ANNUAL EEO PUBLIC FILE REPORT
FOR "OPTION A" BROADCAST STATIONS

The purpose of this Annual EEO Public File Report for "Option A" Broadcast Stations (this "Report") is to comply with Section 73.2080(c)(6) of the Commission's EEO Rules.

This report has been prepared on behalf of the station employment unit (the "Station Employment Unit") which is comprised of the following broadcast stations: WSJM, Inc. Mishawaka IN (the "Reporting Station") and is intended to be placed in the public inspection files, and on the web site, if any of the Reporting Station by the applicable Commission deadline.

The information contained in this Report covers the time period from April 2, 2016 to, and including, April 2, 2017 (the "Reporting Period").

Under the Commission's EEO Rules, the Station Employment Unit has elected Option A, "Supplemental Recruitment Measures" for the Reporting Station for the duration of the Reporting Period.

The Commission's EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Reporting Station during the Reporting Period; identified by job title;

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)(ii) of the

Commission's EEO rules, which should be separately identified), identified by name, address, contact person, and telephone number;

3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission's EEO Rules during the Reporting Period.

For the purposes of this Report, a vacancy was deemed "filled" not simply when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or on the phone.

This report was prepared on April 2nd, 2017.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Event Marketing Director	1-6, 8, 12, 14-16, 19-20, 24-31, 33-36	29
Event Marketing Director	1-6, 8, 12, 14-16, 19-20, 24-31, 33-36	24
Marketing Consultant	2-6, 8, 10-17, 19-21, 25-36	13
Morning Show Co-Host	2, 4, 10, 14-15, 18-21, 28-29, 31, 33-36	18
Marketing Consultant	2, 4, 10-11, 14-15, 19-24, 28-29, 31-36	24
Marketing Consultant	2, 4, 10-11, 14-15, 19-24, 28-29, 31-36	24
Full Time Staff Engineer	2, 4, 11, 14-15, 19-21, 28-29, 31-36	29
On air Announcer	2, 4, 7, 9, 11, 14-15, 19-22, 28-29, 31-36	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	All Access 28955 Pacific Cost Highway Malibu, California 90265 Job Postings Manual Posting	N	3
3	Ball State University Lucinda Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-2436 Kyndra Haggard Manual Posting	N	0
4	Bethel College 1001 Bethel Circle Room 316 Mishawaka, Indiana 46545 Phone : 574-807-7096 Matthew Stecowitcz Manual Posting	N	0
5	Butler University 4600 Sunset Ave Atherton Union Room 315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Maggie McGlynn Manual Posting	N	0
6	Columbia College 600 South Michigan Chicago, Illinois 60605 Phone : 312-369-6956 Angela Sheridon Manual Posting	N	0
7	Consultant Referral	N	1
8	Craig's List 1381 9th Ave San Francisco, California 94122 Job Postings Manual Posting	N	0
9	Current Employee	N	1
10	Employee Referral	N	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Goshen College 1700 South Main Street Goshen, Indiana 46526 Phone : 574-535-7833 Email : careers@goshen.edu Melissa Kinsey	N	0
12	Illinois Center for Broadcasting 455 Eisenhower Lane S. #200 Lombard, Illinois 60148 Phone : 630-241-1131 Kathleen Dunne Manual Posting	N	0
13	Indeed.com	N	1
14	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Sam Klemet Manual Posting	N	2
15	IUSB 1700 Mishawaka Ave Wiekamp Hall Room 2260 South Bend, Indiana 46634 Phone : 574-520-4425 Maureen Green Manual Posting	N	1
16	Ivy Tech State College 220 Dean Johnson Blvd South Bend, Indiana 46601 Phone : 574-289-7001 x. 5779 Rebecka Hardy Manual Posting	N	0
17	Job Board	N	1
18	Linked In	N	1
19	LIVE 99.9 WQLQ Facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	LIVE 99.9 WQLQ website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
21	Mid-West Family Broadcasting website 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-441-3612 Url : http://midwestfamilybroadcasting.com/ Email : hope.q@mwfbg.com Hope Quackenboss	N	0
22	Non-Employee Referral	N	2
23	On Air Recruitment Ad	N	1
24	Radio Recruitment Ad	N	4
25	Saint Mary's College 164 LeMans Hall Notre Dame, Indiana 46556 Phone : 574-284-4775 Angela Bryant Manual Posting	N	0
26	Southwestern Michigan College 58900 Cherry Grove Rd Dowagiac, Michigan 49047 Phone : 269-783-2110 Kate Dorner Manual Posting	N	0
27	St. Joseph County Chamber of Commerce 101 N. Michigan St. South Bend, Indiana 46601 Phone : 574-400-4024 Shari Carroll Manual Posting	N	0
28	Sunny 101.5 facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Sunny 101.5 website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	2
30	Valparaiso University 1700 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Tom Cath Manual Posting	N	0
31	Work One 851 S. Marietta Suite 600 South Bend, Indiana 46601 Phone : 574-237-9675 Email : ahairston@gotoworkone.com Albert Hairston	N	0
32	WSBT Building Offices 1301 E Douglas Rd. Mishawaka, Indiana 46545` Phone : 574-247-4310 Email : pmorris@wsbtradio.com Pat Morris	N	0
33	WSBT-AM facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
34	WSBT-AM website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
35	Z94-3 facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Z94-3 website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**29**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/19/2016	Participation in events or programs sponsored by educational institutions	The National Association of Broadcasters put on a recruiting event at FAMU School of Journalism and Graphic Communications in Tallahassee, FL. Students met with Theresa Timm, Director of Sales, from 8:15 am to 2:25pm. Theresa discussed with each student if they were willing to relocate and educate them about Mid West Family Broadcasting. She then followed up with the students that she wanted to interview.	1	Director of Sales	0.25
2	7/20/2016	Hosting of Job Fair	Sunny 101.5, WNSN and Z94-3, WZOC hosted a Job Fair on July 20, 2016 at University Park Mall in Mishawaka, IN.	3	General Manager General Sales Manager National Sales Manager	1.00
3	9/18/2016	Establishment of training programs for station personnel	An annual training program established for all Programmers of MidWest Family stations to develop skills in their field and in the management of employees to further their careers and knowledge of the broadcast industry.	1	Operations Manager	1.00
4	10/17/2016	Establishment of training programs for station personnel	Station sales teams and management participated in a 3 day training seminar that gave them the opportunity to acquire skills to further their careers in radio sales. These training seminars are offered on an annual basis.	15	General Manager General Sales Manager National Sales Manager Account Executive	1.00
5	1/17/2017	Hosting of Job Fair	MidWest Family Broadcasting South Bend hosted a Job Fair on January 17, 2017 at the University Park Mall with close to 30 participants. The show lasted 5 hours with hours extending past 5pm so job seekers could come in the evening. The fair was promoted on all four stations and in the newspaper. Two of our stations conducted live remote broadcasts from the fair.	3	General Manager General Sales Manager National Sales Manager	1.00
					TOTAL POINTS OVER REPORTING PERIOD:	**4.25**