

# FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WUBE-FM	Radio	Cincinnati, OH	10140
WYGY-FM	Radio	Cincinnati, OH	40915
WKRQ-FM	Radio	Cincinnati, OH	11276
WREW-FM	Radio	Cincinnati, OH	73369

For the reporting period: 06/01/17 to 05/31/18

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WUBE-FM.Chief Engineer	12/01/2017	Internal,National,T	1779
WUBE-FM.IT Systems Administrator	05/08/2018	Internal,National,P	1777
WUBE-FM.Traffic Specialist	08/16/2017	Internal,National,S	1787
WUBE-FM.WYGY Traffic Specialist	12/08/2017	Internal,National,S	1784
WKRQ-FM.Account Executive	04/06/2018	Internal,National,P	1786
WKRQ-FM.Sales Support Specialist	06/16/2017	Internal,National,S	1845
WKRQ-FM.WKRQ On Air Talent	09/28/2017	Internal,National,P	1777

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1777	5	1779	5	1784	4
1786	3	1787	1	1831	1	1832	1
1845	3	1850	4				

## List of Recruitment Sources that requested postings

1788 1789 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1803 1805 1806 1807  
1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1824 1825 1826 1827  
1828 1829 1830 1831 1832 1833 1834 1835 1837 1838 2080 2227 2297

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092 <b>05/09/18:</b> 2321 INACTIVE 2321 ADDED
P=Professional	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1792 1793 1794 1796 1797 1798 1799 1800 1801 1802 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1840 1841 1842 1849 1850 1858 1861 2227 2297 2298 2299 2319 <b>08/22/17:</b> 1795 INACTIVE <b>07/12/17:</b> 1836 ACTIVE 2080 INACTIVE 2297 ADDED 2298 ADDED 2299 ADDED <b>05/17/18:</b> 1802 ACTIVE <b>05/08/18:</b> 1824 INACTIVE 2319 ADDED <b>05/04/18:</b> 1838 INACTIVE
Paid	<b>Current:</b> 1774 1784
S=Support	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1792 1793 1794 1796 1797 1798 1799 1800 1801 1802 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1840 1841 1842 1849 1850 1858 1861 2227 2297 2298 2299 2319 <b>08/22/17:</b> 1795 INACTIVE <b>07/12/17:</b> 1836 ACTIVE 2080 INACTIVE 2297 ADDED 2298 ADDED 2299 ADDED <b>05/17/18:</b> 1802 ACTIVE <b>05/09/18:</b> 2227 ADDED <b>05/08/18:</b> 1824 INACTIVE 2319 ADDED <b>05/04/18:</b> 1838 INACTIVE
T=Technical	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1792 1793 1794 1796 1797 1798 1799 1800 1801 1802 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1840 1841 1842 1849 1850 1858 1861 2227 2297 2298 2299 2319 <b>08/22/17:</b> 1795 INACTIVE <b>07/12/17:</b> 1836 ACTIVE 2080 INACTIVE 2297 ADDED 2298 ADDED 2299 ADDED <b>05/17/18:</b> 1802 ACTIVE <b>05/09/18:</b> 2227 ADDED <b>05/08/18:</b> 1824 INACTIVE 2319 ADDED <b>05/04/18:</b> 1838 INACTIVE

