"/> Heating, Ventilation, and Air Conditioning/Refrigeration           |
| <input type="checkbox"/> Accounting                                | <input type="checkbox"/> Human Resource Management  |
| <input type="checkbox"/> Accounting Assistant                      | <input type="checkbox"/> Human Services Associate   |
| <input checked="" type="checkbox"/> Administrative Professional    | <input type="checkbox"/> Industrial Maintenance Technician                                  |
| <input type="checkbox"/> Automotive Service Technician             | <input checked="" type="checkbox"/> IT-Network / Administration Specialist / Web & Software |
| <input checked="" type="checkbox"/> Business Management            | <input type="checkbox"/> Liberal Arts Associate of Arts / Associate of Science              |
| <input type="checkbox"/> Cosmetology                               | <input type="checkbox"/> Machine Tool Technician  |
| <input type="checkbox"/> Criminal Justice Studies                  | <input checked="" type="checkbox"/> Management & Leadership                                 |
| <input type="checkbox"/> Early Childhood Education                 | <input type="checkbox"/> Medical Administrative Professional                                |
| <input type="checkbox"/> EMT-Paramedic / Paramedic Technician      | <input type="checkbox"/> Medical Assistant  |
| <input type="checkbox"/> Financial Services                        | <input type="checkbox"/> Medical Coding Specialist  |
| <input type="checkbox"/> Gerontology - Aging Services Professional | <input type="checkbox"/> Nursing - Associate Degree (ADN)                                   |
| <input type="checkbox"/> Health Information Technology             | <input checked="" type="checkbox"/> Office Support Specialist                               |
| <input type="checkbox"/> Health Office Professional                | <input type="checkbox"/> Welding  |

By returning this form, I give permission to Wisconsin Indianhead Technical College to use quotes and photographs of me for purposes of promotion of this event.

# Job Fair 2018 @ WITC-Superior

Tuesday April 10, 10 a.m.-1:00 p.m.

NATIONALLY  
TOP-RANKED  
COLLEGE



**Aflac**  
**Age Well Arrowhead**  
**Amsoil, Inc**  
**Arrowhead Regional Corrections**  
**Barn Style**  
**Barko Hydraulics**  
**Benedictine Living Community of Duluth**  
**Bureau of Prisons – FCI Sandstone**  
**Call Center Resources, LLC**  
**Carlson Refrigeration Lakeshore Ice**  
**CASDA**  
**Challenge Center, Inc**  
**Charter NEX Films**  
**Chemstar Products**  
**CHOICE, Unlimited**  
**Cirrus Aircraft**  
**Cost Cutters**  
**Dove Home Health Professionals**  
**Duluth Area Family YMCA**  
**Duluth Bethel**  
**Ecumen Lakeshore**  
**Eisenmann and Associates**  
**Essentia Health**  
**Fond du Lac Head Start**  
**Franciscan Health Center**  
**Fraser Industries**  
**Genesis Attachments**  
**Great Clips - Superior**

**H&R Block**  
**Hutchinson Technology**  
**Interim Healthcare**  
**JATC of Local 11 & 589**  
**Kelly Services**  
**Lake Assault Boats, LLC**  
**Manpower**  
**Menards**  
**Midwest Communications – Duluth**  
**Monarch Healthcare Management**  
**Nexen Group, Inc**  
**North Country Independent Living**  
**Regis Salon**  
**REM Arrowhead, Inc**  
**Residential Services, Inc**  
**Roberts Automatic Products**  
**St. Luke's**  
**State of Minnesota – Department of Corrections**  
**Summit School**  
**Superior Douglas County Family YMCA**  
**TBI Residential and Community Services**  
**The Salon at Ulta**  
**Trillium Services, Inc**  
**United States Army**  
**Verso Corporation**  
**Wisconsin Department of Corrections**  
**Wisconsin State Patrol**  
**YWCA Early Childhood Center**



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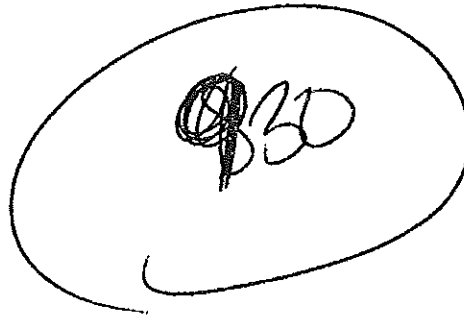
AshlandNewRichmondRiceLakeSuperiorHaywardLadysmith

## Superior Campus

March 28, 2018

Midwest Communicatoins - Duluth  
Job Fair Representative  
11 E Superior Street, Suite 380  
Duluth, MN 55802

RE: WITC Job Fair



Dear Job Fair Representative,

A table has been reserved for Midwest Communicatoins - Duluth at WITC's job fair scheduled for **Tuesday, April 10, 2018**. Your agenda for the day is as follows:

- |                               |                       |
|-------------------------------|-----------------------|
| ▪ Display or table set-up     | 9:00 a.m. - 9:50 a.m. |
| ▪ Job Fair begins:            | 10:00 a.m.            |
| ▪ Display or table take-down: | 1:15 p.m.             |

WITC students and the public will attend from 10:00 a.m. to 1:00 p.m. to meet with employers and view the display tables. Students will receive a list of employers, as well as the program areas represented by each business.

The job fair will be housed in WITC's atrium. We will provide you with a table and chairs, along with refreshments. To help keep this event free to our employers, WITC will not be providing lunch. You are welcome to purchase lunch onsite from the Lunch Express or to bring your own food.

Enclosed in this letter, you will find a map with directions to WITC. Please **park in the WITC Conference Center lot** located between Belknap and 21<sup>st</sup> Street on Mortorelli Drive. Enter through the Conference Center doors where you will be greeted and given further instructions at the registration table.

Thank you for your interest in employment opportunities for graduates of WITC. If you have any questions, or will no longer be able to attend, please contact me at 715-394-6677, ext. 6220 or e-mail [jennifer.perkins@witc.edu](mailto:jennifer.perkins@witc.edu). We look forward to seeing you soon!

Sincerely,

Jennifer Perkins  
Student Affairs Technician

Enclosure: WITC Campus Map

WITC-Superior  
600 North 21st Street  
Superior WI 54880

715.394.6677  
Fax: 715.394.3771  
TTY: 711  
800.243.WITC

witc.edu  
WITC is an Equal Opportunity/  
Access/Affirmative Action/Veterans/  
Disability Employer and Educator.

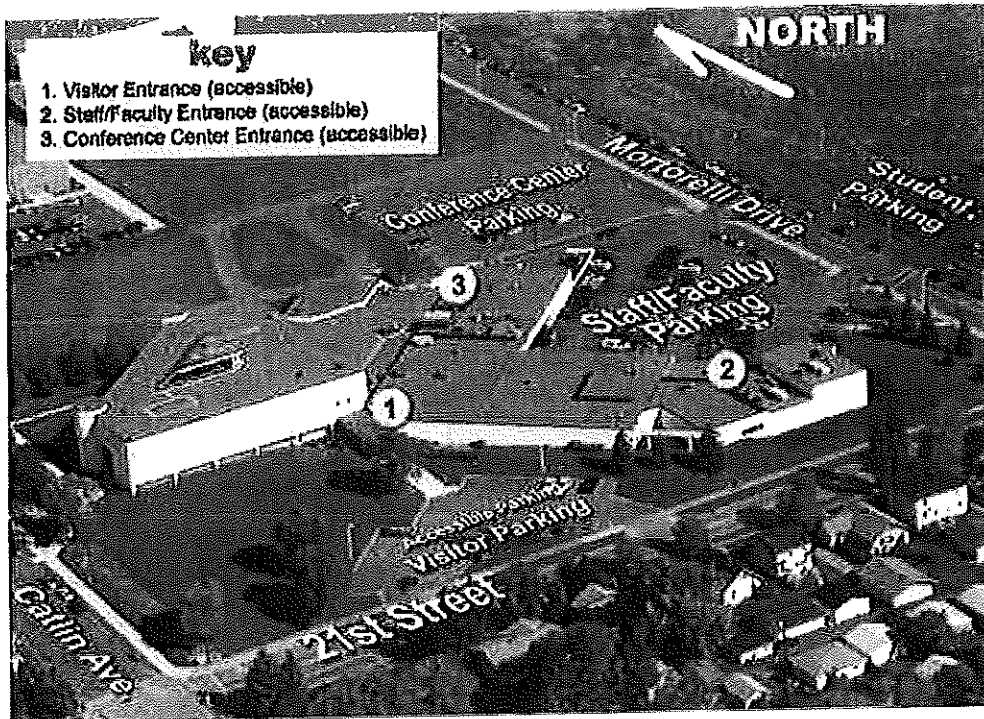


WISCONSIN  
INDIANHEAD  
TECHNICAL  
COLLEGE

## Superior Campus

600 North 21<sup>st</sup> Street  
Superior, WI 54880

Please park in the Conference Center parking lot on Mortorelli Drive. Enter through the WITC Conference Center entrance where you will be greeted and given further instructions at the registration table.



