

Annual EEO Public File Report
MIDWEST COMMUNICATIONS, INC. - Lansing, Michigan Region

WJXQ-FM, WVIC-FM, WQTX-FM, WLMI-FM (formerly WJZL-FM)
Annual EEO Public File Report

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 Lansing, Michigan Employment Unit (“SEU”). This SEU is comprised of the following stations: **WJXQ** licensed to CHARLOTTE, MICHIGAN; **WVIC** licensed to JACKSON, MI.; **WQTX** licensed to SAINT JOHNS, MI; **WLMI** (Formerly **WJZL**) licensed to GRAND LEDGE, MI. This report has been placed in the public inspection files of these stations and posted on their websites, prior to June 1, 2011.

The information contained in this Report covers the time period beginning June 1, 2010 through May 31, 2011 for stations WJXQ-FM, WVIC-FM, WQTX-FM and WLMI-FM. **Note: As of November 1, 2010 WJZL became WLMI-FM.**

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 Station Employment Unit 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, 2 and 3 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

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.

Appendix 1
Annual EEO Public File Report
Midwest Communications, Inc. - Michigan Region

Covering the Period from June 1, 2010 to May 31, 2011

Stations Comprising Station Employment Unit:

WJXQ-FM, WVIC-FM, WLMI-FM, WQTX-FM

Note: As of October 1, 2010, WJZL became WLMI-FM

Vacancy Information

Full Time Positions by Job Title	DOE	Recruitment Source	Total # Of Interviews from all Sources	Sources Notified
On-Air Announcer	10/04/10	All Access.com	7	1-2,14,28-30,51,54-55,68-69,93,95-126
Marketing Consultant	7/1/10	WKZO.com	13	1-96
Marketing Consultant	8/30/10	Word of Mouth	"	1-96
Marketing Consultant	9/13/10	WKZO Radio Ads	"	1-96
Marketing Consultant	9/27/10	WKZO Radio Ads	"	1-96
Marketing Consultant	1/17/11	Internal Posting	10	1-2,14,28-30,51,68-69,97-126
Marketing Consultant	4/4/11	Indeed.com	"	1-2,14,28-30,51,68-69,97-126

Total Number of Persons Interviewed During Applicable Period: 30

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Recruitment Source Information

	Recruitment Source	Total # of Interviewees This Source Has Provided	Full-time Positions for Which This Source Was Utilized
1	Michigan Works/Talent Bank	1	Marketing Consultant
2	Referral	1	Marketing Consultant
3**	Broncojobs.com	1	Marketing Consultant
4	Yahoo Hotjobs.com	4	Marketing Consultant
5	Michigan Association of Broadcasters website	1	Marketing Consultant
6	Indeed.com	1	Marketing Consultant
7	WKZO On Air Ad	3	Marketing Consultant
8	WKZO website	1	Marketing Consultant
9	Q106 On Air Ad	3	Marketing Consultant WJXQ On-Air Announcer
10	In House Job Fair	1	Marketing Consultant
11	Michigan State University	1	Marketing Consultant
12	Central Michigan University	1	Marketing Consultant
13	Careerbuilder.com	1	Marketing Consultant
14	Midwest Communications website	1	Marketing Consultant
15	All Access.com	5	WJXQ On-Air Announcer
16	Internal Job Posting	2	Marketing Consultant WJXQ On-Air Announcer
17	Word of Mouth	2	Marketing Consultant

