

FCC EEO Combined Public File Report

For the Reporting Period: 01/23/2019 to 09/30/2019

| Call Letter | Type of Station | Location:City/State | Facility ID |
|-------------|-----------------|---------------------|-------------|
| WRMF-FM | Radio | West Palm Beach, FL | 20436 |
| WIRK-FM | Radio | West Palm Beach, FL | 1246 |
| WMEN-AM | Radio | West Palm Beach, FL | 61080 |
| WEAT-FM | Radio | West Palm Beach, FL | 1918 |
| WMBX-FM | Radio | West Palm Beach, FL | 25756 |
| WFTL-AM | Radio | West Palm Beach, FL | 29490 |

Full Time Positions Filled During the Reporting Period

| Position | Date Filled | Recruitment Sources Utilized to Fill Vacancy [by Code Number] | Person Hired Source |
|---|-------------|--|------------------------|
| WEAT-FM.Director of Sales - West Palm Beach(19-1093) | 05/01/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 2226 |
| WEAT-FM.Digital Brand Strategist - West Palm Beach(19-1098) | 04/26/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 1457 |
| WFTL-AM.Account Executive West Palm Beach(19-1082) | 05/06/2019 | 379, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 2226 |
| WIRK-FM.WIRK Morning Show Host West Palm Beach(19- 1076) | 06/13/2019 | 379, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 5000 |
| WIRK-FM.WIRK Account Executive West Palm Beach(19- 1087) | 03/26/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 5000 |
| WIRK-FM.Program Director West Palm Beach(19-1103) | 06/17/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 2226 |
| WIRK-FM.WIRK On-Air Talent(19-1346) | 08/21/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 5000 |
| WMEN-AM.Account Executive West Palm Beach(19-1199) | 09/23/2019 | 1443, 1457, 3001, 3002, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054 | 1450 |

| | | | |
|--|------------|--|------|
| WRMF-FM.WPB Sales Assistant(19-1137) | 04/24/2019 | 379, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 2226 |
| WRMF-FM.WPB Receptionist(19-1139) | 05/01/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 1450 |
| WRMF-FM.Accounting Manager(19-1236) | 05/20/2019 | 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 1450 |
| WRMF-FM.Overtime Cluster Producer WPB(19-1290) | 06/27/2019 | 3001, 3002, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054 | 3000 |
| WRMF-FM.WPB Receptionist(19-1297) | 06/21/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 5000 |
| WRMF-FM.WPB-WRMF On-Air Talent(19-1328) | 09/06/2019 | 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012 | 5000 |
| WRMF-FM.Promotion Coordinator(19-1358) | 07/19/2019 | 9000 | 5000 |

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

| Code | Recruitment Source | Address | Contact Person | Candidates Interviewed |
|------|--------------------|--|----------------|------------------------|
| 379 | Job Fair | | | 2 |
| 1443 | All Access | 28955 Pacific Coast Highway #210 Malibu California, 90265 | 3104576616 | 28 |
| 1450 | Indeed.com | Austin Texas, | | 38 |
| 1457 | LinkedIn | 2029 Stierlin Ct Mountain View California, 94043 | | 25 |
| 2226 | Employee Referral | | | 21 |

| | | | | |
|------|---------------------------------------|--|-----------------------------|----|
| 3000 | HBI Career Site | | | 10 |
| 3001 | Black Chanber of Commerce | PO Box 223356 West Palm Beach Florida, 33422 | Keely Gideon-Taylor | 0 |
| 3002 | Broward Community College | 111 E Las Olas BLvd Ft Lauderdale Florida, 33301 | Keidi Schwartz | 0 |
| 3003 | Chinese Cultural Assoc of SF | PO Box 2272573 Boca Raton Florida, 33427 | Anna Wong | 0 |
| 3004 | Connecticut School of Broadcasting | 3450 Northlake Blvd #110 North Palm Beach Florida, 33403 | Harley Rhodes & Danny Doyle | 1 |
| 3005 | Florida A&M University | 100 St Union Plaza MLK Blvd Tallahassee Florida, 32307 | Brandi Milton | 0 |
| 3006 | Hispanic Human Resources Council | 1427 S Congress Ave Palm Springs Florida, 33406 | Judy pierman | 0 |
| 3008 | National Black Chamber of Commerce | 4400 Jenifer St NW Suite 331 Washington Dist. Columbia, 20015 | Kay Alvord | 0 |
| 3009 | Palm Beach Atlantic University | PO Box 24708 Career Ctr West Palm Beach Florida, 33401 | Career Center | 2 |
| 3010 | The Assoc of Indians in America SF | 2298 NW 56th Street Boca Raton Florida, 33496 | Ujvala Bhuta | 0 |
| 3011 | Urban League of PBC | 1700 Austrialian Ave West Palm Beach Florida, 33407 | Joan Kennedy | 0 |
| 3012 | Worforce Alliance of PBC | 3400 Belvedere Rd West Palm Beach Florida, 33406 | Mary Fleming | 0 |
| 3035 | Ave Maria University | Ave Maria Florida, | | 0 |
| 3036 | Barry University | 11300 NE 2nd Ave Miami Florida, 33161 | | 0 |
| 3037 | Flagler College | 74 King St St. Augustine Florida, 32084 | | 0 |