### From the John A. Blatnik Bridge

1. Take I-535 S to Hammond Ave.
2. Turn left onto N 21<sup>st</sup> St. WITC will be on the left in .5 miles

### From the Richard I. Bong Memorial Bridge

1. Take US-2 E / Richard I. Bong Memorial toward Wisconsin
2. At the traffic circle, take the 2<sup>nd</sup> exit onto Belknap St
3. Turn right onto Hammond Ave
4. Turn left onto N 21<sup>st</sup> St. WITC will be on the left in .5 miles

### From WI-35 N

1. Head North on WI-35 N
2. Turn right onto N 21<sup>st</sup> St. WITC will be on the left in .8 miles

### From US-53 N

1. Head North on US-53 N
2. Turn left onto 18<sup>th</sup> Ave E
3. Turn right onto E 5<sup>th</sup> St
4. Turn left onto N 21<sup>st</sup> St. WITC will be on the right in 1.2 miles

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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Supplemental Outreach Initiative Activity: Wisconsin Winter Conference EEO Session

Date: 1/25/18

Participating Employees: Michael Wright, COO - Andy Gille, Vice President/Digital Operations

Host/Sponsor of Activity: WBA

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached

There is no documentation (Note: It's very rare to have no documentation)

---

## Brief Description of Activity and Station Participation:

The Winter Conference was held at the Madison Concourse Hotel, Madison, WI on January 31/February 1, 2018. Michael and Andy attended the EEO Session entitled "Diversity and Inclusion for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination". This Session was presented by Attorney Rebecca Lopez of the Godfrey & Kahn, S.C. law firm.

Completed by: Andy Gille

Date: 2/1/18

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

---

Updated: 3/4/2015

# Wisconsin Broadcasters Association



The Wisconsin Broadcasters Association fosters and promotes the development of the arts of aural and visual broadcastings in all its forms.

**President & CEO**  
MICHELLE VETTERKIND, CAE

**Vice President Administration**  
LINDA BAUN

**OFFICERS**

**Chair of the Board**  
STEVE WEXLER  
E.W. Scripps Company, Milwaukee

**Vice Chair - Radio**  
Chair Elect  
NANCY DOUGLASS  
WLKC-FM, Lake Geneva

**Vice Chair - Television**  
STEVE LAVIN  
WBAY-TV, Green Bay

**Treasurer**  
CHRIS BERNIER  
Radio Plus, Marinette/Fond du Lac

**Secretary**  
DON VESELY  
WMTV-TV, Madison

**Immediate Past Chair**  
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JULI BUEHLER  
WLUK-TV, Green Bay

BRIAN BURNS  
Morgan Murphy Media, Madison

PAUL CAMERON  
The Family Radio Network, Inc., Appleton

DAVE EDWARDS  
WUWM-FM, Milwaukee Public Radio

IT KOSER  
Koser Radio Group, Rice Lake/Hayward

LUPITA MONTOTO  
La Movida WLMV Radio, Madison

MARK STRACHOTA  
WDJT-TV/CBS & Tolentundo, Milwaukee

CHUCK SULLIVAN  
Entorcom, Milwaukee

JAN WADE  
WISN-TV, Milwaukee

JEFF WELTON  
Nautel, Hackett's Cove, Nova Scotia

MICHAEL WRIGHT  
Midwest Communications, Wausau

**Ex Officio - NAB Board**  
TOM WALKER  
Mid-West Family Broadcasting, Madison

April 29, 2018

Duke Wright  
Midwest Communications, Inc.  
904 Grand Avenue  
Wausau WI 54403

Dear Duke:

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WIXX FM, WNCY FM, WGEE FM, WYDR FM, WTAQ AM/FM, WNFL AM, WIFC FM, WDEZ FM, WSAU AM/FM, WOZZ FM, WRIG AM, WHBZ FM, WBFM FM, WXER FM, WHBL AM, KDWZ FM, WDSM AM, WDKF FM and WDUL AM, were represented by Andy Gille and Michael Wright, at the EEO Seminar: **AVOIDING DISCRIMINATION IN EMPLOYMENT TERMINATIONS** which was held as part of the WBA's 2018 Winter Conference on Wednesday, January 31, 2018 from 10:45 AM-11:45 AM at the Concourse Hotel in Madison, Wisconsin. *\* Wrong Session - this was done in Jan. 2017*

One of the menu option initiatives under the FCC's Outreach Prong 3 states: "One full 'Menu Option Initiative' credit for participating in a program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination". The WBA will be offering this training program four times over a two year period. The seminar will be held in conjunction with the WBA Winter and Summer Conferences, this initiative began with the 2006 Winter Conference - this is a similar process as the Job/Career Fairs. If a station routinely sends management to these courses, by the end of the segment, (two year period), the SEU would claim one full menu option credit for that two year period. Please note - these four seminars will each be on different discrimination topics, so an SEU will need to have someone from management in attendance at all four sessions to get the full menu option credit."

Please feel free to contact me if you have any questions! We look forward to helping you, our valued member, with your EEO Compliance.

Sincerely,  
  
Linda Baun  
Vice President



**GODFREY & KAHN** S.C.

**DIVERSITY & INCLUSION FOR BROADCASTERS:  
LEGAL ISSUES IN HIRING AND EFFECTIVE STRATEGIES  
TO PROMOTE EQUAL EMPLOYMENT OPPORTUNITY AND  
PREVENT UNLAWFUL DISCRIMINATION**

Wisconsin Broadcasters Association  
Winter Conference  
January 31, 2018

Rufino Gaytán III, Esq.  
[rgaytan@qklaw.com](mailto:rgaytan@qklaw.com)

Rebeca M. López, Esq.  
[rlopez@qklaw.com](mailto:rlopez@qklaw.com)

**GODFREY & KAHN**

## Introduction

- Successful hiring practices allow employers to:
  - Locate employees with skills, attitude and personality necessary for the job;
  - Ensure equal employment opportunity; and
  - Prevent and defend against litigation.
- This seminar is intended to:
  - Address diversity in the workforce;
  - Provide Equal Employment Opportunity ("EEO") training to management level personnel; and
  - Prevent discrimination in hiring.

**GODFREY & KAHN**

2

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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

Supplemental Outreach Initiative Activity: Job Fair

Date: 8/16/17

Participating Employees: Sales/On-Air Jocks

Host/Sponsor of Activity: MN Workforce

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached

There is no documentation (Note: It's very rare to have no documentation)

---

## Brief Description of Activity and Station Participation:

MN Workforce Job Fair August 16, 2017. MN Workforce bought an ad schedule on KQDS/KTCO and KDAL AM. Each station ran on-air liners promoting the job fair. Air talent and sales staff were on hand throughout Fair - 3:00pm to 6:00pm at the WorkForce Center in Duluth.

Completed by: Ann Vandelac

Date: 8/16/17

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

---

Updated: 3/4/2015

# Gear up for Fall Job Fair



Looking for a Job? If so, this Job Fair is for you!