** Indicates sources that have requested notification of job openings.

NOTIFICATION LIST
June 1, 2010 to May 31, 2011
Appendix 1a

#	RESOURCE (request)	CONTACT	ADDRESS	ADDRESS	ADDRESS	METHOD OF
1	Western Michigan University Placement	James Kison	Ellsworth Hall	Kalamazoo	MI 49009	broncojobs.com
2	Kellogg Community College	Patrick Casey	450 North Ave	Battle Creek	MI 49017	jobhelp@kellogg.cc.i
3	Glen Oaks Community College	Michelle McNamara	62249 Shimmel	Centreville	MI 49032	mmcnamara@glenoak
4	Douglas Community Center	Sara Bates	1000 W. Patterson	Kalamazoo	MI49007	fax 269-343-2914
5	NAACP-Metro Kalamazoo Branch	Rev. Jerry McNeely	P.O. Box 51473	Kalamazoo	MI 49005	mail
6	Hillsdale College	Vicky Arno	33 E. College St	Hillsdale	MI 49242	vicky.arno@hillsdale.e
7	Kalamazoo Valley Comm. College	Lois Brinson	6767 West O Ave	Kalamazoo	MI49009	kvcc.edu/students
8	Centerline Tech Center	Hennie Elsinga	13663 Port Sheldon Kalamazoo	Holland	MI49424	helsinga@oaisd.org
9	Central Michigan University	Joan McDonald	Bovee Univ. Center	Mt Pleasant	MI48859	mcdonaldjk@cmich.
10	Southern Illinois Univ./Carbondale	Chairperson	MC 6609	Carbondale	IL 62901	fax 618-453-6982
11	Kandu Industries	Deb Tober	4190 Simmyside	Grand Haven	MI 49424	dtober@kandu.org
12	AM FM Jobs	info@amfmjobs.com				amfmjobs.com
13	Kalamazoo College	Lori Smoker	1200 Academy	Kalamazoo	MI49006	myinterfase.com/kzoo
14	Specs Howard School of Broadcast	Kevin Saguin-Scollin	19900 W Nine Mile	Southfield	MI 48075	kscollin@specshoward
15	Trine University (tri state)	Debbi Roemke	Career Services	Angola	IN 46703	roemked@trine.edu
16	Intracorp	Donna Whitcomb	6348 West S Ave	Schoolcraft	MI 49807	dwhit831@aol.com
17	Grand Valley State University	Carol Coffey	125 DeVos Hall	Grand Rapids	MI 49503	gvsu.edu/careers
18	Grand Valley State University	Chris Plouff	206 STU	Allendale,	MI 49401	mail
19	Summit Pointe	Larry Leonard	140 W Michigan	Battle Creek	MI 49068	mail
20	Telemon	Ruben Santellan	121 Clover	Holland	MI 49424	fax 616-369-6992
21	University of Michigan	Terri LaMarco	3200 SAB	Ann Arbor	MI 48109	umich-csm.symplicit
22	Hope College	Dale Austin	100 East 8th	Holland	MI 49722	careers@hope.edu
23	Mi Dept Of Career Development	Julie Grinwis	121 clover	Holland	MI 49424	fax 616-395-8499

