
MIDWEST COMMUNICATIONS, INC.

and Affiliates

ANNUAL EEO PUBLIC FILE REPORT

WRIG, Inc. affiliate of Midwest Communications, Inc.

WRIG-AM/WDEZ-FM/WSAU-AM/WSAU-FM/WIFC-FM/WOZZ-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 Central Wisconsin Employment Unit (“SEU”). This SEU is comprised of the following stations: WRIG-AM licensed to Schofield, Wisconsin, WDEZ-FM, WSAU-AM and WIFC-FM licensed to Wausau, Wisconsin, WOZZ-FM licensed to Mosinee, Wisconsin and WSAU-FM (formerly WIZD-FM) licensed to Rudolph, 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, 2019.

The information contained in this Report covers the time period beginning August 1, 2018 up to and including July 31, 2019 (“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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APPENDIX 1

Annual EEO Public File Report

WRIG, Inc. affiliate of Midwest Communications, Inc. – Central Wisconsin

Covering the Period from August 1, 2018 to July 31, 2019

Stations Comprising Station Employment Unit:
WRIG-AM/WDEZ-FM/WSAU-AM/WSAU-FM/WIFC-FM/WOZZ-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>
Brand Manager/Announcer WOZZ-FM	5/13/19	7	Outside Referral	2, 3, 7, 8, 9-25, 29, 30, 32, 60-108, 149, 150
Administrative/Executive Asst. WIFC/WDEZ/WSAU/WOZZ/WRIG	1/22/19	11	Radio (WDEZ)	1, 2, 3, 4, 5, 6, 7, 9-25, 30, 32, 39, 60-108
Marketing Consultant WSAU/WIFC/WDEZ/WOZZ/WRIG	4/8/19	5	Radio (WSAU)	1, 2, 3, 4, 5, 6, 7, 9-25, 29, 30, 32, 39, 60-108
Total Number of Positions Filled:		3		
Total Number of Persons Interviewed:		23		

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APPENDIX 1 (Con't.)

Recruitment Sources:

Radio Announcements/Website	Contact	Address	Method of Contact	#Interviews from Source
1. WDEZ/WIFC/WSAU AM-FM/WOZZ/WRIG	John Flesch	557 Scott Street, Wausau, WI 54403	john.flesch@mwcradio.com	8
Internet Sites:				
2. All Access		18955 Pacific Coast Hwy., Malibu, CA 90265	info@allaccess.com	2
3. Radio Online LLP	Customer Service	3500 Tripp Avenue, Amarillo, TX 79121-1637	radio-online.com	
4. LinkedIn	David Frankel	1000 W. Maude Ave. Sunnyvale, CA 94085	linkedin.com	1
5. Indeed	Christine Russell	6433 Champion Grandview Way, Austin, TX 78750	indeed.com	2
6. Glassdoor	Matt DiFrancesca	Mid Valley, CA 94941	glassdoor.com	
7. AM/FM Jobs		PO Box 4116, Oceanside, CA 92052	amfmjobs.com	
8. Country Aircheck	Chuck Aly	914 18 th Avenue South, Nashville, TN 37212	chuck@countryaircheck.com	1
Postings:				
9. WNCY/WIXX/WYDR WTAQ AM-FM/WNFL	Office Mgr.	115 S. Jefferson St., Green Bay, WI 54302	linda.noonan@mwcradio.com	
10. WGEE/WYDR	Admin. Asst.	1500 Casaloma Drive, Appleton, WI 54911	sandy.bringman@mwcradio.com	
11. WHBL/WHBZ/WBFM/WXER	Admin. Asst.	2100 Washington Ave., Sheboygan, WI 53081	kris.trecker@mwcradio.com	
12. WNWN-AM/WQLR WKZO AM/WZOX-FM/WVFM	Office Mgr.	4200 West Main Street., Kalamazoo, MI 49002	amy.burrow@mwcradio.com	
13. WTVB	Office Mgr.	182 N. Angola Road, Coldwater, MI 49036	ken.delaney@mwcradio.com	
14. WNWN-FM	Office Mgr.	25 W. Michigan Avenue, Battle Creek, MI 49017	jim.siler@mwcradio.com	
15. WHTC-AM/WYVN-FM	Office Mgr.	87 Central Avenue, Holland, MI 49423	patty.vandenbergh@mwcradio.com	
16. KDAL AM-FM/KTCO/KDKE KQDS/WDSM/WDUL	Office Mgr.	11 E. Superior/Ste. 380., Duluth, MN 55811	sarah.pugliese@mwcradio.com	
17. WIFC/WDEZ/WSAU/ WOZZ/WRIG/WSAU	Admin. Asst.	557 Scott Street, Wausau, WI 54403	cheryl.radtk@mwcradio.com	
18. WMFG-AM/FM, WDKE WEVE/WNMT/WTBX/KQDS	Admin. Asst.	807 West 37 th St., Hibbing, MN 55746	sheila.jensen@mwcradio.com	
19. WMGI/WWVR/WIBQ/WPRS WTHI-FM/WDWQ-FM	Office Mgr.	824 3 rd Street, Terre Haute, IN47807	cheri.page@mwcradio.com	
20. WQTX/WWDK/WLMI/WJXQ	Office Mgr.	2495 Cedar Street, Holt, MI 48842	lexy.skirvin@mwcradio.com	
21. KELO AM/FM, KELQ, KRRO, KWSN, KTWB, KQSF	Admin. Asst.	500 S. Phillips Ave., Sioux Falls, SD 57104	rachel.sundem@mwcradio.com	
22. KFGO, KRWK, KMJO, KVOX, KOYY, KNFL	Business Mgr.	1020 S. 25 th Street, Fargo, ND 58102	amy.hirsch@gh@mwcradio.com	
23. WIKY/WSTO/WABX/WLFW	Business Mgr.	1162 Mt. Auburn Dr., Evansville, IN 47720	ellie.zirkelbach@mwcradio.com	
24. WJXA/WCJL/WCJL	Business Mgr.	504 Rosedale Avenue, Nashville, TN 37211	tracie.vaughn@mwcradio.com	
25. WIMZ/WJXB/WDKW	Office Mgr.	1100 Sharps Ridge Memorial Drive, Knoxville TN	jennifer.terry@mwcradio.com	