Minnesota WorkForce Center—Duluth

402 West First Street

(Duluth Athletic Club Building)

Wednesday, August 16, 2017

3:00pm—6:00pm

Updated list of  
registered employers  
as of August 2nd

<u>AAA Minnesota/Iowa</u>	<u>IBEW-NECA (Electrical Apprenticeship Program)</u>	<u>Monarch Healthcare (The North Shore Estates)</u>
<u>Allete/Minnesota Power</u>	<u>Interim Healthcare</u>	<u>People Ready</u>
<u>AP Avionics</u>	<u>IPS Cranes</u>	<u>Ravel# Trucking/Timber Transport</u>
<u>At Home Living</u>	<u>Job Corps</u>	<u>RSI ( Residential Services, Inc.)</u>
<u>Choice unlimited</u>	<u>Kelly Services</u>	<u>St. Luke's</u>
<u>CSL Plasma</u>	<u>Lake Superior College</u>	<u>Spherlon</u>
<u>Duluth G&amp;K/Cintas</u>	<u>Lake Superior Community Health Center</u>	<u>Stepping Stones for Living</u>
<u>Essentia Health</u>	<u>Loll Design</u>	<u>Trillium Services</u>
<u>Goodwill</u>	<u>Louisiana Pacific</u>	<u>UnitedHealth Group (UHG)</u>
<u>Home Instead</u>	<u>Metro Sales</u>	<u>Whole Foods Co-op</u>
<u>H&amp;R Block</u>	<u>Minnesota Department of Human Services (DHS)</u>	

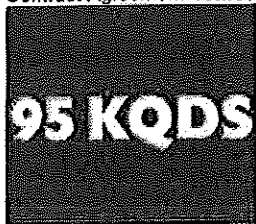
Bring your resume and be ready to meet a variety of employers! Practice your introduction and be prepared!

Check out the updated flyer at: <http://duluthmn.gov/workforce-development/>



Individuals needing accommodations to attend this event should contact the WorkForce Center at 218-302-8400

# CONTRACT



**KQDS-FM**  
 11 East Superior Street  
 Ste 380  
 Duluth, MN 55802  
 (218) 722-4321

And:

**Minnesota Workforce Center-Duluth (State of MN)**  
 Attention: Rhonda . Rutford  
 402 West 1st Street  
 Duluth, MN 55802

<u>Contract / Revision</u> 307585 / 1		<u>Alt Order #</u>
<u>Product</u> Fall Job Fair		
<u>Contract Dates</u> 08/10/17 - 08/16/17		<u>Estimate #</u>
<u>Advertiser</u> Minnesota Workforce Center-Duluth (State of		<u>Original Date / Revision</u> 07/21/17 / 08/03/17
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Calendar	<u>Cash/Trade</u> Cash
<u>Property</u> KQDS-FM	<u>Account Executive</u> Anne Vandelac	<u>Sales Office</u> Duluth
<u>Special Handling</u>		
<u>Demographic</u> Households		
<u>Agency Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u>		<u>Advertiser Ref</u>

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Rtn	Type	Spots	Amount
N 1	KQDS	08/10/17	08/16/17	M-Su 6a-7p	M-Su 6a-7p		:15				NM	10	\$230.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>				
	Week:	08/07/17	08/13/17	---TFSS				5	\$23.00				
	Week:	08/14/17	08/20/17	MTW----				5	\$23.00				
N 2	KQDS	08/10/17	08/16/17	M-Su 6a-12a Weather Spons	6a-12a Weather S		:15				NM	10	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>				
	Week:	08/07/17	08/13/17	---TFSS				5	\$0.00				
	Week:	08/14/17	08/20/17	MTW----				5	\$0.00				
<b>Totals</b>								0.00				20	\$230.00

Time Period	# of Spots	Gross Amount	Net Amount
08/01/17 -08/16/17	20	\$230.00	\$230.00
<b>Totals</b>	20	\$230.00	\$230.00

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

We agree to pay for all advertising placed by us or by our agent, employee, or representative. It is Midwest Communications, Inc. policy to reserve the right to contact the agency/advertiser directly, as deemed necessary. Our payment terms are net 30 days and if the account becomes past due we understand and agree that payment made by the agency and or advertiser to any firm or person other than Midwest Communications, Inc. shall not constitute payment to Midwest Communications, Inc. We further agree to pay for all collections cost, attorney fees, and court costs incurred in the collection of said accounts, regardless of whether judicial action is taken. A two week advance written cancellation notice is required unless otherwise specified.

Midwest Communications, Inc. and its affiliate WRIG, Inc. do not discriminate on the basis of race, color, religion, gender, national origin, age, disability or any other characteristic protected by state or federal law.

Contact Midwest Communications Accounting Department at the phone number listed above if you feel this contract is not valid.

(\* Line Transactions: N = New, E = Edited, D = Deleted)

# CONTRACT

**KTCO-FM**  
**98.9**  
 11 East Superior Street  
 Suite 380  
 Duluth, MN 55802  
 (218) 722-4321

<u>Contract / Revision</u> 307587 /		<u>Alt Order #</u>
<u>Product</u> Fall Job Fair		
<u>Contract Dates</u> 08/10/17 - 08/16/17		<u>Estimate #</u>
<u>Advertiser</u> Minnesota Workforce Center-Duluth (State of		<u>Original Date / Revision</u> 07/21/17 / 08/03/17
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Calendar	<u>Cash/Trade</u> Cash
<u>Property</u> KTCO-FM	<u>Account Executive</u> Anne Vandelac	<u>Sales Office</u> Duluth
<u>Special Handling</u>		
<u>Demographic</u> Households		
<u>Agy Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u>		<u>Advertiser Ref</u>

And:

Minnesota Workforce Center-Duluth (State of MN)  
 402 West 1st Street  
 Duluth, MN 55802

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Rtn	Type	Spots	Amount
N 1	KTCO	08/10/17	08/16/17	M-Su 6a-10p Weather	M-Su 6a-10p Weat		:15				NM	10	\$100.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>				
	Week:	08/07/17	08/13/17	---TFSS				5	\$10.00				
	Week:	08/14/17	08/20/17	MTW----				5	\$10.00				
N 2	KTCO	08/10/17	08/16/17	M-Su 6a-10p Weather	M-Su 6a-10p Weat		:15				NM	10	\$0.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>				
	Week:	08/07/17	08/13/17	---TFSS				5	\$0.00				
	Week:	08/14/17	08/20/17	MTW----				5	\$0.00				
<b>Totals</b>								0.00				20	\$100.00

Time Period	# of Spots	Gross Amount	Net Amount
08/01/17 - 08/16/17	20	\$100.00	\$100.00
<b>Totals</b>	20	\$100.00	\$100.00

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

We agree to pay for all advertising placed by us or by our agent, employee, or representative. It is Midwest Communications, Inc. policy to reserve the right to contact the agency/advertiser directly, as deemed necessary. Our payment terms are net 30 days and if the account becomes past due we understand and agree that payment made by the agency and or advertiser to any firm or person other than Midwest Communications, Inc. shall not constitute payment to Midwest Communications, Inc. We further agree to pay for all collections cost, attorney fees, and court costs incurred in the collection of said accounts, regardless of whether judicial action is taken. A two week advance written cancellation notice is required unless otherwise specified.

Midwest Communications, Inc. and its affiliate WRIG, Inc. do not discriminate on the basis of race, color, religion, gender, national origin, age, disability or any other characteristic protected by state or federal law.

Contact Midwest Communications Accounting Department at the phone number listed above if you feel this contract is not valid.



## Internship Program

### Midwest Communications, Duluth

**Promotions** - Interns will meet with station promotions personnel to learn about how various promotions, remote broadcasts, concerts, contests and appearances are put together and how they might differ depending on the station format and/or the on-air personnel working the event.

Interns will also complete the following for each department during their Internship, note date and time once complete. **A brief synopsis of what was learned in each department will be required for all internship hours.**

**Operations Manager** - Meet with Operations Manager to learn overall Market strategies and focus individually on each group. Research, Consultants, Talent, Content and etc.

- AM's
- Country Stations
- KQ and MY 95.7

**Production Manager** - Spend a minimum of 3 sessions with production Manager to shadow regarding Copywriting, Production and Music Beds.