24	N American Indian Assoc of Detroit	Michelle White	22720 Plymouth	Detroit	MI 48239	fax 313-535-8060
25	Michigan Works/Talent Bank	Jim Kelly	218 Enterprise	Three Rivers	MI 49093	michworks.org
26	Calhoun Area Tech Center	Tim May	475 E Roosevelt	Battle Creek	MI489017	mail
27	Zion Lutheran Church	Judi Saari	135 West Green	Marshall	MI 49068	mail
28	Mi Association of Broadcasters	Sarah Beeskow	819 N Washington	Lansing	MI 48906	michmab.com
29	Career Page National Job Bank					careerpage.org
30	Midwest Careers Website	Esther Gillis	94 Grand Ave	Wausau	WI 54402	midwestcareers.com
31	Battle Creek Enquirer	Adversiting Sales	155 W Van Buren	Battle Creek	MI 49015	
32	Grand Rapids Press	Mark Davide	155 W Michigan NW	Grand Rapids	MI490503	
33	Holland Sentinel	Adversiting Sales	54 West 8th St	Holland	MI49423	
34	Kalamazoo Gazette	Adversiting Sales	401 S. Burdick	Kalamazoo	MI 49007	
35	All Access					allaccess.com
36	Hispanic Center of West Michigan	Deisy Madrigal	1204 Grandville SW	Grand Rapids	MI 49503	mail
37	Indiana Univ. of South Bend	Stacie Jeffirs	1700 Mishawaka	South Bend	IN 46634	sbcareer@iusb.edu
38	South Bend Human Rights Commission	Lonnie Douglas	301 S. St Louis	South Bend	IN46617	ldouglas@ci.south-ber
39	Bethel College Career Service	Erin Kinzel	1001 W McKinley	Mishawaka	IN 46545	bethelcollege.edu
40	Cleveland State University	Director	2121 Euclid Ave	Cleveland	OH44115	csucareerline.experien
41	Univeristy of Notre Dame	Latonia Ferguson	248 Flanner Hall	Notre Dame	IN 46556	goirish-csm.symplicity
42	LaCasa of Goshen	Bonnie Martin	202 North Cottage	Goshen	IN 46526	mail
43	Andrews University Placement	Kristine Knutson	204 Nrthery hall	Berrien Spring	MI 49104	collegcentral.com/an
44	Ball State University Career Center	Cindy Hershman	2000 University Ave	Muncie	IN47306	bsu.edu/careers
45	Kent State University	Ann Motayaro	amotayaro@ken.edu			career.kent.edu
46	Brown Mackie College	Jill Foster	1030 S Jefferson	South Bend	IN 46617	jafoster@brownmacki
47	Malcom X College Placement		1900 W Van Buren	Chicago	IL60612	mail
48	Southwestern Michigan College	Diane Barret Curtis	58900 Cherry Grov.	Dowagiac	MI49047	swmich.edu/careers
49	Michigan Indian Employment Training	Cheryl Anderson	237 E. Clover	Ironwood	MI49938	mail
50	Michigan Indian Employment Training	Melena Maple	900 3rd Street	Muskegon	MI49440	mail
51	Michigan Indian Employment Training	Teri Chance	1048 Pierpoint	Lansing	MI48911	mail
52	Michigan Indian Employment Training	Mary Cody	2367 Byron Center	Wyoming	MI49509	mail

53	M-Live Website	service of Kalamazoo Gazette					mlive.com
54	Career Builder						careerbuilder.com
55	Monster						monster.com
56	Macomb Community College						macombcareerlink.exp
57	Albion College Career Development	Angie Dombrowski	4900 Kellogg Center	Albion	MI49224		albion.edu/careered
58	Grand Rapids Urban League		745 Eastern Ave SE	Grand Rapids	MI 49503		mail
59	Muskegon Community College	Ann McManus	221 Quarter line Rd	Muskegon	MI 49442		Ann.McManus@muskego
60	Baker College	Director	1903 Marquette	Muskegon	MI49442		baker-csm.symplicity
61	University of St Francis	William Brunet	2701 Spring St	Ft Wayne	IN 46808		wbrune@s.edu
62	Vincennes University	Richard Coleman	1002 N. First Street	Vincennes	IN 47951		vinu-csm.symplicity.
63	Taylor University	Richard Baxter	1025 W. Rudi sill	Ft Wayne	IN 46807		myinterfase.com/Ta
64	Battle Creek Chapter NAACP	Roberta Crips	P.O. Box 1436	Battle Creek	MI49017		mail
65	Women's League Of Battle Creek	President	286 Capital Ave	Battle Creek	MI49017		mail
66	Broadcast Compliance Systems		1700 Rockville Pike	Rockville	MD 20852		bcs-ok.com
67	Radio One School Of Broadcast	Joe Deshler	308 Buchner Place	Lacrosse	WI 54603		radio1school.charge
68	Eastern Michigan University	Lorraine McKnight	311 King hall	Ypsilanti	MI48197		career.emichi.edu
69	Ferris State University	Laurie Kilbourne	1201 S State St	Big Rapids	MI49307		kilbournl@ferris.edu
70	Marygove College						fax 313-927-1695
71	Ohio University	Bettie Johnson	533 Baker Uni Cnt	Athens	OH45701		ohio.edu/careers
72	Illinois Center For Broadcasting						funjobsonair.com
73	Ohio U School of Telecommunications		9 S. College	Athens	OH45701		mail
74	Davenport College	Linda Knasel	4123 W Main	Kalamazoo	MI49006		linda.kn@davenport
75	WKDS - Loy Norrix	Bob Kucera	606 East Kilgore	Kalamazoo	MI49001		mail
76	Ely Broad College of Business	Ernest Betts	415 Eppley Center	East Lansing	MI48824		mail
77	Ball State University						bsu.edu.careers
78	Michigan Career & Technical Institute	Van Nunnally	11611 W Pine Lake	Plainwell	MI 49080		nunnallyv@michigar
79	Radio Online	Ron Chase	3500 Tripp	Amarillo	TX79121		radioonline.com
80	Grand Rapids Community College	Chris Allen	143 Bostwick NE	Grand Rapids	MI49503		mail
81	DePaul University Career Center	Gillian Steele	1 E. Jackson	Chicago	IL60604		careercenter.depaul