EEO List: Recruitment Sources 26 through 148 receive information on most Open Positions

WEBSITE

	Website Address	
26. Career Network	http://www.career-network.com	
27. Cornell College	https://cornellcollege-csm.symplicity.com	
28. Edgewood College	http://www.edgewood.edu/src/career	
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/mcucsa/employer/	5
32. Radio Online	www.radioonline.com	
33. Tech Connect	http://www.wisconsin-techconnect.com/EmployerLogin.asp	
34. UW EC Alumni	http://www.uwec.edu/career/alumni-careerlink/	
35. UW Marquette	https://www.myinterfase.com/marquette/employer/	
36. UW Superior	https://uwsuper-csm.symplicity.com/employers/index	
37. UW Concordia	https://www.myinterfase.com/concordia-wisconsin/employer	
38. Wausau Region Chamber of Commerce	http://www.wausauchamber.com/mx/hm.asp	
39. WI Jobnet	https://jobnet.wisconsin.gov/jobnetbusiness/	
40. WI Jobs for WI Grads	http://www.myconsortium.com/wisconsin/employer/home.aspx	
41. WIPCCC	https://www.myconsortium.com/wipcccjobs/employer/	

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42 MN Broadcasters Association <http://www.minnesotabroadcasters.com/>
43 MN Job Bank <http://employer.mnworks.org>

