
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

Midwest Communications, Inc.

KDAL-AM/FM, KTCO-FM, KHQG-FM, WDSM-AM, WGEE-AM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of Midwest Communications Inc.’s Duluth, Minnesota Employment Unit (“SEU”). This SEU is comprised of the following stations: KDAL AM/FM and KTCO-FM licensed to Duluth, Minnesota, KHQG-FM, WDSM-AM, WGEE-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, 2009.

The information contained in this Report covers the time period beginning August 1, 2008 to and including July 31, 2009 (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.

MIDWEST COMMUNICATIONS, INC.

and Affiliates

APPENDIX 1

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2008 to July 31, 2009

Stations Comprising Station Employment Unit:

KDAL AM/FM, KTCO-FM, KHQG-FM (formerly KRBR-FM), WDSM-AM, WGEE-AM

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>
Announcer – General Ad KHQG-FM	9/2/08	12	Inside Referral	2, 3, 4, 12-21, 22-286, 287
KDAL-AM	9/8/08		Inside Referral	
KDAL-AM	9/8/08		Inside Referral	
KTCO-FM	12/1/08		Inside Referral	
Program Director – General Ad KHQG-FM	9/2/08	8	In-House Posting	2, 3, 4, 12-21, 22-286, 287
KTCO-FM	9/8/08		Inside Referral	
Marketing Consultant KDAL/WDSM/WGEE-AM Radio	9/2/08	9	Radiothon - KTCO	1, 8, 10, 18, 22-286, 287, 290
Newsperson KDAL AM/WDSM/WGEE	10/6/08	4	All Access	2, 3, 4, 12-21, 22-286
Marketing Consultant KTCO/KHQG/KDAL-FM	2/1/09 2/18/09 3/16/09 6/8/09 6/29/09	28	In-House Posting In-House Posting Outside Referral Indeed.com MN Works Job Site	1, 5, 6, 8, 11, 18, 22-286, 288
Marketing Consultant KDAL/WDSM/WGEE-AM	2/13/09 2/26/09 5/26/09 6/8/09	27	Radio/WDSM Radio/KDAL-AM Monster.com Walk-In	1, 8, 18, 22-286, 287, 288
Program Director KDAL/WDSM/WGEE-AM Radio 289	3/26/09	10	Call-In	2, 3, 4, 12-21, 22-286, 288,
Production Director KDAL AM/FM, KTCO, KHQG, WDSM, WGEE	3/16/09	11	All Access	2, 3, 4, 12-21, 22-286, 287

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Assistant Production Director KDAL AM/FM, KTCO, KHQG, WDSM WGEE	6/18/09	8	In-House Posting	2, 3, 4, 18, 21, 22-286
---	---------	---	------------------	-------------------------

Total Number of Positions Filled During Applicable Period:	20
Total Number of Persons Interviewed During Applicable Period:	117

MIDWEST COMMUNICATIONS, INC.

and Affiliates

APPENDIX 1 (Con't.)

Recruitment Sources:

<u>Radio Announcements</u>	<u>Contact</u>	<u>Address</u>	<u>Method of Contact</u>	<u># Interviews from Source</u>
1. KDAL AM/KDAL-FM/KTCO KHQG/WDSM/WGEE	Brian Wheeler	715 E Central Entrance, Duluth, MN 55811	brian.wheeler@mwcradio.com	9
<u>Internet Sites:</u>				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	19
3. Radio Online				2
4. The Tattler		4517 Minnetonka Blvd., Minneapolis, MN 55416	info@main-st.net	1
5. Simply Hired		2513 Charleston Rd., Mountain View, CA 94043	simplyhired.com	1
6. Indeed.com			indeed.com	2
7. CareerBuilder			CareerBuilder.com	1
8. Monster.com			Monster.com	18
9. JOBSHQ			jobshq.com	1
<u>Newspapers:</u>				
10. Duluth News-Tribune	Classified	424 W. 1 st Street, Duluth, MN 55802	218-723-5200	1
11. Brainerd Daily Dispatch	Classified	506 James Street, Brainerd, MN 56401	218-829-7735	1
<u>Postings:</u>				
12. WNCY/WROE/WIXX/WZBY WOZZ/	Office Mgr.	115 S. Jefferson St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
12. WOZZ	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
13. WHBL/WHBZ/WBFM/WXER	Office Mgr.	2100 Washington Street, Sheboygan, WI 53081	karin.pratsch@mwcradio.com	
14. WYZO/WNWN-AM WQLR/WKZO/WVFM	Office Mgr. “	4200 West Main Street., Kalamazoo, MI 49002 “	amy.burrow@mwcradio.com “	
15. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	pat.thomas@mwcradio.com	
16. WNWN-FM	Office Mgr.	25 W. Michigan Avenue, Battle Creek, MI 49017	siler@wnwn.com	
17. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty@whtc.com	
18. KDAL AM-FM/KTCO/ KHQG/WDSM/WGEE	Office Mgr.	715 E Central Entrance, Duluth, MN 55811	karen.strom@mwcradio.com	3
19. WIFC/WDEZ/WSAU/ WOFM/WIZD/WRIG	Admin. Asst.	557 Scott Street, Wausau, WI 54403	shelley.kafka@mwcradio.com	
20. WIZD-FM	Admin. Asst.	2460 Plover Road, Plover, WI 54226	felicia.mielke@mwcradio.com	
21. WUSZ/WMFG-AM & FM KMFG, WNMT, WTBX	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	linda.salo@mwcradio.com	