82	Loyola University Career Center	Joe Reaves	6525 N Sheridan	Chicago	IL60626	mail
83	Northwestern University Career	Jeff Jenkins	620 Lincoln	Evanston	IL60208	northwestern-csm.s
84	University of Chicago	Conner Barnes	1212 East 59th	Chicago	IL60637	mail
85	Radio Business Report					rbr.com/submit
86	Northwest Ohio Black Media Assoc	Clyde Hughes	541 Superior	Toledo	OH43660	mail
87	Calvin College	Career Services	3201 Burton SE	Grand Rapids	MI49546	career@calvin.edu
88	Aquinas College	Career Services	1607 Robinson DE	Grand Rapids	MI49506	aquinas.edu.ccs/care
89	American Woman In Radio & TV	Suzin Claver	965 Century SW	Grand Rapids	MI49503	vandercook.suzin@t
90	Associate for Women In Communication	Renee Pewwitt	8425 W McNichols	Detroit	MI48221	pprevitt@marygrove
91	ITT Technical Institute	Jennifer Hance	400 Sparks SE	Grand Rapids	MI49546	mail
92	Washington Heights Ministries	Gail Canalas	153 N Wood	Battle Creek	MI49017	fax 1-269-966-4186
93	Indeed.com	aggregator				
94	Michigan Works/Talent Bank	Debbie Mariuz		Allegan	MI	fax 269-686-5214
95	WKZO On-Air Ads	Pat Thomas	4200 W. Main St,	Kalamazoo	MI 49006	Phone 517-279-1590
96	WKZO Website	Pat Thomas	4200 W. Main St,	Kalamazoo	MI 49006	Phone 517-279-1590
97	Genesee Area Skill Center	Mike Martel	G5081 Torrey Rd	Flint	MI48507	maremik@gasc.flintk1
98	Black Child & Family Institute	Job Force	835 West Genesee	Lansing	MI48915	Fax 517-487-0844
99	Gier Community Center	Milton Alston	2400 Hall Street	Lansing	MI48906	Fax 517-377-0075
100	Mi Civil Rights Commission	Wanda Saxson	110 W. Michigan, Suite 800	Lansing	MI48933	Fax 517-241-0546
101	Mi. Dept of Civil Rights	Bobbie Curtis	State of Michigan Office Bldg. 7 th Floor, 125 E Union St	Flint	MI48502	Fax 810-760-7363
102	NAACP	James Gill	1015 Frances	Lansing	MI48915	Fax 517-484-5051
103	NAACP	Janis Farelly	807 S. Mechanic	Jackson	MI49203	Fax 517-784-0582
104	Spanish Speaking Info Center	Maggie Pena	901 Chippewa	Flint	MI48503	Fax 810-239-4419
105	Trinity AME Church	Staff	3500 West Holmes	Lansing	MI48911	Fax 517-882-9755
106	YWCA	Diane Alton	310 E. Third Street	Flint	MI48502	Fax 810-238-1424
107	WJXQ-FM	Matt Lersch				Internal on-air radio
108	WLMI-FM	Aimee Sedik				Internal on-air radio
109	WVIC-FM	Jay Morris				Internal on-air radio
110	WQTX-FM	Aimee Sedik				Internal on-air radio