WWW.TECHCONNECT.COM

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

EMAIL

		<u>E-Mail Address:</u>
60	ACLU of Wisconsin	liberty@aclu-wi.org
61	Affirmative Action & Compliance (WI)	lapinero@vc.wisc.edu
62	Aurora University	career@aurora.edu
63	CASDA (Center Against Sexual & Domestic Abuse)	tomy@chdc.us
64	Centro Hispano	chmarta2000@yahoo.com
65	Citizen Action of Wisconsin	brian.wooldridge@citizenactionwi.org
66	Clarke College	martha.intveld@clarke.edu
67	Columbia College	columbiaworks@colum.edu
68	Cornell College	jswanson@cornellcollege.edu
69	Dane County Jobs Program	heidt@co.dane.wi.us
70	DeVry Institute Career Services	lpost@devry.edu
71	Disabled Veterans Outreach Program (TH)	dfbrown@dwd.in.gov
72	Duluth Business Univ.	wendyb@dbumn.edu
73	Eastern Illinois University	csllm@eiu.edu
74	Fond du Lac Tribal Comm. College	donnai@fdltcc.edu
75	Goods Entertainment	agoodman@goodsentertainment.com
76	Golden House of Green Bay	Stephanie@goldenhouse.org
77	Harbor House of Appleton	Micheller@harborhousedap.org
78	Hibbing Community College	bretthardt@hcc.mnscu.edu
79	Illinois School of Broadcasting	gary@beonair.com
80	ITT Technical School (Green Bay)	mwite@itt-tech.edu
81	Iowa Central College of Broadcasting	orness@triton.iccc.cc.ia
82	Keller Graduate School of DeVry Univ.	pbergmann@keller.edu
83	Kelley School of Business/Indiana University	ucso@indiana.edu
84	Madison Media Institute	smiller@madisonmedia.com
85	Menominee Indian Tribal Counsel	vschlichting@mitw.org
86	Multicultural Center of Green Bay	multiculturalgreenbay@gmail.com
87	Multicultural Student Center - Madison	dhillard@studentlife.wisc.edu
88	Nation Job (GB Chamber of Commerce)	njlistings@nationjob.com
89	NE WI Action Program (NEWCAP)	kathymurphy@newcap.org
90	NE WI African-American Assoc.	lucasas400@yahoo.com
91	Neighbor's Place	tom@neighborsplace.org
92	NEWAAMA	yarvelle@hotmail.com
93	UMOS (Corp. Headquarters-Milwaukee)	claudia.frias@umos.org
94	Univ of MN--Duluth	glen@d.umn.edu
95	Upper Iowa University	careers@uiu.edu
96	UW Concordia	jean.austine@cuw.edu
97	UW Fox Valley	foxweb@uwc.edu
98	UW Lawrence	careercenter@lawrence.edu
99	UW Manitowoc	manadmit@uwc.edu

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100	UW Marathon Center	uwmc@uw.edu
101	UW Ottawa	admiss.wi@ottawa.edu
102	UW Waukesha	m.menigoz@uw.edu
103	Wausau Area Hmong Mutual Association	bzehren@wausauhmong.org
104	WI Broadcasters Association	mludy@wi-broadcasters.org
105	Wisconsin Job Network	in@wisconsinjobnetwork.com
106	Women's Center	mail@twcwaukesha.org
107	Women's Community Shelter	tara@womenscommunity.org
108	Women's Resource Center (all centers)	wsoffice@uwsa.edu

WWW.WIPCC.COM

Technical College:

109	Alverno College	www.wipccc.com
110	Beloit College	www.wipccc.com
111	Cardinal Stritch College	www.wipccc.com
112	Carroll College	www.wipccc.com
113	Carthage College	www.wipccc.com
114	Concordia College	www.wipccc.com
115	Lakeland College	www.wipccc.com
116	Lawrence College	www.wipccc.com
117	Marian College	www.wipccc.com
118	Marquette College	www.wipccc.com
119	Milwaukee Institute of Art Design	www.wipccc.com
120	Milwaukee School of Engineering	www.wipccc.com
121	Mount Mary College	www.wipccc.com
122	Northland College	www.wipccc.com
123	Ripon College	www.wipccc.com
124	Silver Lake College	www.wipccc.com
125	St. Norbert College	www.wipccc.com
126	Viterbo College	www.wipccc.com
127	WI Lutheran College	www.wipccc.com
128	UW/Baraboo/Sauk County	barabooinfo@uw.edu
129	UW Barron County	uwbcinfo@uw.edu
130	UW Fon du Lac	maggie:gellings@uw.edu
131	UW Fox Valley	foxinfo@uw.edu
132	UW Marinette	ssinfo@uw.edu
133	UW Marshfield/Wood Co.	msfadmit@uw.edu
134	UW Richland Center	Dorothy.thompson@uw.edu
135	UW Rock County	Karen.greenler@uw.edu
136	UW Sheboygan	shinfo@uw.edu
137	UW Washington County	dan.cibrario@uw.edu

Website Address:

