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# MIDWEST COMMUNICATIONS, INC.

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*and Affiliates*

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Midwest Communications, Inc.'s Nashville, TN Station Employment Unit (SEU) is comprised of the following stations: WJXA-FM licensed to Nashville, Tennessee, WCJK-FM licensed to Murfreesboro, Tennessee and WNFN-FM licensed to Millersville, TN.

From September 1, 2014 through March 31, 2020, the SEU achieved broad and inclusive outreach by following its EEO program and policies and by accomplishing its Supplemental Recruitment Measures.

Each month, the SEU airs announcements on all of its stations encouraging organizations that can refer job seekers to contact us. This announcement is also maintained on each of the station websites. Each year, the EEO Director reviews the Recruitment Resource contact list to insure continued broad dissemination and to determine the response received and what can be done to increase referrals. Additional resources received as a result of our on air and website announcements are added as requested. Broad and inclusive recruitment by the SEU includes posting employment opportunities with state universities, area colleges and technical schools. Additionally employment opportunities are posted on our station websites, on our Company maintained job site, Midwest Careers, and are sent to each of Midwest's various locations for posting. We also post to the TN Assoc. of Broadcasters, Workforce Development and various surrounding states Broadcast Associations as appropriate to the position and as identified in our Annual EEO Report. Job openings are posted to All Access, AM/FM Jobs, Radio Online and Career Page again as appropriate to the job opening and as identified in our Annual EEO Report.

We also post to paid sites such as Monster.com, Indeed.com, LinkedIn.com and Glassdoor.com and professional trade associations as the open positions dictate to achieve a broad dissemination.

The SEU participated in several job fairs each year during the reporting period to introduce the opportunities available in radio and to invite participation in an internship program to area schools and potential applicants.

SEU personnel continually participate in various programs by area educational institutions at the elementary, middle school, high school and college level relating to career opportunities in broadcasting and what students might do to prepare themselves.

The SEU continually offers opportunities for middle school, high school and college level students to participate in job shadows where they have an opportunity to learn how a radio station operates and the various departments necessary to have a successful operation.

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The SEU additionally provides on the job training, as appropriate, to enable station personnel to acquire skills that prepare them to qualify for higher level positions.

Midwest Communications, Inc. is committed to the continued implementation of an effective EEO program that includes a broad outreach and excludes all forms of discrimination.

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