111	Commission on Spanish Speaking Affairs	Vicky Potter	210 N. Washington Sq, 3 rd Floor	Lansing	MI48913	Mail
112	Community Action Agency	Chris Miller	400 South Street	Adrian	MI49221	Mail
113	**Cristo Rey Community Center	Marcus Hayes	1717 N. High Street	Lansing	MI48906	Mail
114	**Experience Works	Sharon F. Hull	209 E. Washington, Suite 100	Jackson	MI49201	Mail
115	Foss Baptist Church	Announcement Director	1159 E. Foss Ave.	Flint	MI48504	Mail
116	Jobs Central		2400 N. Saginaw	Flint	MI48502	Mail
117	Junior League of Lansing		1231 Michigan Ave., Apt. 240	East Lansing	MI48823	Mail
118	LCC Career Services	Terry Welman	1141 Career Employment Services, PO Box 40010	Lansing	MI48901	Mail
119	LCC-WLNZ	Dave Downing	1520-WLNZ, PO Box 40010	Lansing	MI48901	Mail
120	Michigan Rehabilitation Services	Michael Farlin	1040 S. Winter, Suite 3010	Adrian	MI49221	Mail
121	**Michigan Rehabilitation Services	Jeannette Murray	1048 Pierpont, Suite 1	Lansing	MI48913	Mail
122	Michigan State University	Melanie Humphries	110 Student Services	East Lansing	MI48824	Mail
123	Midland County ISD		3917 Jefferson Ave.	Midland	MI48640	Mail
124	Saginaw Intermediate School	Linda Jensen	6235 Gratiot Rd.	Saginaw	MI48603	Mail
125	**Michigan Works: Lansing Tri-County	Terry Bruning	1850 W. Mt. Hope	Lansing	MI	www.michworks.org
126	Internal Job Posting					
127	ProductionHUB.com	Aggregator				
128	Craigslist.com	Aggregator				
129	Hotjobs.com	Aggregator				

APPENDIX 2

Annual EEO Public File Report

Midwest Communications, Inc. – Lansing, Michigan

Covering the Period from June 1, 2010 through May 31, 2011

Stations Comprising Station Employment Unit:

WJXQ-FM, WVIC-FM, WQTX-FM, WLMI-FM (Formerly WJZL-FM)

Note: Effective November 1, 2010, WJZL-FM became WLMI-FM.

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

1. Outreach: Website Posting and On-Air Announcements
www.midwestcareers.com www.q106fm.com
www.big921.com www.941theedge.com
www.929wlmi.com

Date: July 1, 2010 to present

Participating Employees: Peter Tanz, Vice President of Michigan Operations

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. Midwest Communications also airs announcements monthly on each station seeking organizations wishing to receive our job openings.

2. Outreach: Job/Career Fair

Date: October 21 , 2010

Participating Employees: Peter Tanz, Vice President, Dan Cash, Interactive Sales Manager

Event Sponsor: Michigan Association of Broadcasters/Midwest Communications

Description of Activity: Mr. Tanz and Mr. Cash attended this job fair held at Western Michigan University which was attended by 140 college age students. They presented opportunities for employment for the following Midwest Communications stations: WHTC-AM, WJXQ-FM. WKZO-AM/FM, WLMI-FM (formerly WJZL-FM), WNWN-AM/FM,

WQLR-AM, WTVB-AM, WFVM-FM, WVIC-FM.
WQTX-FM and WYVN-FM.
Midwest Communications assisted in the planning and promotion of this event.

Outreach: Job/Career Fair

Date: October 29, 2010

Participating Employees: Peter Tanz, Vice President of Michigan Operations, Dan Cash, Interactive Media and Stephanie DeClercq, Office Manager for Lansing, Michigan.

Event Sponsor: Michigan Association of Broadcasters and Midwest Communications.

Description of Activity: Mr. Tanz, Mr. Cash and Mrs. DeClercq attended the Broadcasting Career Builder Conference Career Fair held at the Lansing Community College West Campus. This event provides students and others interested in media careers the opportunity to meet with representatives from a number of media outlets. During this event, approximately 20 people looking for opportunities in radio spoke with our representatives. We received ten resumes for various internships that were distributed to appropriate department managers. We were able to present current job openings in our Interactive Media division as well as refer candidates to our website at www.midwestcareers.com to check for any future openings within Midwest Communications.