EEO List: 22 through 279 Receive Information on ALL Open Positions

FAX

	<u>Address:</u>	<u>Fax #:</u>
22. WI Broadcasters Association	608-256-3986	
23. Neighbors Place	845-6420	
24. NAACP (Milwaukee Chapter)	414-871-1091	
25. Milwaukee Urban League	414-374-1995	
26. LaCrosse Area Hmong Association	308-781-5011	
27. Job Corps	359-1907	
28. Equal Opp. Comm. (Milwaukee)	414-297-4133	
29. Eau Claire Area Hmong Association	715-832-0612	

MAIL

	<u>Contact:</u>	<u>Mailing Address:</u>
30. American Indian Issues Advisor		PO Box 7863, Madison, WI 53707
31. Black Women's League		5026 Odana Rd, Madison, WI 53711
32. Marathon County Jail	Rhonda Zastrow	500 Forest Street, Wausau, WI 54403
33. United Asian Community Center		401 9th Street, Green Bay, WI 54304
34. WI Organization of Asian Americans		2830 Stevens St, Madison, WI 53705

MIDWEST COMMUNICATIONS, INC.

and Affiliates

WEBSITE	Website Address	# Interviews From Source:
35. Alverno College	https://www.myinterfase.com/alverno/employer/home.aspx	
36. AM FM Jobs	http://www.amfmjobs.com/cgi-bin/jobs3/employers/login.cgi	
37. Brown College	https://my.browncollege.edu/mycampus/index.aspx?err=3	3
38. Edgewood College	http://www.edgewood.edu/src/career	
39. MAB Job Bank	http://www.michmab.com/cgi-bin/dn_query.pl/JobBank/form_stationsubmit.html	
40. Midwest Careers	www.midwestcareers.com	3
41. MN UW System	http://www.myconsortium.com/mcucsa/employer/	
42. Monster.com	http://hiring.monster.com/indexProspect.aspx?	
43. Production Hub	http://www.productionhub.com/login.aspx?ReturnUrl=%2fjobs%2fpost.aspx	
44. Radio Online	www.radioonline.com	
45. Tech Connect	http://www.wisconsintechconnect.com/EmployerLogin.asp	
46. UW EC Alumni	http://www.uwec.edu/career/alumnicareerlink/	
47. UW Marquette	https://www.myinterfase.com/marquette/employer/	
48. UW Superior	https://uwsuper-csm.symplicity.com/employers/index.php?cck=1&au=&ck=	1
49. WI Jobnet	https://jobnet.wisconsin.gov/jobnetbusiness/	
50. WI Jobs for WI Grads	http://www.myconsortium.com/wisconsin/employer/home.aspx	
51. WIPCCC	https://www.myconsortium.com/wipcccjobs/employer/	
52. MN Broadcasters Association	http://www.minnesotabroadcasters.com/	1
53. MN Job Bank	http://employer.mnworks.org/emli.cfm	15

