

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, 2017 to, and including, April 1, 2018 (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, 2018.

WNSN, WQLQ, WSBT-AM, WZOC

EEO PUBLIC FILE REPORT

April 2, 2017 - April 1, 2018

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
Marketing Consultant	1-6, 8-13, 15-24	5
Marketing Consultant	1-6, 8-13, 15-24	15
Marketing Consultant	1-6, 8-13, 15-24	16
Marketing Consultant	1-6, 8-13, 15-24	16
Sales Assistant	1-4, 6, 8, 10-12, 14, 16-18, 20-24	16
Production/Announcer	1-2, 6-7, 10-12, 17-24	7
Sales/Traffic Assistant	1-2, 6-7, 10-12, 17-24	7
TrafficAssistant/Event Coordinator	1-2, 5-6, 10-12, 15, 17-24	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Highway Malibu, California 90265 Job Postings Manual Posting	N	0
2	Bethel College 1001 Bethel Circle Room 316 Mishawaka, Indiana 46545 Phone : 574-807-7096 Matthew Stecowicz Manual Posting	N	0
3	Employee Referral	N	4
4	Goshen College 1700 South Main Street Goshen, Indiana 46526 Phone : 574-535-7833 Email : careers@goshen.edu Melissa Kinsey	N	0
5	Indeed.com	N	6
6	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Sam Klemet Manual Posting	N	0
7	Internal Hire	N	2
8	IUSB 1700 Mishawaka Ave Wiekamp Hall Room 2260 South Bend, Indiana 46634 Phone : 574-520-4425 Maureen Green Manual Posting	N	0
9	Job Fair	N	1
10	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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April 2, 2017 - April 1, 2018

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	LIVE 99.9 WQLQ website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
12	Mid-West Family Broadcasting website 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-273-1000 Url : http://midwestfamilybroadcasting.com/ Email : rj.brachman@midwestfamilybroadcasting.com RJ Brachman	N	0
13	Non-Employee Referral	N	1
14	On Air Recruitment Ad	N	1
15	Radio Recruitment Ad	N	5
16	Station On-Air Advertisement	N	4
17	Sunny 101.5 facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
18	Sunny 101.5 website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
19	Work One 851 S. Marietta Suite 600 South Bend, Indiana 46601 Phone : 574-237-9675 Ext 2631 Url : http://www.gotoworkone.com/home/index.asp Email : jspigle@gotoworkone.com Judy Spigle	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	WSBT Building Offices 1301 E Douglas Rd. Mishawaka, Indiana 46545 Phone : 574-247-4310 Email : pmorris@wsbtradio.com Pat Morris	N	0
21	WSBT-AM facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
22	WSBT-AM website 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
23	Z94-3 facebook 1301 E. Douglas Rd Mishawaka, Indiana 46545 Phone : 574-247-4310 Pat Morris Manual Posting	N	0
24	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:			24

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/5/2017	Establishment of training programs for station personnel	An ongoing training opportunity for all MWF sales staff to acquire new education/skills that will allow them to advance their abilities and can allow them to advance their positions.	6	General Manager Director of Sales Account Executive Account Executive
2	7/20/2017	Hosting of Job Fair	Our stations hosted and participated in a job fair on the given date, 2p-7p at University Park Mall. 42 companies participated. The job fair was promoted on all four of our stations for 10 days prior.	4	General Manager Director of Sales Sales Assistant Local Sales Manager
3	9/17/2017	Establishment of training programs for station personnel	This is an annual training event put on by MWF that provides opportunities to acquire new skills and sharpen current ones. It also provides education and training on professional self improvement thereby providing trainees with skills to advance in their chosen fields.	16	Director of Sales Local Sales Mgr Local Sales Mgr National Sales Mgr
4	1/11/2018	Hosting of Job Fair	Midwest Family Broadcasting hosted a job fair at the Gillespie Center in South Bend, IN on January 11, 2018. This job fair included job openings from all Midwest Family Broadcasting properties and was staffed by South Bend, Indiana and Benton Harbor, Michigan employees.	5	Director of Sales Local Sales Mgr Local Sales Mgr Promotions Director
5	1/18/2018	Hosting of Job Fair	Midwest Family Broadcasting Northern Indiana (South Bend) hosted a job fair for our four stations on January 18, 2018 at University Park Mall in Mishawaka, Indiana.	18	Director of Sales Local Sales Mgr Local Sales Mgr Event Coordinator