## Recruitment Sources

ID	Source	ID	Source	ID	Source
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (651) 642-5555	369	Internal Applicant
402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791
452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141
865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888
911	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1774	Publication NA NA, OH 123 NA (123) 123-1234	1775	City Workforce Services
1776	Community Organization-General	1777	Employee-Current	1778	Internship
1779	Website	1780	Internal Applicant	1781	Job Fair
1782	Job Hotline	1783	Market Referral	1784	Recruiter NA NA, OH 123 NA (123) 123-1234
1785	Radio Ad	1786	Word of Mouth	1787	Self Inquiry
1788	Greater Cincinnati African-American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, OH 45206 Henrietta Sheppard (513) 751-9900	1789	Ball State University 2000 W University Licina Hall Muncie, IN 47306 Cindy Hershman (765) 285-1522	1792	Bowling Green State University 318 Math Sciences Bowling Green, OH 43403 Juanita Van Liere (419) 372-2356
1793	Cincinnati AFL-CIO Labor Council 1385 Tennessee Avenue, 2nd Floor Cincinnati, OH 45229 Peter McLinden (513) 421-1846	1794	Mount St. Joseph University 5701 Delhi Road Cincinnati, OH 45223 Cara Cross (513) 244-4484	1795	Denison University 100 w. College St. 205 Burton Morgan Center Granville, OH 43023 Kati Bear (740) 587-5522
1796	DePauw University 408 S. Locust Street Greencastle, IN 46135 Emily Hall (765) 658-4355	1797	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475 Cory Warren (859) 622-1296	1798	Georgetown College 400 East College Street Georgetown, KY 40324 Holly James (502) 863-8383
1799	Hanover College 517 Ball Drive Hanover, IN 47243 Sue Tilley (812) 866-7127	1800	Indiana State University 231 North 6th Street, Career Center, Room 130A, Terre Haute, IN 47809 Teresa Dwyer (812) 237-2582	1801	Jewish Vocational Services 4540 Cooper Road Suite 300 Cincinnati, OH 45242 Sherry Gordon (513) 936-9675
1802	Kent State University PO Box 5190 Kent, OH 44242 Robin Pijor (330) 672-2360	1803	Kenyon College 101 E. Brooklyn Street Gambier, OH 43022 Cheryl Garrett (740) 427-5165	1805	Marietta College 215 Fifth Street Marietta, OH 45750 Hilles Hughes (740) 376-4480
1806	Miami University- Oxford 200 Hoyt Hall Oxford, OH 45056 Melissa Brown (513) 529-3835	1807	Miami University - Hamilton 1601 University Blvd. Hamilton, OH 45011 Linda Vogt (513) -78-3113	1808	Morehead State University 428 University Blvd Morehead, KY 40351 Megan Boone (606) 783-2233
1809	NAACP - Cincinnati Branch 3494 Reading Road Cincinnati, OH 45229 Teninnah Ross (513) 281-1900	1810	Ohio Center of Broadcasting 9885 Rockside Rd. Ste. 160 Valley View, OH 44125 Janice Hannah-Hardy (216) 503-5900	1811	The Ohio Media School- Columbus/Cinti. 5330 East Main Street Suite 200 Columbus, OH 43213 Lee Wagner (614) 230-0461
1813	Ohio Dominican University 1216 Sunbury Road Columbus, OH 43219 Mandy Powell (614) 251-4733	1814	Ohio Wesleyan University HWCC 324; 40 Rowland Avenue Delaware, OH 43015 Jennifer Owens (740) 368-3152	1815	Otterbein University 1 South Grove Street Westerville, OH 43081 Ryan Brechbill (614) 823-1456
1816	Queen City Jobs Online 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1817	Shawnee State University 940 Second Street Portsmouth, OH 45662 Polly Brown (740) 351-3027	1818	Ohio Means Jobs 1916 Central Parkway Cincinnati, OH 45214 Rosemary Peterson (513) 946-7252
1821	Thomas More College 333 Thomas More Parkway	1822	University of Cincinnati 140 University Pavilion	1824	UC - Clermont College 4200 Clermont College Drive

	Crestview Hills, KY 41017 Emily Hellmann (859) 344-3326		Cincinnati, OH 45221 Arthur Walton (513) 556-6008		Batavia, OH 45103 Monika Royal-Fischer (513) 732-5277
1825	University of Cincinnati (EP&S) 555 Steger Student Life Center Cincinnati, OH 45221 Ewaniki Moore-Hawkins (513) 556-6008	1826	University of Dayton 300 College Park Drive Dayton, OH 45469 Theresa Withrow (937) 229-2073	1827	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Betsy Knott (317) 788-3923
1828	University of Louisville Houchens Building, LLO3, 2211 S. Brook Street Louisville, KY 40292 Caroline Houchins (502) 852-7363	1829	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Alecia Braddock (513) 559-5580	1830	Q102 (WKRQ) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096
1831	94.9 (WREW) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1832	B-105 (WUBE) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1833	The Wolf (WYGY) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096
1834	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, KY 42101 Robert Unseld (270) 745-3095	1835	Wilmington College Pyle Center Box 1306, 1870 Quaker Way Wilmington, OH 45177 Nina Talley (937) 481-2299	1836	Wright State University 3640 Colonel Glenn Hwy. Dayton, OH 45435 Cheryl Stuart (937) 775-2256
1837	Xavier University 3800 Victory Pkwy Cincinnati, OH 45207 Tiera Dobbins (513) 745-3140	1838	YWCA Job Search Resources Center 898 Walnut Street Cincinnati, OH 45202 Eileen Hopkins (513) 361-2138	1840	Ohio State University 1640 Neil Avenue, Rm 210E Younkin Success Center Columbus, OH 43201 Megan Miller (614) 292-1255
1841	Ohio University 507 Baker Center Athens, OH 45701 Christi Gang (740) 593-1394	1842	University of Kentucky 408 Rose Street Lexington, KY 40506 Meghan Pippenger (859) 257-0550	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000
1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019
1849	Cincinnati College Conservatory of Music P.O. Box 210003 Cincinnati, OH 45221 Kristin Suess (513) 556-9481	1850	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Nicole Carvelli (310) 457-6616	1858	Northern Kentucky University 100 Nunn Drive UC 225 Highland Heights, KY 41099 Julianne Stockman (859) 572-5900
1861	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, OH 43215 Carrie Newton Dicks (614) 228-4052	2080	Ross Education Center 11590 Century Boulevard, Suite 210 Cincinnati, OH 45246 Katie Young (513) 851-8500	2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2227	Northern Kentucky Career Center 1324 Madison Avenue Covington, KY 41011 Heather Mullins (859) 292-2604	2297	Purdue University Northwest 2200 169th Street Hammond, IN 46323 Jenny Solis (219) 989-2600
2298	Butler University 4600 Sunset Avenue Indianapolis, IN 46208 Gina Davis (317) 940-9383	2299	DePaul University 1 East Jackson Suite 9500 Chicago, IL 60604 Karyn McCoy (312) 362-8437	2319	cincysavers 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096
2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2321	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988		