WWW.TECHCONNECT.COM

Technical College:	Address:	Website Address:
54. Blackhawk Technical College	6004 Prairie Rd, Janesville, WI 53547	www.techconnect.com
55. Chippewa Valley Technical College	620 W Clairemont Ave, Eau Claire, WI 54701	www.techconnect.com
56. Fox Valley Technical College	1825 N Bluemound Dr, Appleton, WI 54914	www.techconnect.com
57. Gateway Technical College	3520 30 th Ave, Kenosha, WI 53144	www.techconnect.com
58. Lakeshore Technical College	1290 North Ave, Cleveland, WI 53015	www.techconnect.com
59. Madison Area Technical College	3550 Anderson St, Madison, WI 53704	www.techconnect.com
60. Madison Area Technical College--Milwaukee	700 W State St #203, Milwaukee, WI 53233	www.techconnect.com
61. Midstate Technical College	500 32 nd St N, WI Rapids, WI 54494	www.techconnect.com
62. Moraine Park Technical College	235 N National Ave, Fon du Lac, WI 54936	www.techconnect.com
63. Nicolet Area Technical College	Lake Julia Campus Hwy G, Rhineland, WI 54501	www.techconnect.com
64. North East WI Technical College	2740 W Mason St, Green Bay, WI 54307	www.techconnect.com
65. Northcentral Technical College	1000 W Campus Dr, Wausau, WI 54401	www.techconnect.com
66. SW WI Technical College	1800 Bronson Blvd, Fenimore, WI 53809	www.techconnect.com
67. Waukesha County Technical College	892 Main St #C, Pewaukee, WI 53072	www.techconnect.com
68. Western WI Technical College	304 6 th St N, LaCrosse, WI 54602	www.techconnect.com
69. WI Indianhead Technical College	505 Pine Ridge Dr, Shell Lake, WI 54871	www.techconnect.com

EMAIL

	E-Mail Address:
70. ACLU of Wisconsin	liberty@aclu-wi.org
71. Affirmative Action & Compliance (WI)	lapinero@vc.wisc.edu
72. Aurora University	career@aurora.edu
73. Broadcast Employment Services Inc.	info@tvjobs.com
74. Brown College	kbaumeister@browncollege.edu
75. Bryant & Stratton College	lmfleischer@bryantstratton.edu
76. Business & Professional Women	bpwmadison@yahoo.com
77. Centro Hispano	chmarta2000@yahoo.com
78. Chicago Urban League	info@cul-chicago.org
79. Clarke College	martha.intveld@clarke.edu
80. Columbia College	columbiaworks@colum.edu
81. Columbia School of Broadcasting	djtrain@columbiaschoolbroadcas.com
82. Cornell College	jswanson@cornellcollege.edu
83. Dane County Jobs Program	heidt@co.dane.wi.us
84. DeVry Institute Career Services	lpost@devry.edu
85. Duluth Business Univ.	wendyb@dbumn.edu
86. Eastern Illinois University	csllm@eiu.edu
87. Employment & Training Association	jdanford@eata.org
88. Fon du Lac Tribal Comm. College	donnai@fdlcc.edu
89. Goods Entertainment	adam@goodsentertainment.com
90. Hibbing Community College	bretthardt@hcc.mnscu.edu
91. Hmong Mutual Association	mail@hmaaweb.org
92. Illinois School of Broadcasting	gary@beonair.com
93. Iowa Central College of Broadcasting	omess@triton.iccc.cc.ia.us

MIDWEST COMMUNICATIONS, INC.

and Affiliates

of Interviews
From Source

94. Keller Graduate School of DeVry Univ.	pbergmann@keller.edu	
95. Madison Media Institute	smiller@madisonmedia.com	
96. Minnesota Workforce Ctr.--Duluth	listjobs@ngwmail.des.state.mn.us	
97. NAACP (Milwaukee Chapter)	rileymarcell@yahoo.com	
98. Nation Job (GB Chamer of Commerce)	njlistings@nationjob.com	
99. NE WI Action Program (NEWCAP)	kathymurphy@newcap.org	
100. NE WI African-American Assoc.	lucasas400@yahoo.com	
101. Neighbor's Place	tom@neighborsplace.org	
102. NEWAAMA	yarvelle@hotmail.com	
103. Phillippine-American Association	bulletinboard@pamana-madison.org	
104. UMOS (Corp. Headquarters-Milwaukee)	claudia.frias@umos.org	
105. United Amerindian Ctr.	uac@netnet.net	
106. Univ of MN--Duluth	glen@d.umn.edu	2
107. Upper Iowa University	careers@uiu.edu	
108. UW Concordia	jean.austine@cuw.edu	
109. UW Fox Valley	foxweb@uwc.edu	
110. UW Lawrence	careercenter@lawrence.edu	
111. UW Manitowoc	manadmit@uwc.edu	
112. UW Marathon Center	uwmc@uwc.edu	
113. UW Ottawa	admiss.wi@ottawa.edu	
114. UW Waukesha	m.menigoz@uwc.edu	
115. Wausau Area Hmong Mutual Association	bzhren@wausauhmong.org	
116. WI Broadcasters Association	mludy@wi-broadcasters.org	2
117. Wisconsin Job Network	in@wisconsinjobnetwork.com	
118. Women's Center	mail@twcwaukesha.org	