Outreach: Job/Career Fair

Date: November 3, 2010

Participating Employees: Kevin Oswald, Market Manager WHTC/WYVN

Event Sponsor: Baker College of Muskegon, Michigan

Description of Activity: Mr. Oswald represented all of the Midwest Communications Michigan stations at this event held at Baker College's Muskegon, Michigan campus. A total of 51 individuals were spoken with. Of those, 10 resumes were received, 6 requested information on internships, 4 completed applications for employment, 8 inquired about the open Internet Design position, 8 inquired about open sales positions and 14 inquired about IT positions.

Outreach: MAB Foundation Career and Networking Fair

Date: March 9, 2011

Participating Employees: Peter Tanz, Vice President of Michigan Operations and Stephanie DeClercq, Office Manager for Lansing, Michigan.

Sponsor: Michigan Association of Broadcasters Foundation

Description of Activity: Mr. Tanz and Mrs. DeClercq attended the 2011 Great Lakes Broadcast Conference Career and Networking Fair held at the Lansing Center. Students and job seekers were able to speak with us regarding our company and available opportunities for internships and employment. Specific job openings for Marketing Consultants in Lansing were presented. 35 individuals were met with, and 29 resumes were collected and distributed to the appropriate hiring managers.

Outreach: BCA Career Fair

Date: March 26, 2011

Participating Employees: Scott Truman, Market Manager for Lansing, Michigan

Sponsor: Central Michigan University's School of Broadcasting

Description of Activity: This event, held at Central Michigan University, included students studying broadcasting at the college. Mr. Truman met with 15 students, and collected 9 resumes. Job openings for Marketing Consultants throughout all of Midwest Communications Michigan stations were presented.

Outreach: Midwest Communications Job Fair

Date: April 12, 2011

Participating Employees: Scott Truman, Market Manger for Lansing, Michigan and Matt "Mojo" Lersch, Brand Manager for WJXQ-FM

Sponsor: Midwest Communications, Inc.

Description of Activity: A career fair was held at all Midwest Communications Michigan stations. Mr. Truman and Mr. Lersch provided tours or the stations, provided hand-outs outlining careers in radio broadcasting and presented current job openings with 33 attendees. They received 25 resumes and applications for employment which were distributed to the appropriate hiring managers.

3. Outreach: Speaking/Teaching Engagement
- Date: October 29, 2010
- Participating Employees: Peter Tanz, Vice President
Dan Cash, Interactive Sales Manager
- Sponsor: Michigan Association of Broadcasters & Midwest
Communications
- Description of Activity: The Broadcasting Career Builder Conference is an event that helps prepare high school and college age students for jobs in broadcasting. There were 210 student participant in attendance. Peter Tanz spoke to the students on how to prepare for a broadcasting career. Dan Cash spoke to students on skills needed to obtain a job in the web department of a broadcast station. Midwest Communications was the sponsor of the keynote speaker for this event.
- Outreach: Speaking Engagement
- Date: November 2, 2010
- Participating Employees: Peter Tanz, Vice President
- Sponsor: Branch Area Career Center
- Description of Activity: Mr. Tanz spoke to students at the Brand Area Career Center about jobs in broadcasting. The event featured three, one-hour presentations to a total of 35 students.
4. Outreach: Job Shadow
- Date: September 2010 through May 2011
- Participating Employees: Peter Tanz, Vice President
- Description of Activity: Mr. Tanz served as a mentor to a group of 12 Kalamazoo Central High School students in conjunction with the Rotary Club of Kalamazoo. Monthly meetings were held during the school year and Mr. Tanz discussed broadcast careers and career preparation. A station tour was conducted for several of the students where they were able to follow Mr. Tanz through a work day.