109	Alverno College	www.wipccc.com
110	Beloit College	www.wipccc.com
111	Cardinal Stritch College	www.wipccc.com
112	Carroll College	www.wipccc.com
113	Carthage College	www.wipccc.com
114	Concordia College	www.wipccc.com
115	Lakeland College	www.wipccc.com
116	Lawrence College	www.wipccc.com
117	Marian College	www.wipccc.com
118	Marquette College	www.wipccc.com
119	Milwaukee Institute of Art Design	www.wipccc.com
120	Milwaukee School of Engineering	www.wipccc.com
121	Mount Mary College	www.wipccc.com
122	Northland College	www.wipccc.com
123	Ripon College	www.wipccc.com
124	Silver Lake College	www.wipccc.com
125	St. Norbert College	www.wipccc.com
126	Viterbo College	www.wipccc.com
127	WI Lutheran College	www.wipccc.com
128	UW/Baraboo/Sauk County	barabooinfo@uw.edu
129	UW Barron County	uwbcinfo@uw.edu
130	UW Fon du Lac	maggie:gellings@uw.edu
131	UW Fox Valley	foxinfo@uw.edu
132	UW Marinette	ssinfo@uw.edu
133	UW Marshfield/Wood Co.	msfadmit@uw.edu
134	UW Richland Center	Dorothy.thompson@uw.edu
135	UW Rock County	Karen.greenler@uw.edu
136	UW Sheboygan	shinfo@uw.edu
137	UW Washington County	dan.cibrario@uw.edu

WI JOBS FOR WI GRADS

School:

138	UW Eau Claire	http://www.myconsortium.com/wisconsin/employer/home.aspx
139	UW Green Bay	http://www.myconsortium.com/wisconsin/employer/home.aspx
140	UW LaCrosse	http://www.myconsortium.com/wisconsin/employer/home.aspx
141	UW Madison	http://www.myconsortium.com/wisconsin/employer/home.aspx
142	UW Milwaukee	http://www.myconsortium.com/wisconsin/employer/home.aspx
143	UW Oshkosh	http://www.myconsortium.com/wisconsin/employer/home.aspx
144	UW Parkside	http://www.myconsortium.com/wisconsin/employer/home.aspx
145	UW Platteville	http://www.myconsortium.com/wisconsin/employer/home.aspx
146	UW River Falls	http://www.myconsortium.com/wisconsin/employer/home.aspx
147	UW Stevens Point	http://www.myconsortium.com/wisconsin/employer/home.aspx
148	UW Whitewater	http://www.myconsortium.com/wisconsin/employer/home.aspx
149	Outside Referral	
150	Inside Referral	

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APPENDIX 2

Annual EEO Public File Report

WRIG, Inc. affiliate of Midwest Communications, Inc. – Central Wisconsin

Covering the Period from August 1, 2018 through July 31, 2019

Stations Comprising Station Employment Unit:

WRIG-AM/WDEZ-FM/WSAU-AM/WSAU-FM/WIFC-FM/WOZZ-FM

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

- 1. Outreach:** Website Posting
www.midwestcareers.com www.foxsportsausau.com
www.wdez.com www.wsau.com www.wifc.com
www.rock947.com

Date: January 1, 2003 to present

Participating Employees: Brett Lucht – Vice President/Market Manager
Event Sponsor: WRIG, Inc. affiliate of Midwest Communications, Inc.

Description of Activity: WRIG, Inc. affiliate of 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.

Outreach Activity: Marathon County Job Fair

Date: April 17, 2019

Participating Employees: Brett Lucht, Vice President/Market Manager
Cameo Roets, Marketing Consultant

Event Sponsor: North Central Technical College
Marathon County Job Center

Description of Activity: We had a booth at this job fair held at North Central Technical College recruiting for sales, board ops, digital, web and IT. There were a total of 60 vendors there. Attendance was strong. Resumes collected were redirected to the appropriate department managers. The Job Fair was from 10am to 1pm.
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Outreach Activity:	Junior Achievement Business Challenge Tour
Date:	April 17, 2019
Participating Employees:	Nikki Montgomery, Brand Manager, Announcer Ryan Kessler, Announcer
Event Sponsor:	Junior Achievement & Midwest Communications/WRIG, Inc.
Description of Activity:	High school students from Port Edwards/John Edwards High School won a tour of the radio station and a recording session from the Junior Achievement Business Challenge in Wisconsin Rapids. They toured the Broadcast Center, studios and learned about what makes a radio station work.
Outreach Activity:	Junior Achievement Tour/SPASH Recording
Date:	March 13, 2019
Participating Employees:	Nikki Montgomery, Brand Manager/Announcer John Flesch, Production Director
Event Sponsor:	Junior Achievement/Midwest Communications/WRIG, Inc.
Description of Activity:	SPASH (Stevens Point Area Senior High) won the Junior Achievement Business Challenge PSA competition in Stevens Point and part of their prize was a tour of the radio station and a recording session to record the winning PSA. The students asked great questions about radio and possible career opportunities.
Outreach Activity:	Mardi Gras Business Expo and Job Fair
Date:	March 5, 2019
Participating Employees:	Nikki Montgomery, Brand Manager/Announcer Dave Kallaway, Morning Show Announcer Karina Maria, Morning Show Announcer
Event Sponsor:	Heart of Wisconsin (Wisconsin Rapids Chamber) Midwest Communications
Description of Activity:	We sponsored this Business Expo and Job Fair held at the Bull's Eye Country Club in Wisconsin Rapids from 3 to 7pm. The above listed

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employees manned a booth at this job fair talking about opportunities in radio and the various jobs available.