WWW.WIPCC.COM

Technical College:

119. Alverno College
120. Beloit College
121. Cardinal Stritch College
122. Carroll College
123. Carthage College
124. Concordia College
125. Lakeland College
126. Lawrence College
127. Marian College
128. Marquette College
129. Milwaukee Institute of Art Design
130. Milwaukee School of Engineering
131. Mount Mary College
132. Northland College
133. Ripon College
134. Silver Lake College
135. St. Norbert College
136. Viterbo College
137. WI Lutheran College

Website Address:

www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com
www.wipccc.com

AAUW

138. AAUW (Appleton)
139. AAUW (Eau Claire)
140. AAUW (Fort Atkinson)
141. AAUW (Green Bay)
142. AAUW (LaCrosse)
143. AAUW (Madison)
144. AAUW (Manitowac)
145. AAUW (Milwaukee)
146. AAUW (Oshkosh)
147. AAUW (Rhinelander)
148. AAUW (Sheboygan)
149. AAUW (Wausau)
150. AAUW (WI)

Email Address:

cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com
cbuckley@wi.rr.com

MIDWEST COMMUNICATIONS, INC.

and Affiliates

of Interviews
From Source

WI JOBS FOR WI GRADS

School:	Website Address:	
151. UW Eau Claire	http://www.myconsortium.com/wisconsin/employer/home.aspx	1
152. UW Green Bay	http://www.myconsortium.com/wisconsin/employer/home.aspx	1
153. UW LaCrosse	http://www.myconsortium.com/wisconsin/employer/home.aspx	
154. UW Madison	http://www.myconsortium.com/wisconsin/employer/home.aspx	
155. UW Milwaukee	http://www.myconsortium.com/wisconsin/employer/home.aspx	
156. UW Oshkosh	http://www.myconsortium.com/wisconsin/employer/home.aspx	
157. UW Parkside	http://www.myconsortium.com/wisconsin/employer/home.aspx	
158. UW Platteville	http://www.myconsortium.com/wisconsin/employer/home.aspx	
159. UW River Falls	http://www.myconsortium.com/wisconsin/employer/home.aspx	
160. UW Stevens Point	http://www.myconsortium.com/wisconsin/employer/home.aspx	1
161. UW Whitewater	http://www.myconsortium.com/wisconsin/employer/home.aspx	1

MAIL (MBA)