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Account Executive Mentorship Program	Mike Fredrick-VP/MM	06/01/2017 - 05/31/2018	During the reporting period Account Executives for WKRQ-FM, WUBE-FM, WREW-FM and WYGY-FM who had 2+ years of media sales experience were partnered up with new Account Executives. The mentorship program has helped to develop and educate new Account Executives during their first 6 months of employment.	
Hubbard Radio NextGen Leadership Program	Mike Fredrick, VP/MM	06/01/2017 - 05/31/2018	In 2015, Hubbard Radio launched the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees are first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers select up to 2 participants per market. In the Hubbard Radio Cincinnati Market, two employees were selected and participated in the annual program.	
Music Resource Center	Jay Kruz-Program Director	06/01/2017 - 05/31/2018	Hubbard Radio's Program Director continually volunteers his time to support and mentor the students at the Music Resource Center. He has continued to help the students launch and run their own student radio station.	

Internship	Hubbard Radio Cincinnati Staff	06/08/2017 - 08/15/2017	The Market's internship program assists students in learning skills needed for employment in the radio industry. Internships were available to students registered full-time at a university, college, community college or vocational-technical institute and who are eligible to receive academic credits for their participation. Internships lasted for at least a 9 week period that included a minimum of 10 hours of structured training per week.	All interns completed their internships for college credit.
Job Shadows	Hubbard Radio Cincinnati Staff	08/07/2017 - 04/04/2018	The radio stations offer the opportunity for students to shadow employees to learn about work in the broadcasting industry. Two students shadowed On Air Talent and the Public Affairs Director to gain knowledge of working on-air in broadcasting (8/7/17). One student shadowed the Research Director to gain knowledge of radio ratings, Nielsen Audio tracks, and how this information is used for programming purposes. (10/11/17). One student shadowed the Promotions Director and followed various other departments to see the processes of broadcasting. (4/6/18). One student shadowed the HR Director to gain knowledge on different HR duties, as well as the broadcasting field, and the different FCC/EEO guidelines.	Students were from: McAuley High School, Ohio State University, Fairfield Senior High School, University of Cincinnati
2017 Annual Employment Law Update	Ohio Association of Broadcasters	11/08/2017 - 11/08/2017	Hubbard Radio's Human Resources Director participated in the webinar: 2017 Annual Employment Law Update, hosted by the Ohio Association of Broadcasters.	
Broadcasting Career Builder Conference	Michigan Association of Broadcasters	11/10/2017 - 11/10/2017	WREW-FM's Program Director participated in the Broadcasting Career Builder Conference in Michigan. He spoke to young people and encouraged them to pursue careers in broadcasting. He also offered tips on how to get started in the business.	
School & Community Organization Visits	Hubbard Radio Cincinnati Staff	12/13/2017 - 05/10/2018	Radio staff participate in speaking engagements promoting broadcasting and employment opportunities in radio with students in elementary schools, senior high schools and colleges, as well as community organizations.	Visits include: Northwest High School (12/13/17), National Wild Turkey Federation (2/3/18), Kelly Elementary (3/29/18), DePaul Cristo Rey Catholic School (4/9/18), Crossroads Elementary School (5/1/18), Mount Carmel School (5/10/18)
Radio Station Tours	Hubbard Radio Cincinnati Staff	01/17/2018 - 04/26/2018	Hubbard Radio Cincinnati staff give station tours to interested community and school groups. Part of the tour includes a discussion about careers in radio.	Tour groups include: UCBA (1/17/18), St. Henry District High School (2/22/18), River Ridge School (4/26/18)
All Access Great Lakes Media Show	Michigan Association of Broadcasters	03/06/2018 - 03/07/2018	WREW-FM's Program Director participated in the Great Lakes Media Show in Michigan. He spoke to young people and encouraged them to pursue careers in broadcasting. He offered tips on how to get a job right now and why they are the future of broadcasting.	