- First
- Second
- Third

**Director of Sales & Sales Staff** - Meet with DOS to learn overall strategy of Sales Department, pricing philosophy and etc. Attend a minimum of three Sales Meetings. Shadow Sales Reps to learn different selling styles. Sales Meetings attended:

- First
- Second
- Third

**Morning Shows** - sit in studio during each show.

- KQ
- Kat Country
- My 95.7
- KDAL
- WDSM
- KQ Trainwreck

**Internet Marketing** - Meet with Corporate Internet Director when in town or on conference call.

**Traffic Department** - Spend 1-2 hours with Traffic Department to learn all aspects of commercial scheduling and overview of Wide Orbit program.

**Engineering** - Shadow Engineer during one shift.

**Intern will complete a time sheet for all internship hours. They will be expected to submit a brief write-up of what they learned on each day that they completed internship hours. The time sheets and the write-ups will be sent to Corporate on a weekly basis.**

**This is a learning experience and as such, the intern must be supervised at all times.**

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

GOALS FOR INTERNSHIP FORM for JOE (intern's name)

It is proposed that this internship begin on MAY 7 2018 (date) for the following radio station(s): KTCO, KOAL, KOAL-FM WDM, KODS, KAKE. The internship is scheduled to end on AUGUST 31, 2018 (date).

The internship will generally be conducted from 9AM (time) to 5PM (time) on the following days: M-F - (VARIABLE TIMES). Internship schedules can vary depending upon the needs of the intern and availability of the manager (and other training staff). Internships are limited to 25 hours per week.

Intern will be required to document his/her hours on the assigned record keeping form. The manager will be responsible for submitting these forms on a bi-weekly basis to the HR Department.

Intern will be required to supply weekly write-ups of what he/she learned and/or experienced during the past week. The manager will be responsible for submitting those write-ups on a weekly basis to the HR Department.

During the internship, intern can expect to learn about and receive training on the following activities necessary to the operation of Midwest Communications, Inc. This may include (but is not limited to):

MARKETING, PROMOTIONS, SALES, PROGRAMMING, ETC.

Intern cannot replace a regular employee and can only work under close supervision of current staff.

Internship is for college/school credit:  Yes (please attach supporting documentation)  No

Internship will be:  Paid  Unpaid

If internship is paid, the hourly rate will be: \_\_\_\_\_

In return for the successful completion of the internship, intern can expect to receive a written evaluation, should it be requested. Additionally in connection with college/school credit, the manager, if requested, will supply a letter confirming successful completion of internship (a copy of that letter must also be submitted to the HR Department).

The internship should not be construed as a guarantee or entitlement to a job with the Company after the internship concludes.

Manager Signature

Thomas J Roubik

Date

Intern Signature

Joe

Date



# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

GOALS FOR INTERNSHIP FORM for Annabelle (intern's name)

It is proposed that this internship begin on 2nd of May (date) for the following radio station(s): May 7th. The internship is scheduled to end on August 6th (date).

The internship will generally be conducted from 9am (time) to 5pm (time) on the following days: M - Sat. Internship schedules can vary depending upon the needs of the intern and availability of the manager (and other training staff). Internships are limited to 25 hours per week.

Intern will be required to document his/her hours on the assigned record keeping form. The manager will be responsible for submitting these forms on a bi-weekly basis to the HR Department.

Intern will be required to supply weekly write-ups of what he/she learned and/or experienced during the past week. The manager will be responsible for submitting those write-ups on a weekly basis to the HR Department.

During the internship, intern can expect to learn about and receive training on the following activities necessary to the operation of Midwest Communications, Inc. This may include (but is not limited to):

Promotions. Events/planning. Help event set up. Event planning.

On air. Broadcasting. Show prep. Board function and technical use of board.

Sales. How sales are conducted. What sales can do for company.

Intern cannot replace a regular employee and can only work under close supervision of current staff.

Internship is for college/school credit:  Yes (please attach supporting documentation)  No

Internship will be:  Paid  Unpaid

If internship is paid, the hourly rate will be: \_\_\_\_\_

In return for the successful completion of the internship, intern can expect to receive a written evaluation, should it be requested. Additionally in connection with college/school credit, the manager, if requested, will supply a letter confirming successful completion of internship (a copy of that letter must also be submitted to the HR Department).

The internship should not be construed as a guarantee or entitlement to a job with the Company after the internship concludes.

CR

Manager Signature

Chris Zuech

Manager Print Name

2/22/2018

Date

Annabelle

Intern Signature

Annabelle

Intern Print Name

02-22-2018

Date

Updated 1/29/14

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

GOALS FOR INTERNSHIP FORM for AJA (intern's name)

It is proposed that this internship begin on APRIL 2018 (date) for the following radio station(s): DULUAN. The internship is scheduled to end on JULY AUGUST (date).

The internship will generally be conducted from 9am (time) to 5pm (time) on the following days: M-SAT. Internship schedules can vary depending upon the needs of the intern and availability of the manager (and other training staff). Internships are limited to 25 hours per week.

Intern will be required to document his/her hours on the assigned record keeping form. The manager will be responsible for submitting these forms on a bi-weekly basis to the HR Department.

Intern will be required to supply weekly write-ups of what he/she learned and/or experienced during the past week. The manager will be responsible for submitting those write-ups on a weekly basis to the HR Department.

During the internship, intern can expect to learn about and receive training on the following activities necessary to the operation of Midwest Communications, Inc. This may include (but is not limited to):

ON AIR - SALES - PROMOTIONS - TRAFFIC

Intern cannot replace a regular employee and can only work under close supervision of current staff.

Internship is for college/school credit:  Yes (please attach supporting documentation)  No

Internship will be:  Paid  Unpaid

If internship is paid, the hourly rate will be: \_\_\_\_\_

In return for the successful completion of the internship, intern can expect to receive a written evaluation, should it be requested. Additionally in connection with college/school credit, the manager, if requested, will supply a letter confirming successful completion of internship (a copy of that letter must also be submitted to the HR Department).

The internship should not be construed as a guarantee or entitlement to a job with the Company after the internship concludes.

\_\_\_\_\_  
Manager Signature

Chris Reed  
Manager Print Name

3-6-18  
Date

\_\_\_\_\_  
Intern Signature

Aja  
Intern Print Name

3-6-18  
Date

Updated 1/29/14

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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## **EQUAL EMPLOYMENT OPPORTUNITY AUDIT**

**WDUL-AM Facility ID #26590**

**Superior, WI**

### **EXHIBIT 4**

## **SUPPLEMENTAL RECRUITMENT INITIATIVES**

**August 1, 2017 – July 31, 2018**

---



# Equal Employment Opportunity (EEO)

Does your organization regularly distribute information about employment opportunities to job seekers or refer job seekers to employers? If so, we want to hear from you, today.

Send us the name of your organization, a contact name, full address, phone number, fax number and/or e-mail address, and we will keep you informed as to current and potential employment opportunities within our Company.

## Please send this information to:

Midwest Communications, Inc. Director of Human Resources 904 Grand Ave Wausau, WI 54403

You can also fax it to 715-842-7061, attention Midwest Communications, Inc. Director of Human Resources.

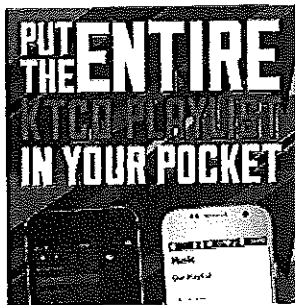
Midwest Communications is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flutterpages/duluth-eeo-august-2018.pdf)  
(<https://storage.googleapis.com/media.mwcradio.com/flutterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN

### Pick of the Litter

[Find Your New Fuzzy Friend](#)



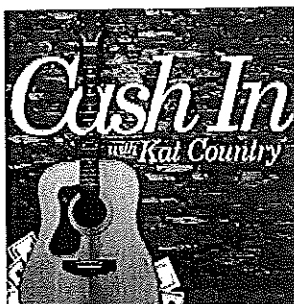
### Download Our Mobile App!