162. Ability Building Ctr.	Wallace Bigelow	PO Box 6938 / 1911 14th St NW, Rochester, MN 55903
163. Access		403 Ctr. Ave #512, Moorhead, MN 56560
164. Access Ability	Steven Ditschler	360 Hoover St NE, Minneapolis, MN 55413
165. Adult Client Training Service	Karen Borden	802 E Fairview Ave., Olivia, MN 56277
166. Adult Training & Habilitation Ctr.	Stephen Wilson	PO Box 600, Winsted, MN 55395
167. Alliance of the Streets	Herb Frey	2211 Clinton Ave., Minneapolis, MN 55404
168. American Council of the Blind of MN		120 S 6th St #1005, Minneapolis, MN 55402
169. American Indian OIC, Inc.	Lee Antell	1845 E Franklin Ave., Minneapolis, MN 55404
170. Amputee Resource Foundation of American (ARFA)	Al Pike	2324 Wildwood Trail, Minnetonka, MN 55305
171. Auto Tech., Inc.	Tia Henry-Johnson	1504 N Innsbruck Dr., Fridley, MN 55432
172. Building for Women		32 E 1st St., Duluth, MN 55802
173. Cambodian-American Assoc. of MN	Yanath Chhith	17400 Kildare Way, Eden Prairie, MN 55347
174. Career Ctr. MCTC	Lucy Kennedy	1501 Hennepin Ave., Minneapolis, MN 55403
175. Carver Cty. Workforce Ctr.	Mary Rudulf	602 E 4th Street, Chaska, MN 55318
176. Cecil Newman Resource Ctr.		703 Emerson Ave N., Minneapolis, MN 55411
177. Cedar Valley Service Inc	James Mueller	2111 4th St NW, Austin, MN 55912
178. Cedar Valley Service Inc. Alpha Program	James Mueller	1839 SE Broadway Ave., Albert Lea, MN 56007
179. Central MN Jobs & Training Services	Diane Publitz	106 Pine Street. Monticello, MN 55362
180. Chicanos Latinos Employment Opportunities	Lu Lopez	1575 Ames Ave., St. Paul, MN 55106
181. Chippewa Enterprises Inc.	Terry Nielsen	PO Box 348, Montevideo, MN 56265
182. Choice Unlimited	Simeona Nygren	5 N 19th Ave E., Duluth, MN 55812
183. Clay Cty. Supportive Training Service		403 Ctr. Ave #512, Moorhead, MN 56560
184. Community Employment Partnership	Jean Hammink	2324 University Ave W #105, St. Paul, MN 55114
185. Confederation of Somali Comm. of MN		2529 13th Ave S., Minneapolis, MN 55404
186. CSD of MN	Anna Virmig	2055 Rice St., St. Paul, MN 55113
187. Ctr. for Employment & Training	Michael Kartes	494 Sibley St., St. Paul, MN 55101
188. CWDC Industries, Inc.	Peter Lavalier	1500 18th St S., Virginia, MN 55792
189. Earthstar Project, Inc.	Kwiesi Jahi	579 Wells St., St. Paul, MN 55101
190. East Metro OIC	Inga Straumanis	334 Chester St., St. Paul, MN 55107
191. East Polk Cty. DAC	Wayne Holt	PO Box 178 / 326 Mark Ave N., Fosston, MN 56542
192. East Range DAC	Dale Gilbertson	800 A Ave., Eveleth, MN 55734
193. Employee Help Systems	Career Services	750 E 34th St., Hibbing, MN 55746
194. Employment Enterprises, Inc.	Bryon Quinn	PO Box 303 / 307 NW 9th Ave., Little Falls, MN 56345
195. Equality-Pathways to Potential	Greg Hani	5535 Lake Sarah Heights Dr., Loretto, MN 55357
196. Ethiopians in MN, Inc.	Bezabeh Assefa	1821 University Ave W #321, St. Paul, MN 55104
197. Federation of Somali Community	Saeed Fahia	420 15th Ave S., Minneapolis, MN 55454
198. Fon du Lac OIC	Rachelle King	1720 Big Lake Rd., Cloquet, MN 55720
199. Goodwill Industries Vocational Enterprises	Douglas Weber	700 Garfield Ave., Duluth, MN 55802
200. Goodwill/Easter Seals		553 Fairview Ave N., St. Paul, MN 55104
201. Grant Cty. DAC, Inc.	Todd Nelson	PO Box 166, Hoffman, MN 56339
202. Green Thumb	Paul Anderson	PO Box 310, Wadena, MN 56482
203. Hired	Jane Samargia	1200 Plymouth Ave N., Minneapolis, MN 55411
204. Hmong MN Pacific Assoc. (HMPA)	Eng Herr	925 Payne Ave #B St. Paul, MN 55101
205. Houston Cty. Networks	Beth Iseminger	PO Box 408, Caledonia, MN 55921
206. Indian Family Services, Inc.	Magi Spears	1505 Park Ave., Minneapolis, MN 55404
207. Industries, Inc.	Julie Rivard	500 Walnut St. S., Mora, MN 55051
208. Inroads/MNPLS-St. Paul, Inc.	Melvin Collins	2550 University Ave W #435, St. Paul, MN 55114
209. Institute for Minority Dvlpmt., Inc.		619 S 10th St., Minneapolis, MN 55404

MIDWEST COMMUNICATIONS, INC.