Outreach Activity: Tour

Date: February 6, 2019

Participating Employees: Cameo Roets, Marketing Consultant

Event Sponsor: Midwest Communications/WRIG, Inc.

Description of Activity: Amy, representing Forward Service Corporation Workforce Development, asked if she could bring in three of their clients who might be interested in careers in broadcasting. Forward works with low income individuals with training programs and professional development opportunities. Her clients were able to tour the various studios and talk to some staff about what they do. Two of the individuals were interested in sales/marketing and the third was interested in video production.

Outreach Activity: Tour

Date: December 5, 2018

Participating Employees: Paul Beilke, Asst. Brand Manager/Announcer
Terry Stevens, Brand Manager/Announcer/Production

Event Sponsor: Midwest Communications/WRIG, Inc.

Description of Activity: Eighteen (18) Girl Scouts, members of the Girl Scouts of the Northwestern Great Lakes, along with their leader toured our studios, learned about how radio works along with all the various jobs necessary to make it work. They also had the opportunity to be on-the-air.

Outreach Activity: Career Day

Date: October 24, 2018

Participating Employees: Krystal Schairer, Marketing Consultant

Event Sponsor: Wittenberg-Birnamwood High School

Description of Activity: This Career Day for all high school students involved various panels and discussions on employability (what employers look for, what to expect in the work world, where and how to find employment, etc.), career paths,

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post secondary education options and career exploration. This was an all day event with the participating students feeling informed and more well prepared for beyond high school.

Outreach Activity:

Job Shadow

Date:

August 6, 2018

Participating Employees:

Nikki Montgomery, Brand Manager/Announcer

Event Sponsor:

Midwest Communications/WRIG, Inc.

Description of Activity:

A young lady considering going back to school for broadcasting (Media Studies) asked if she could come in to see what a day is like in Nikki's job. Nikki showed her how music is selected and programmed. She sat in on part of Nikki's show, toured the various studios and learned about all of the positions available in radio. She also spent some time with sales. She asked a lot of great questions and filled out an application before she left to work part-time when and if we had an opening.

Outreach Activity:

Junior Achievement Business Challenge

Date:

November 28, 2018

Participating Employees:

Terry Stevens, Brand Manager/Announcer
Ryan Kessler, Production

Event Sponsor:

Junior Achievement (JA) of WI, Inc. North Central District

Description of Activity:

Terry and Ryan judged the JA "Marketing Challenge". Teams of student participants in JA from local high schools wrote radio PSA scripts and then read them live in front of their peers and the judges. Prior to the competition, Terry and Ryan worked with the students giving them some copywriting tips and talked about career opportunities in radio and the educational requirements for those opportunities.

Outreach Activity:

Wisconsin Broadcasters Assoc. Summer Conference

Date:

June 12, 2019

Participating Employees:

Esther Gillis, Vice President/Human Resources

Event Sponsor:

Wisconsin Broadcasters Assoc.

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Description of Activity: Ms. Gillis represented all of our WI properties at the Job/Career Fair held during the Summer Conference at Osthoff Resort, Elkhart Lake, WI. The Job/Career Fair ran from 1:30-2:45pm. Potential applicant attendance was fairly light but Ms. Gillis was able to talk with a half dozen attendees, accepting resumes and handing out job descriptions for the various openings within our Wisconsin licensed radio stations. Resumes collected were distributed to the appropriate hiring managers.

The Job Fair was followed by a presentation by Attorney David Oxenford of Wilkinson, Barker, Knauer, LLP entitled "Keeping up with EEO at the FCC". This was a refresher on staying on top of our EEO obligations, reviewing some changes brought about by the new administration in Washington and highlighting some areas of potential concern.

Outreach Activity: Wisconsin Broadcasters Assoc. Winter Conference

Date: January 30, 2019

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 "Effective Strategies to Address Legal Issues and Prevent Unlawful Discrimination during the Employment Relationship". Andy and Michael 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.