[Put Us In Your Pocket!](#)



### Gitchee Gumee Brewfest

[Listen to Win Tickets!](#)



### Cash In With Kat Country!

[We're paying you to listen to KTCO!](#)

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## Please send this information to:

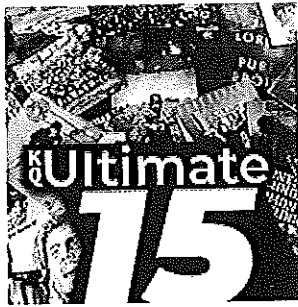
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For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf)  
(<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN



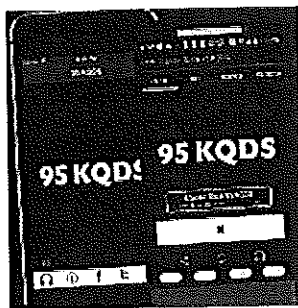
### The KQ Ultimate 15

[Match KQ's 15 Classic Rock Albums and Win!](#)



### Gitchee Gumee Brewfest

[Listen to Win Tickets!](#)



### Download Our Mobile App

[Listen to KQDS from Anywhere!](#)



### Progressive Secret Sound

[Starting Thursday, March 28th!](#)

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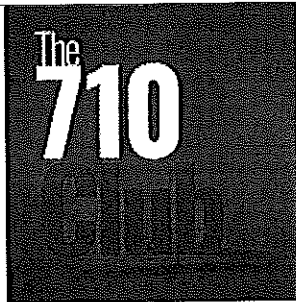
For more information, please read our [EEO Document](https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf) (<https://storage.googleapis.com/media.mwcradio.com/flatterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN



### [Midwest-Duluth Sports Schedules](#)

[Keep Updated on Local HS/College Teams!](#)



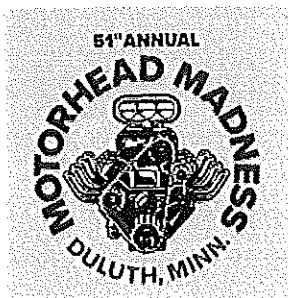
### [The 710 Club](#)

[See the Schedule and Get Involved](#)



### [The Bulldog Page](#)

[Catch Up on UMD Sports](#)



### [Motorhead Madness](#)

[Northland's Biggest Indoor Custom Car Show](#)



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(<https://storage.googleapis.com/media.mwcradio.com/flutterpages/duluth-eeo-august-2018.pdf>).

## YOU MIGHT ALSO BE INTERESTED IN



### Enable the Duke FM Alexa Skill

[Listen to Duke on Your Amazon Alexa Device](#)



### Motorhead Madness

[Northland's Biggest Indoor Custom Car Show](#)



### Duke's Text Club

[Become an Exclusive Member Today](#)



### The Pickup

[The Latest in Country News](#)



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## YOU MIGHT ALSO BE INTERESTED IN



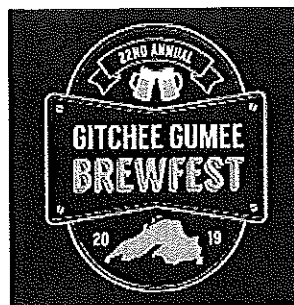
### One Hit Wonder for \$100.00

Listen @ 7:15am on Weekdays



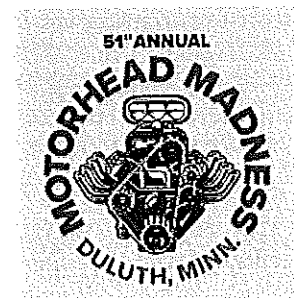
### Tail Wagging Thursdays

Find Your New Fuzzy Friend!



### Gitchee Gumee Brewfest

Listen to Win Tickets!



### Motorhead Madness

Northland's Biggest Indoor Custom Car Show

# MIDWEST COMMUNICATIONS, INC.

and affiliates

Supplemental Outreach Initiative Activity: Classroom Teaching - Writing

Date: September 22, 2016 Radio News Scripts

Participating Employees: Tom Hansen - ON-AIR/News

Host/Sponsor of Activity: Lake Superior Literacy Council & "BACK TO SCHOOL BASH" Mentor Superior

## Brief Description of Activity and Station Participation:

Presented Radio News Scripts & Writing Tips to Mentors & Mentees with Mentor Superior. Also presented other writing options for young writers - like in TV, newspapers & magazines & and how they are different. Talked about working in Radio & Media. Some of the students still wanting to find a mentor. About (25) total students & adults took part. It was also a book fair & all students got (3) free books. The event took place at Superior Middle School. Food also available for those taking part - chips & hot dogs. Students were from middle school in Superior.

Completed by: Tom Hansen Date: Oct. 14, 2016

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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Supplemental Outreach Initiative Activity: WBA Winter Conference

Date: 1/25/17

Participating Employees: Michael Wright, COO - Andy Gille, Vice President/Digital Operations

Host/Sponsor of Activity: WI Broadcasters Assoc.

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached

There is no documentation (Note: It's very rare to have no documentation)

---

## Brief Description of Activity and Station Participation:

As part of the Winter Conference held at the Madison Concourse Hotel, Madison, WI, Michael and Andy participated in an EEO Seminar entitled "Avoiding Discrimination in Employment Terminations". This Seminar was presented by attorneys from Godfrey & Kahn, S.C. They discussed important laws pertaining to WI employers and offered advice on avoiding and defending employment discrimination claims.

Completed by: Michael Wright, COO

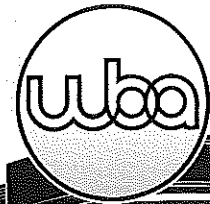
Date: 2/1/17

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

---

Updated: 3/4/2015

# Wisconsin Broadcasters Association



The Wisconsin Broadcasters Association fosters and promotes the development of the arts of aural and visual broadcastings in all its forms...

**President & CEO**  
MICHELLE VETTERKIND, CAE

**Vice President**  
LINDA BAUN

## OFFICERS

**Chair of the Board**  
DICK RECORD  
Family Radio, La Crosse

**Vice Chair**  
Television/Chair Elect  
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E.W. Scripps Company, Milwaukee

**Vice Chair - Radio**  
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WBAY-TV, Green Bay

**Secretary**  
CHRIS BERNIER  
Radio Plus, Marinette/Fond du Lac

**Immediate Past Chair**  
TOM ALLEN  
Quincy Media Inc., Madison

## DIRECTORS

JUDSON BECK  
WLAX-TV/WEUX-TV, La Crosse/Eau Claire

LYNN BIERITZ  
Mid-West Family Broadcasting, Eau Claire

KEITH BRATEL  
iHeart Media, Madison

JULI BUEHLER  
WLUK-TV, Green Bay

DAVE EDWARDS  
WUWM-FM, Milwaukee Public Radio

BRAD HEINKEL  
WAOW-TV/WYOW-TV,  
Wausau/Eagle River

JT KOSER  
Koser Radio Group, Rice Lake/Hayward

LUPITA MONTOTO  
La Movida WLMV Radio, Madison

MARK STRACHOTA  
WDJT-TV/CBS & Telemundo, Milwaukee

CHUCK SULLIVAN  
Entercom, Milwaukee

DON VESELY  
WMTV-TV, Madison

JAN WADE  
WISN-TV, Milwaukee

JEFF WELTON  
Nautel, Hackett's Cove, Nova Scotia

MICHAEL WRIGHT  
Midwest Communications, Wausau

**Ex Officio - NAB Board**  
TOM WALKER  
Mid-West Family Broadcasting, Madison

March 13, 2017

Duke Wright  
Midwest Communications, Inc.  
904 Grand Avenue  
Wausau WI 54403

Dear Duke:

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WIXX FM, WNCY FM, WGEE FM, WYDR FM, WTAQ AM/FM, WNFL AM, WIFC FM, WDEZ FM, WSAU AM/FM, WOZZ FM, WRIG AM, WHBZ FM, WBFM FM, WXER FM, WHBL AM, KDWZ FM, WDSM AM, WDKF FM and WDUL AM, were represented by Andy Gille and Michael Wright, at the **EEO Seminar: AVOIDING DISCRIMINATION IN EMPLOYMENT TERMINATIONS** which was held as part of the WBA's 2016 Winter Conference on Wednesday, January 25, 2017 from 10:45 AM-11:45 AM at the Concourse Hotel in Madison, Wisconsin.