and Affiliates

of Interviews
From Source

210. Intercultural Mutual Assistance Assoc.	Ron Buzard	300 11th Ave NW, Rochester, MN 55901
211. International Self Reliance Agency for Women		1428 Washington Ave S #202 Minneapolis, MN 55454
212. Itasca Dvlpmt. Achvmt. Ctr.	Mary Rittmiller	PO Box 20 Grand Rapids, MN 55744
213. Job Training Ctr.	April Sutor	300 11th Ave NW #114 Rochester, MN 55901
214. Jobs in Transition Support Group	Donald Sayner	584 Sherwood Rd St. Paul, MN 55126
215. Jobs Now Coalition	Kris Jacobs	400 Selby Ave #Q St. Paul, MN 55102
216. Jobs Plus, Inc.	Roberta Walker	200 16th Ave SE Waseca, MN 56093
217. Kandi Works DAC, Inc.	Debra Terwisscha	PO Box 119 Atwater, MN 56209
218. KAPOSIA, Inc.	Jacqueline Mlynarczyk	380 E Lafayette Freeway S #212 St. Paul, MN 55107
219. Korean Service Ctr.	YoonJu Park	620 Cedar Ave S Minneapolis, MN 55454
220. Lao Assistance Ctr. of MN		503 Irving Ave N #100A Minneapolis, MN 55405
221. Lao Family Community of MN	Ying Vang	320 University Ave W St. Paul, MN 55103
222. Lifetrack Resources, Inc.	John Mohr	709 University Ave W St. Paul, MN 55104
223. Life-Work Planning Ctr.	Susan Bruss	201 N Broad St #100 Mankato, MN 56001
224. Mahnomen Cty. DAC	Joanne Fatz	123 N Railway St Mahnomen, MN 56557
225. Mankato Rehabilitation Ctr. (MRCI)	William Bickett	15 Map Dr Mankato, MN 56001
226. MDI Commercial Services	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
227. Merrick Companies	Kevin Martineau	1636 Gervais Ave #14 Maplewood, MN 55109
228. Metro Work Ctr., Inc.	Dianna Krogstad	2730 E 31st St Minneapolis, MN 55406
229. Minneapolis American Indian Ctr.	Frances Fairbanks	1530 E Franklin Ave Minneapolis, MN 55404
230. MN AFL-CIO		175 Aurora Ave St. Paul, MN 55103
231. MN Assoc. of Comm. Rehab. Org. (MACRO)		500 Walnut St. S Mora, MN 55051
232. MN Cooperation Office for Small Business & Job Creation	Theodore Johnson	5001 W 80th St #825 Minneapolis, MN 55437
233. MN Diversified Industries	Lloyd Bratland	1700 Wynne Ave St. Paul, MN 55108
234. MN OIC State Council	Benjamin Wright	390 N Robert St #125 St. Paul, MN 55101
235. MN Teamsters Service Bureau	Jean Dunn	2829 University Ave SE #720 Minneapolis, MN 55414
236. MN Vocational Association	Marlys Bucher	1500 Hwy 36 W St. Paul, MN 55113
237. MN Workforce Rehabilitation Ctr.	Jay Hancock	14551 Ct Rd 11 #140 Burnsville, MN 55337
238. National Federation of the Blind of MN	Joyce Scanlan	100 E 22nd St Minneapolis, MN 55404
239. NE MN Office of Job Training	Career Placement	3920 13th Ave E Hibbing, MN 55746
240. New Directions/Otter Tail-Wadena CAC	Pat Fredley	PO Box L New York Mills, MN 56567
241. North Central Career Dvlpmt. Ctr.	Kenneth McFayden	516 Mission House Ln. New Brighton, MN 55112
242. Northwest Indian OIC, Inc.	Holly Smith	1819 Bemidji Ave Bemidji, MN 56601
243. Occupational Dvlpmt. Ctr.	Peter Lavalier	PO Box 730 / Hwy 32 South Thief River Falls, MN 56701
244. Opportunity Partners	Jon Thompason	5500 Opportunity Court Minnetonka, MN 55343
245. Opportunity Services, Inc.	Nancy Gurney	1618 W 3rd St Red Wing, MN 55066
246. Owobopte, Inc.	Louis Besser	3195 Neil Armstrong Blvd St. Paul, MN 55121
247. Pine Habilitation & Supported Emp. (PHASE)	Jeannette Kester	PO Box 126 Sandstone, MN 55072
248. Pipestone Day Care Ctr.	Marge Christensen	Highways 23 & 30 Pipestone, MN 56164
249. Project SOAR of Northeastern MN, Inc.		205 W 2nd #101 Duluth, MN 55802
250. Quality Career Services, Inc.	Virginia Barkheimer	640 N Prior #212 St. Paul, MN 55104
251. Ramsey Action Programs, Inc.	Dale Anderson	450 Syndicate St N #300 St. Paul, MN 55104
252. Rise Habilitation Services		8406 Sunset Rd NE Spring Lake Park, MN 55432
253. Rock Cty. Dvlpmt. Achvmt. Ctr.	Dorothy Cronin	807 W Main Luverne, MN 56156
254. Rural MN CEP	Larry Bulboly	PO Box 1108 / 803 Roosevelt Ave Detroit Lakes, MN 56501
255. S Central MN Electrical Industry Joint Apprenticeship & Training Trust Fund	Andy Toft	5100 Gamble Dr #365 Minneapolis, MN 55416
256. S Central Workforce Council, Inc.		PO Box 3327 / 410 Jackson St Mankato, MN 56001
257. SE MN Private Industry Council	Randy Johnson	300 11th Ave NW #110 / Job Training Ctr. Rochester, MN 55901
258. Service Enterprises, Inc.	Ruth Rusche	PO Box 248 / 515 W Bridge Redwood Falls, MN 56283
259. Somalian Women Association	Amal Yusef	2910 E Franklin Ave #1907 Minneapolis, MN 55406
260. Southwest MN Private Industry Council, Inc.	Juanita Lauritsen	607 W Main St Marshall, MN 56258
261. Southwest MN Private Industry Council, Inc.		129 W Nichols Montevideo, MN 56265
262. Stillwater Systems, Inc.	Larry Hovseth	7525 4th Ave Circle Pines, MN 55014
263. Sudanese American Comm. Dvlpmt. Corp.	Ray Dong	4220 Central Ave NE Minneapolis, MN 55421
264. Summit Academy OIC	Louis King II	935 Olson Memorial Hwy Minneapolis, MN 55405
265. Todd Cty. Dvlpmt. Achvmt. Ctr.		PO Box 206 / 551 W Sixth St Browerville, MN 56438
266. Transition of the Twin Cities	Daniel Sloan	1230 Balsam Trail E Eagan, MN 55123
267. TSE, Inc.	Phil Saari	2027 Rice St Roseville, MN 55113
268. Twin City Area Labor Mgmt. Council	Carol Thomalla	321 19th Ave S Minneapolis, MN 55455
269. United Cambodian Assoc. of MN (USCAM)	Darina Siv	1101 Snelling Ave N St. Paul, MN 55108
270. Upper Midwest American Indian Ctr.	Gertrude Buckanaga	1035 W Broadway Ave Minneapolis, MN 55411