5. Outreach: Tours
- Date(s): As indicated below
- Participating Employees: As indicated below
- Description of Activities: Tours were hosted as follows:
- February 25, 2011 – Cub Scout Pack 645 – Matt “Mojo” Lersch, Brand Manger WJXQ-FM and Andy Green, On-Air Personality WJXQ
 Mr. Lersch and Mr. Green gave Cub Scout Pack 645 a tour of the Lansing studios with an emphasis on WJXQ-FM. Scouts were provided with a hand-out regarding skills that are important for a career in broadcasting. Scouts were also able to record their voices and then adjusted during a demonstration of Adobe audio software.
- May 4, 2011 – Cub Scout Pack 240 from Wilcox Elementary School – Andy Green, On-Air Personality WJXQ.
 Mr. Green provided a tour of the Lansing studios with an emphasis on WJXQ-FM to the four Cub Scouts and their leader to allow the Scouts to earn their Communication badges. Each participant was given a hand-out regarding skills that are important for a career in broadcasting.
6. Outreach Internships
- Participating Employees: Scott Truman, Market Manger Lansing, Michigan
- Event Sponsor: Midwest Communications, Inc.
- Description of Activity: Midwest Communications, Inc. encourages their internship program in their Lansing Michigan broadcast center.
- WJXQ-FM, WVIC-FM, WQTX-FM and WLMI-FM (Formerly WJZL-FM) established an internship program with interns assisting in the area of marketing, creating strategic targeting of clients, phone calls to establish appointments for face-to-face meetings, monitoring other media outlets, creating media copy, use of Tapscan and Maximizer software.

7. Outreach Training for management level personnel
- Participating Employees: Peter Tanz, Vice President, Scott Truman, Market Manager, Stephanie DeClercq, Office Manager, Jay Morris, Brand Manager WVIC-FM, Matt Lersch, Brand Manger WJXQ-FM, Michael Klein, Director of Sales, Bridgett Bowman, Traffic Manager, Dan Cash, Interactive Sales Manager.
- Event Sponsor: Midwest Communications
- Description of Activity: Esther Gillis, Director of Human Resources for Midwest Communications, held a meeting to discuss methods of ensuring equal employment opportunities and the prevention of discrimination in our employment process. Topics included, American's with Disabilities Act, Sexual Harassment, Family Medical Leave Act and legal issues in hiring practices.

Appendix 3

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Midwest Communications, Inc. – Lansing, Michigan

Covering the Period from June 1, 2010 through May 31, 2011

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WJXQ-FM, WVIC-FM, WQTX-FM, WLMI-FM (Formerly WJZL-FM)

Note: Effective November 1, 2010, WJZL-FM became WLMI-FM.

Station Studio and Office Location Addresses:

Midwest Communications, Inc. operates studio and office facilities at the following Lansing, Michigan addresses:

2495 Cedar Street, Holt, MI 48842. 517-699-0111 (WJXQ-FM, WVIC-FM, WQTX-FM, WLMI-FM, formerly WJZL-FM)

Midwest Communications, Inc. Corporate office is located in Wausau, Wisconsin: 904 Grand Ave, Wausau, Wisconsin 54402 . 715-842-1437.

Appendix 4

Annual EEO Public File Report

Midwest Communications, Inc. – Lansing, Michigan

Covering the Period from June 1, 2010 through May 31, 2011

Stations Comprising Station Employment Unit:

WJXQ-FM, WVIC-FM, WQTX-FM, WLMI-FM (Formerly WJZL-FM)

Note: Effective November 1, 2010, WJZL-FM became WLMI-FM.

Station Personnel Involved In Hiring Decisions:

The following station personnel are responsible for hiring decisions by our Station Employment Unit:

Name	Title	Phone Number	E-mail
Peter Tanz	Vice President	57-699-6181	peter.tanz@mwcradio.com
Scott Truman	Lansing Market Manager	517-699-011	Scott.truman@mwcradio.com
Michael Klein	Director of Sales	517-488-3820	Mike.klein@mwcradio.com
Stephanie DeClercq	Office Manager	517-699-0111	Stephanie.declercq@mwcradio.com
Bridgett Bowman	Traffic Manager	269-350-3508	bridgett.bowman@mwcradio.com
Matt Lersch	WJXQ Brand Manager	517-699-0102	Matt.lersch@mwcradio.com
Aimee Sedik	WLMI/WQTX Brand Manager	517-699-0111	Aimee.sedik@mwcradio.com
Jay Morris	WVIC Brand Manager	517-699-6193	Jay.morris@mwcradio.com
Todd Kulman	News Director – Lansing	517-699-0111	Todd.kulman@mwcradio.com

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