One of the menu option initiatives under the FCC's Outreach Prong 3 states: "One full 'Menu Option Initiative' credit for participating in a program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination". The WBA will be offering this training program four times over a two year period. The seminar will be held in conjunction with the WBA Winter and Summer Conferences, this initiative began with the 2006 Winter Conference - this is a similar process as the Job/Career Fairs. If a station routinely sends management to these courses, by the end of the segment, (two year period), the SEU would claim one full menu option credit for that two year period. Please note - these four seminars will each be on different discrimination topics, so an SEU will need to have someone from management in attendance at all four sessions to get the full menu option credit."

Please feel free to contact me if you have any questions! We look forward to helping you, our valued member, with your EEO Compliance.

Sincerely,

Linda Baun  
Vice President

*Summer June 15, 2017 DC Attorney David Peabody  
NAB latest on EEO at the FCC - what we  
might expect going forward and what the  
changes in wide*



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# MIDWEST COMMUNICATIONS, INC.

and Affiliates

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Supplemental Outreach Initiative Activity: <sup>University</sup> Student Job Shadow/Tour

Date: Sept. 15, 2016

Participating Employees: Tom Hansen - Announcer/News  
& STATION STAFF

Host/Sponsor of Activity: Tom Hansen Morning Co-host/News

---

## Brief Description of Activity and Station Participation:

UW-Superior Broadcasting Journalism Student  
Marcus White, Senior, job shadowed  
Tom Hansen & Morning Show team.  
Also meet other ON-AIR STAFF  
STATION MANAGEMENT about broadcasting  
industry. Also learned social media &  
TOOK STATION TOUR. Marcus is editor of  
college paper & student reporter at  
college radio station & interested in  
broadcasting career. He is also  
seeking part-time or full-time  
opportunity in the future to go along  
with his studies. Older, non-traditional  
student who is excited to work in  
media & watched two hours of  
ON-AIR work with station staff.  
Also learned technical side of business  
as well.

Completed By: Tom Hansen  
ON-AIR/NEWS

Date: Sept. 15, 2016

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3/6/2017

Mail - Student Seminar Follow Up



Peter Tanz <peter.tanz@mwcradio.com>

---

## Student Seminar Follow Up

1 message

Mon, Mar 6, 2017 at 9:11 AM

Linda Baun <lbaun@wi-broadcasters.org>  
To: "peter.tanz@mwcradio.com" <peter.tanz@mwcradio.com>

Good morning, Peter

There's no better satisfaction than seeing the genuine smiles of an audience and compliments paid at the conclusion of an event. Students who had not attended the WBA Student Seminar before were surprised at the considerable amount of information presented and its relevancy to today's life. But the best measure of a successful student seminar is when we see excited students linger after a session, grateful to have an opportunity to meet with you.

On behalf of the Wisconsin Broadcasters and the WBA Foundation, Thank you for the gift of your time on Saturday. You truly made a difference!

Please let me know how I can best be of assistance to you!

Linda Baun

*Vice President*

Wisconsin Broadcasters Association

Direct: (608) 729-1480 or Phone: (800) 236-1922

(608) 255-2600

[www.wi-broadcasters.org](http://www.wi-broadcasters.org)

[lbaun@wi-broadcasters.org](mailto:lbaun@wi-broadcasters.org)

# SPEED NETWORKING PANELIST CONTINUED

## **JAY KRUZ**

Program Director & Daytime DJ  
WREW

## **HANNAH MCCLUNG**

Nightside Assignment Editor, WISC-TV/News3 and News  
Editor, Channel3000.com  
WISC TV

## **PATRICK NIENOW**

Promotions Coordinator  
WLUM FM & WLDB FM

## **AMY PFLUGSHAUP**

Morning Anchor/Reporter  
WMTV-TV

## **JOHN ROWE**

VP/Market Manager  
Cumulus Broadcasting LLC

## **DAVID SANKS**

Sanks Communications  
Chair  
WBA Foundation

## **KASSANDRA SEPEDA**

Anchor/Reporter  
WSAW-TV

## **MARIA SZATKOWSKI**

Producer  
WSAW-TV

## **JAKE ZIMMERMAN**

Sports Director  
Wisconsin Sports Zone Radio Network

## **DEAN MAYTAG**

Retired, Formerly WISN-TV  
WISN TV

## **VALERIE MOORE**

VP Community Radio  
WADR LPFM

## **SUPER DAVE OGDEN**

Promotion Director  
Q106 - Madison

## **ED REAMS**

News Director  
WKOW TV

## **KEVIN RUPPERT**

Engineering Maintenance Supervisor/ Alum and  
Community Member with WSUM Student Radio  
WISC TV

## **BREANN SCHOSSOW**

Producer for the Joy Cardin show  
Wisconsin Public Radio

## **GEOFF SHIELDS**

Operations Manager  
WMTV TV

## **PETER TANZ**

Senior Vice President  
Midwest Communications, Inc. - Green Bay

## **YOUR NAME**

Your future title  
Any opportunity you wish to pursue

## AGENDA

**8:00 AM - 9:00 AM:** Registration

**9:00 AM - 9:05 AM:** Introductions and Brief Orientation

**Room:** Geneva/Mendota/Wisconsin

**9:10 AM - 9:55 AM:** First Breakout Session

**Student Chooses Three of Ten**

**9:55 AM - 10:00 AM:** Break

**10:00 AM - 10:45 AM:** Second Breakout Session

**10:45 AM - 10:50 AM:** Break

**10:50 AM - 11:35 AM:** Third Breakout Session

**11:35 AM - 11:45 AM:** Break

**11:45 AM - 1:05 PM:** Final Sessions

**Student Chooses One of Two**

**The Future of Television Is Now - Room: Salon E**

This session centers on the building of a TV station, specifically WMTV in Madison, which has just finished a complete new build including building, software, and studio equipment. General Manager Don Vesely and other staff members including a producer, news director, and engineer discuss industry changes and what it means for future employees. Moderator: Rob Snyder

**SPEED NETWORKING - Room: Superior**

A breakout session featuring one on one time with professionals in news, production, sales, entertainment, etc. List of participants available in your attendee packet

**1:05 PM - 2:40 PM:** Lunch, Keynote Address Rooms:

Geneva/Mendota/Wisconsin

Keynote Address: "You Don't Need Permission" with Jay Kruz,

WREW, Cincinnati, Presentation of the WBA Foundation

Scholarships and WBA Student Awards for Excellence

Presentation of the WBA Foundation Scholarships and

WBA Student Awards for Excellence.

Wrap-Up and Door Prize Drawings

**Thanks...But How Do I Get My First Job - Room: Middleton**  
Jay Kruz, Program Director and Afternoon DJ at WREW, Cincinnati

**Radio and TV News Reporting - Room: Milwaukee**

Anthony Dabruzzi, Morning Anchor/Producer, and Stephanie Haines, Evening Anchor/Reporter/Multimedia Journalist, WJFW-TV, Rhinelander; Len Nelson, WAPL, Appleton; and Stan Stricker, WCLO/WJVL, Janesville Moderator: Randall Davidson

**Promotion - Room: Salon F**

Patrick Nienow, Promotions Coordinator, WLUM/WLDB/WZTI, Milwaukee Moderator: Brian Lucas

**Producing Industrial Videos and Commercials**

**Room: Salon G**

Jim Mead, UW-Whitewater, Director of UWVW-TV, Director of Video One Media Services

**Social Media's Role in the Newsroom - Room: Greenway**

Heather Poltrock, Digital Content Manager WSAW-TV, Wausau

**Broadcast Sales and Marketing - Room: Salon H**

Mike O'Brien, General Manager, WCLO/WJVL, Janesville and Don Vesely, General Manager, WMTV-TV, Madison

**Engineering - Room: Green Bay**

Bill Hubbard, UW-Green Bay, Kevin Ruppert and Russ Awe, WISC-TV, Madison and a tour of five truck from WHA TV