MIDWEST COMMUNICATIONS, INC.

and Affiliates

			# of Interviews From Source
271. Veterans Incentive Project	John Fields	984 St. Paul Ave St. Paul, MN 55116	
272. Vietnamese MN Assoc.	John Tranberg	1030 University Ave #160C St. Paul, MN 55104	
273. Vision Loss Resources	Steven Fischer	1936 Lyndale Ave S Minneapolis, MN 55403	
274. WACOSA	Kris Pflepsen	PO Box 757 Waite Park, MN 56387	
275. Wadena Cty. Dvlpmt. Achvmt. Ctr.	Charlies Oakes	PO Box 235 / Hwy 71 S Sabeka, MN 56477	
276. West Central Industries, Inc.	Charlie Oakes	PO Box 813 / 1300 22nd St SW Willmar, MN 56201	
277. West Nicollet & Brown Counties DAC		PO Box 668 / 2100 N Broadway New Ulm, MN 56073	
278. Winona Cty. Dvlpmt. Achvmt. Ctr.	Mary Hewett	1721 W Service Dr Winona, MN 55987	
279. Winona ORC Industries	Bill Harris	1053 E Mark St Winona, MN 55987	
280. Women in the Trades		550 Rice St St. Paul, MN 55103	
281. Women In Transition	Lonna Szczesny	6715 Minnetonka Blvd #212 St Louis Park, MN 55426	
282. Womens Assoc. of Hmong & Lao, Inc.	Naly Yang	506 Kenny Rd St. Paul, MN 55101	
283. Women's Enrichment Ctr.	Judith Miller	2974 David Circle St. Paul, MN 55117	
284. Women's Resource Ctr. of Steele Cty.	Shelly Rockman	1401 E 2nd St #A Duluth, MN 55805	
285. Work with Dignity	George Brady	3207 37th Ave S Minneapolis, MN 55406	
286. Working Opportunities for Women	Marcie Brooke	1295 Bandana Blvd N #110 St. Paul, MN 55108	
287. Referral/Current Employee	---		20
288. Referral/Outside of Company	---		3
289. Call-In	---		1
290. Walk-in			2

MIDWEST COMMUNICATIONS, INC.

and Affiliates

APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Duluth, Minnesota

Covering the Period from August 1, 2008 through July 31, 2009

Stations Comprising Station Employment Unit:

KDAL-AM/FM, KTCO-FM, KHQG-FM (formerly KRBR-FM), WDSM-AM, WGEE-AM

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

1. Outreach: Website Posting
www.midwestcareers.com www.am610kdal.com
www.krbr.com www.ktco.fm www.magic957.com
www.allsports710.com

Date: January 1, 2003 to present

Participating Employees: Susan Nash, Interim Market Manager

Event Sponsor: Midwest Communications, Inc.