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|------|---|---|---|
| 3038 | Florida Agricultural & Mechanical University | 1601 S Martin Luther King Jr Blvd Tallahassee Florida, 32310 | 0 |
| 3039 | Florida Atlantic University | 777 Glades Rd Boca Raton Florida, 33431 | 0 |
| 3040 | Florida Institute of Technology | 150 W University Blvd, Melbourne Florida, 32901 | 0 |
| 3041 | Florida International University | Miami Florida, | 0 |
| 3042 | Florida Southern College | 111 Lake Hollingsworth Dr Lakeland Florida, 33801 | 0 |
| 3043 | Florida State University | 100 S Woodward Ave Tallahassee Florida, 32304 | 0 |
| 3044 | Jacksonville University | 2800 University Blvd N, Jacksonville Florida, 32211 | 0 |
| 3045 | Nova Southeastern University | 3301 College Ave Davie Florida, 33314 | 0 |
| 3046 | Palm Beach Atlantic University | West Palm Beach Florida, | 0 |
| 3047 | Palm Beach State College | 4200 South Congress Avenue Lake Worth Florida, 33461 | 0 |
| 3048 | Saint Leo University | Saint Leo Florida, | 0 |
| 3049 | Seminole State College of Florida | Sanford Florida, | 0 |
| 3050 | State College of Florida, Manatee-Sarasota | 5840 26th St W Bradenton Florida, 34207 | 0 |
| 3051 | University of Central Florida | 4000 Central Florida Blvd Orlando Florida, 32826 | 0 |
| 3052 | University of Miami | 5225 Ponce De Leon Blvd Coral Gables Florida, 33146 | 0 |

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|------|--|--|---|
| 3053 | University of North Florida | Jacksonville Florida, | 0 |
| 3054 | University of South Florida St. Petersburg | 140 7th Ave S St. Petersburg Florida, 33701 | 0 |
| 5000 | Internal | | 7 |
| 9000 | Exigent Circumstance | | 0 |
| | | | |

| Outreach Activities | | | |
|---|-----------------|---------------------------|---|
| Name of Event/ Initiative | Contact Person | Date | Description of Initiative |
| FAU Career Center | FAU | 03/27/2019- 03/27/2019 | A Hubbard West Palm Beach Sales Manager attended a Career Day at Florida Atlantic University to speak with Media Students about our radio stations and industry as a whole. |
| Hubbard Radio Next Gen Leadership Program 2019-2020 | Dan Seeman | 07/15/2019- 06/01/2020 | The Hubbard Radio Next Gen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by market management to apply for the program. Following a formal application process market managers select up to two (2) participants per market. In West Palm Beach market two employees were selected to participate. |
| Job Fair | Job Fair | 02/05/2019- 02/05/2019 | Management attended the City of Riviera Beach Job Fair. |
| Media Career Day Broward College | Broward College | 02/09/2019- 02/09/2019 | A Hubbard Radio West Palm Beach Program Director attended the Media Career Day at Broward College. He spoke to students about careers in the radio industry. |
| Station Tour | Public Affairs | 06/12/2019- 06/12/2019 | Station tours are offered and conducted for schools and community organizations interested in learning about the radio industry, including jobs. The following groups participated in a tour this reporting period: BAK Middle School of the Arts, Village of Palm Springs Teen Summer Camp, Lighthouse for the Blind. |
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