**Campus Radio Stations - Room: La Crosse**

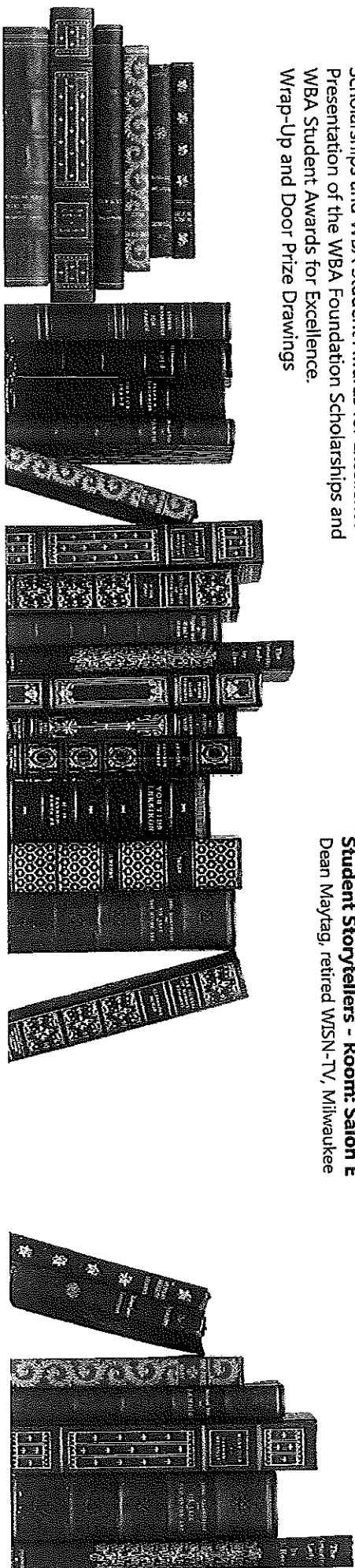
Dave Black, UW-Madison - Station managers and those interested in student radio leadership - Program directors and those in student radio programming.

**Campus TV Stations - Room: Monona**

Chris Shofner, UW-Stevens Point

**Student Storytellers - Room: Salon E**

Dean Maytag, retired WISN-TV, Milwaukee



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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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Supplemental Outreach Initiative Activity: Job Fair

Date: 4/10/17

Participating Employees: Sales/Programming

Host/Sponsor of Activity: Minnesota Workforce

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached

There is no documentation (Note: It's very rare to have no documentation)

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## Brief Description of Activity and Station Participation:

The Job Fair was held at the Minnesota WorkForce Center in Duluth. We promoted it with liners on KQDS/KTCO and KDAL AM/FM Radio. Sales and on-air talent were at the Job Fair and answered questions about radio, what they did and what we looked for in air talent and sales.

Completed by: Karen Strom

Date: 4/12/17

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

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Updated: 3/4/2015

Contract Agreement Between:

# CONTRACT

**95 KQDS**

**KQDS-FM**  
 11 East Superior Street  
 Ste 380  
 Duluth, MN 55802  
 (218) 722-4321

<u>Contract / Revision</u> 294905 /		<u>Alt Order #</u>
<u>Product</u> Interview for Job Fair with Rhonda Rutford		
<u>Contract Dates</u> 04/10/17 - 04/10/17		<u>Estimate #</u>
<u>Advertiser</u> Minnesota Workforce Center-Duluth (State of		<u>Original Date / Revision</u> 03/28/17 / 03/29/17
<u>Billing Cycle</u> EOM/EOC	<u>Billing Calendar</u> Calendar	<u>Cash/Trade</u> Cash
<u>Property</u> KQDS-FM	<u>Account Executive</u> Anne Vandelac	<u>Sales Office</u> Duluth
<u>Special Handling</u>		
<u>Demographic</u> Households		
<u>Agency Code</u>	<u>Advertiser Code</u>	<u>Product 1/2</u>
<u>Agency Ref</u>		<u>Advertiser Ref</u>

And:

Minnesota Workforce Center-Duluth (State of MN)  
 Attention: Rhonda . Rutford  
 402 West 1st Street  
 Duluth, MN 55802

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Rtn	Type	Spots	Amount
N 1	KQDS	04/10/17	04/10/17	M-F 7a Live Read	750 AM Interview		2:00				NM	1	\$100.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>	<u>Spots/Week</u>			<u>Rate</u>					
Week:		04/10/17	04/16/17	M-----	1			\$100.00					
<b>Totals</b>								0.00				1	\$100.00

Time Period	# of Spots	Gross Amount	Net Amount
04/01/17 - 04/10/17	1	\$100.00	\$100.00
<b>Totals</b>	1	\$100.00	\$100.00

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

We agree to pay for all advertising placed by us or by our agent, employee, or representative. It is Midwest Communications, Inc. policy to reserve the right to contact the agency/advertiser directly, as deemed necessary. Our payment terms are net 30 days and if the account becomes past due we understand and agree that payment made by the agency and or advertiser to any firm or person other than Midwest Communications, Inc. shall not constitute payment to Midwest Communications, Inc. We further agree to pay for all collections cost, attorney fees, and court costs incurred in the collection of said accounts, regardless of whether judicial action is taken. A two week advance written cancellation notice is required unless otherwise specified.

Midwest Communications, Inc. and its affiliate WRIG, Inc. do not discriminate on the basis of race, color, religion, gender, national origin, age, disability or any other characteristic protected by state or federal law.

Contact Midwest Communications Accounting Department at the phone number listed above if you feel this contract is not valid.



# CONTRACT

**KTCT 98.9**  
**KTCT-FM**  
 11 East Superior Street  
 Suite 380  
 Duluth, MN 55802  
 (218) 722-4321

<b>Contract / Revision</b> 294906 /		<b>Alt Order #</b>
<b>Product</b> Live Interview for Job Fair with Rhonda Rufford		
<b>Contract Dates</b> 04/10/17 - 04/10/17		<b>Estimate #</b>
<b>Advertiser</b> Minnesota Workforce Center-Duluth (State of		<b>Original Date / Revision</b> 03/28/17 / 03/29/17
<b>Billing Cycle</b> EOM/EOC	<b>Billing Calendar</b> Calendar	<b>Cash/Trade</b> Cash
<b>Property</b> KTCT-FM	<b>Account Executive</b> Anne Vandelac	<b>Sales Office</b> Duluth
<b>Special Handling</b>		
<b>Demographic</b> Households		
<b>Agency Code</b>	<b>Advertiser Code</b>	<b>Product 1/2</b>
<b>Agency Ref</b>		<b>Advertiser Ref</b>

And:

Minnesota Workforce Center-Duluth (State of MN)  
 Attention: Rhonda . Rufford  
 402 West 1st Street  
 Duluth, MN 55802

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Rtn	Type	Spots	Amount	
N 1	KTCT	04/10/17	04/10/17	M-F 8a-9a	8 AM LIVE		2:00				NM	1	\$50.00	
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>				<u>Spots/Week</u>	<u>Rate</u>					
Week:		04/10/17	04/16/17	1-----				1	\$50.00					
<b>Totals</b>												0.00	1	\$50.00

Time Period	# of Spots	Gross Amount	Net Amount
04/01/17 -04/10/17	1	\$50.00	\$50.00
<b>Totals</b>	1	\$50.00	\$50.00

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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(\* Line Transactions: N = New, E = Edited, D = Deleted)

# CONTRACT

**610 KDAL** KDAL-AM  
**103.9 KDAL** 11 East Superior Street  
**NEWS-WEATHER-SPORTS** Suite 380  
 Duluth, MN 55802  
 (218) 722-4321

<b>Contract / Revision</b> 294904 /		<b>Alt Order #</b>
<b>Product</b> Job Fair Interview		
<b>Contract Dates</b> 04/10/17 - 04/10/17		<b>Estimate #</b>
<b>Advertiser</b> Minnesota Workforce Center-Duluth (State of		<b>Original Date / Revision</b> 03/28/17 / 03/29/17
<b>Billing Cycle</b> EOM/EOC	<b>Billing Calendar</b> Calendar	<b>Cash/Trade</b> Cash
<b>Property</b> KDAL-AM	<b>Account Executive</b> Anne Vandelac	<b>Sales Office</b> Duluth
<b>Special Handling</b>		
<b>Demographic</b> Households		
<b>Agency Code</b>	<b>Advertiser Code</b>	<b>Product 1/2</b>
<b>Agency Ref</b>		<b>Advertiser Ref</b>

And:

Minnesota Workforce Center-Duluth (State of MN)  
 Attention: Rhonda . Rutford  
 402 West 1st Street  
 Duluth, MN 55802

*Line	Ch	Start Date	End Date	Description	Start/End Time	Days	Length	Spots/Week	Rate	Rtn	Type	Spots	Amount
N 1	KDAL	04/10/17	04/10/17	M-F 7a LIVE AD	740 AM Live Intervi		2:00				NM	1	\$100.00
		<u>Start Date</u>	<u>End Date</u>	<u>Weekdays</u>	<u>Spots/Week</u>			<u>Rate</u>					
Week:		04/10/17	04/16/17	1-----	1			\$100.00					
<b>Totals</b>								0.00				1	\$100.00

Time Period	# of Spots	Gross Amount	Net Amount
04/01/17 - 04/10/17	1	\$100.00	\$100.00
<b>Totals</b>	1	\$100.00	\$100.00

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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# MIDWEST COMMUNICATIONS, INC.