Description of Activity: Midwest Communications, Inc. has a general announcement posted on its websites encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
 2. Outreach: Job/Career Fair

Date: January 28, 2009

Participating Employees: Billie Mielke, Human Resources Assistant

Event Sponsor: Wisconsin Broadcasters Association at Monona Terrace Convention Center – Madison, Wisconsin
-

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Description of Activity: Ms. Mielke represented Midwest Communications, Inc. at this Winter Job/Career Fair. The Fair was from 8:30am-10:30am. Approximately 100 attendees flowed through. Ms. Mielke spoke to approximately 25 attendees and collected 16 resumes which were passed along to the appropriate managers. The positions which were being recruited included Marketing Consultants, Graphic Designer and Internships. Attendees were further encouraged to visit www.midwestcareers.com for an up-to-date listing of positions available within Midwest Communications, Inc..

Upon completion of the Job/Career Fair, Ms. Mielke attended an EEO Session also sponsored by the WBA on "Avoiding Discrimination in Employment Terminations". This session was given by Tom O'Day of the Godfrey Kahn Law offices.

Outreach: Job/Career Fair

Date: June 17, 2009

Participating Employees: Esther Gillis, Director of Human Resources

Sponsor: Wisconsin Broadcasters Assoc. – Osthoff Resort, Elkhart Lake, MN

Description of Activity: Ms. Gillis represented Midwest Communications, Inc. Approximately 75-100 potential job seekers were in attendance. Ms. Gillis talked with approximately 35 of these potential job candidates and accepted resumes (and in some cases MP3's) for programming, news, production, promotions and web positions. These materials were passed along to the appropriate managers.

Ms. Gillis also attended the EEO session "Compliance with the FCC's EEO Nondiscrimination and Outreach Regulations". Cliff Harrington of Pillsbury, Winthrop, Shaw, Pittman law offices spoke on what to expect and how to prepare for a FCC EEO Audit. His message was do your homework; be thorough; inspect what you expect; and follow the guidelines as issued.

3. Outreach: Internships

Date: On-Going

Participating Employees: Susan Nash, Interim Market Manager/General Sales Manager
Tim Roubik, Program Director
Lukas Nordby, Promotions Director/Marketing Consultant

MIDWEST COMMUNICATIONS, INC.

and Affiliates

Event Sponsor: Midwest Communications, Inc.

Description of Activity: A total of 4 college students; 3 from the University of Minnesota-Duluth campus and 1 from St. Scholastica, Duluth participated in an intern program covering the Fall 2008 through Spring 2009 semesters. The students were judged on work related characteristics such as willingness to take on additional work, attendance, interaction with fellow employees, quality of work, imaginativeness and resourcefulness, cooperation, etc. Students learned about what's involved in various jobs in radio, worked on events and station promotions, learned about recording equipment, etc. Each student's internship was geared to their field of interest which included marketing, promotions and creative writing.

Three students (2 from the University of Minnesota-Duluth Campus and 1 from the University of Minnesota-Twin Cities) are participating in an on-going internship program from May 2009 through August 2009. One of the students just wishes to learn all about the various departments and jobs that might be available in radio and is not sure at this point what direction he will take. A second student has indicated an interest in promotions or sales and will concentrate in that area. The third student is interesting in event planning, marketing or creative writing.

4. Outreach Station Tour – Outward Bound – Duluth Chapter

Date: June 23, 2009

Participating Employees: Brian Wheeler, Production Director, Program Director
John Warren, News

Sponsor: Midwest Communications, Inc.

Description of Event: Outward Bound is an outdoor experience to build self-esteem and confidence in adolescents that have had trouble fitting in or problems at home. The tour consisted of explanations about how radio works, the studios and the equipment and how commercials are made. We also discussed the various jobs available in radio as the tour was conducted through the Broadcast Centre. Approximately 20 kids participated in the tour. A question and answer period followed with good questions being asked. The kids indicated a good deal of interest in radio and enjoyed the tour.

MIDWEST COMMUNICATIONS, INC.

and Affiliates