*and Affiliates*

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Supplemental Outreach Initiative Activity: WI Broadcasters Summer Conference EEO Session

Date: 6/15/17

Participating Employees: Michael Wright, Chief Operating Officer, Midwest

Host/Sponsor of Activity: Wisconsin Broadcasters Assoc.

Attach any documentation (registration confirmation, emails, thank you notes, and so forth) to this form which substantiates our participation in the outreach activity. Documentation is now required by the FCC.

Documentation is attached \_\_\_\_\_

There is no documentation (Note: It's very rare to have no documentation) \_\_\_\_\_

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## Brief Description of Activity and Station Participation:

The Summer Conference was held at the Blue Harbor Resort in Sheboygan, WI on June 14-15, 2017. Michael Wright who is on the Board of Directors for the Wisconsin Broadcasters Assoc. represented our Wisconsin radio stations at this event. Michael attended the EEO Session entitled "What's New with EEO at the FCC?". This session was handled by David Oxenford, Wilkinson, Barker, Knauer law firm. David reviewed current FCC EEO rules and a discussion followed about changes due to the new administration in Washington.

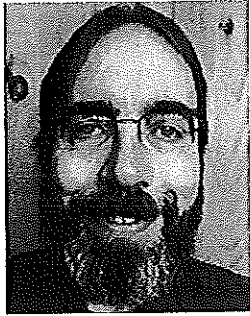
Completed by: M. Wright

Date: 6/22/17

**Return this completed form to your Office Manager/Administrative Assistant  
for filing in the Market Outreach File.**

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Updated: 3/4/2015

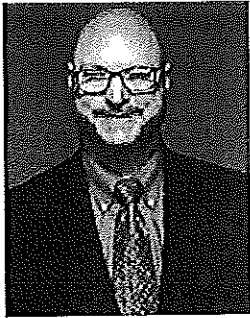


**Director**

*Jeff Welton*

Nautel

Hackett's Cove, Nova Scotia



**Director**

*Michael Wright*

Midwest Communications

Wausau



**Ex Officio – NAB Board**

*Tom Walker*

Mid-West Family Broadcasting

Madison

Wisconsin Broadcasters Association . 44 E Mifflin Street, Suite 900 . Madison, WI 53703  
608.255.2600

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## Internship Program

### Midwest Communications, Duluth

**Promotions** - Interns will meet with station promotions personnel to learn about how various promotions, remote broadcasts, concerts, contests and appearances are put together and how they might differ depending on the station format and/or the on-air personnel working the event.

Interns will also complete the following for each department during their Internship, note date and time once complete. **A brief synopsis of what was learned in each department will be required for all internship hours.**

**Operations Manager** - Meet with Operations Manager to learn overall Market strategies and focus individually on each group. Research, Consultants, Talent, Content and etc.

- AM's
- Country Stations
- KQ and MY 95.7

**Production Manager** - Spend a minimum of 3 sessions with production Manager to shadow regarding Copywriting, Production and Music Beds.

- First
- Second
- Third

**Director of Sales & Sales Staff** - Meet with DOS to learn overall strategy of Sales Department, pricing philosophy and etc. Attend a minimum of three Sales Meetings. Shadow Sales Reps to learn different selling styles. Sales Meetings attended:

- First
- Second
- Third

**Morning Shows** - sit in studio during each show.

- KQ
- Kat Country
- My 95.7
- KDAL
- WDSM
- KQ Trainwreck

**Internet Marketing** - Meet with Corporate Internet Director when in town or on conference call.

**Traffic Department** - Spend 1-2 hours with Traffic Department to learn all aspects of commercial scheduling and overview of Wide Orbit program.

**Engineering** - Shadow Engineer during one shift.

**Intern will complete a time sheet for all internship hours. They will be expected to submit a brief write-up of what they learned on each day that they completed internship hours. The time sheets and the write-ups will be sent to Corporate on a weekly basis.**

**This is a learning experience and as such, the intern must be supervised at all times.**

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

GOALS FOR INTERNSHIP FORM for JAKE (Intern's name)

It is proposed that this internship begin on JULY 1ST (date) for the following radio station(s): KTCO KQDS MY 957 KOLM. The internship is scheduled to end on \_\_\_\_\_ (date).

The internship will generally be conducted from 9 (time) to 3 (time) on the following days: M-F. Internship schedules can vary depending upon the needs of the intern and availability of the manager (and other training staff). Internships are limited to 25 hours per week.

Intern will be required to document his/her hours on the assigned record keeping form. The manager will be responsible for submitting these forms on a bi-weekly basis to the HR Department.

Intern will be required to supply weekly write-ups of what he/she learned and/or experienced during the past week. The manager will be responsible for submitting those write-ups on a weekly basis to the HR Department.

During the internship, intern can expect to learn about and receive training on the following activities necessary to the operation of Midwest Communications, Inc. This may include (but is not limited to):

PROMOTIONS EVENTS REMOTES MARKETING  
ON AIR  
SALES

Intern cannot replace a regular employee and can only work under close supervision of current staff.

Internship is for college/school credit:  Yes (please attach supporting documentation)  No

Internship will be:  Paid  Unpaid

If internship is paid, the hourly rate will be: \_\_\_\_\_

In return for the successful completion of the internship, intern can expect to receive a written evaluation, should it be requested. Additionally in connection with college/school credit, the manager, if requested, will supply a letter confirming successful completion of internship (a copy of that letter must also be submitted to the HR Department).

The internship should not be construed as a guarantee or entitlement to a job with the Company after the internship concludes.

Manager Signature

Chris Zuccel

Manager Print Name

6-28-17

Date

Intern Signature

Jake

Intern Print Name

6-28-17

Date

# MIDWEST COMMUNICATIONS, INC.

and Affiliates

GOALS FOR INTERNSHIP FORM for Dylan (intern's name)

It is proposed that this internship begin on 1-25-2017 (date) for the following radio station(s): \_\_\_\_\_ The internship is scheduled to end on \_\_\_\_\_ (date).

The internship will generally be conducted from 9 am (time) to 12 pm (time) on the following days: Monday, Wednesday, Friday. Internship schedules can vary depending upon the needs of the intern and availability of the manager (and other training staff). Internships are limited to 25 hours per week.

Intern will be required to document his/her hours on the assigned record keeping form. The manager will be responsible for submitting these forms on a bi-weekly basis to the HR Department.

Intern will be required to supply weekly write-ups of what he/she learned and/or experienced during the past week. The manager will be responsible for submitting those write-ups on a weekly basis to the HR Department.

During the internship, intern can expect to learn about and receive training on the following activities necessary to the operation of Midwest Communications, Inc. This may include (but is not limited to):

Business calls/operations, event set-ups and running events

Intern cannot replace a regular employee and can only work under close supervision of current staff.

Internship is for college/school credit:  Yes (please attach supporting documentation)  No

Internship will be:  Paid  Unpaid

If internship is paid, the hourly rate will be: \_\_\_\_\_

In return for the successful completion of the internship, intern can expect to receive a written evaluation, should it be requested. Additionally in connection with college/school credit, the manager, if requested, will supply a letter confirming successful completion of internship (a copy of that letter must also be submitted to the HR Department).

The internship should not be construed as a guarantee or entitlement to a job with the Company after the internship concludes.

Karen Strom  
Manager Signature

KAREN STROM  
Manager Print Name

1-26-17  
Date

Dylan  
Intern Signature

Dylan  
Intern Print Name

1-25-2017  
Date