

# FCC EEO Combined Public File Report

For the Reporting Period: 08/01/2018 to 07/31/2019

Call Letter	Type of Station	Location:City/State	Facility ID
WDRV-FM	Radio	Chicago, IL	49552
WSHE-FM	Radio	Chicago, IL	10059
WTMX-FM	Radio	Skokie, IL	6377
WWDV-FM	Radio	Zion, IL	49547

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WTMX-FM.Account Executive(18-5388)	09/07/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1664, 1665, 1666, 1667, 1668, 1669, 1670, 1671, 1672, 1674, 1675, 1676, 1677, 1678, 1679, 1680, 1681, 1683, 1686, 1688, 1689, 1690, 1691, 1694, 1697, 1698, 1699, 1700, 1706, 1709, 1710, 1711, 1844, 1845, 1847, 1848, 1859, 2081, 2082, 2105, 2243, 2246, 2247, 2248, 2249, 2251, 2252, 2302, 2313, 2320	1668
WTMX-FM.WTMX Program Director(18-5482)	01/22/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1664, 1665, 1666, 1667, 1668, 1669, 1670, 1671, 1672, 1674, 1675, 1676, 1677, 1678, 1679, 1680, 1681, 1683, 1686, 1688, 1689, 1690, 1691, 1694, 1697, 1698, 1699, 1700, 1706, 1709, 1710, 1711, 1844, 1845, 1847, 1848, 1859, 2081, 2082, 2105, 2243, 2246, 2247, 2248, 2249, 2251, 2252, 2302, 2313, 2320	1666
WTMX-FM.WTMX On-Air Talent(18-5526)	01/14/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1664, 1665, 1666, 1667, 1668, 1669, 1670, 1671, 1672, 1674, 1675, 1676, 1677, 1678, 1679, 1680, 1681, 1683, 1686, 1688, 1689, 1690, 1691, 1694, 1697, 1698, 1699, 1700, 1706, 1709, 1710, 1711, 1844, 1845, 1847, 1848, 1859, 2081, 2082, 2105, 2243, 2246, 2247, 2248, 2249, 2251, 2252, 2302, 2313, 2320	1848
WTMX-FM.Account Executive(18-5527)	02/25/2019	379, 1158, 1503, 1515, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000	2226
WTMX-FM.Sales Marketing Manager (NTR Manager)(19-1063)	04/15/2019	379, 1158, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000	3000
WTMX-FM.WTMX On Air Talent(19-1163)	07/10/2019	379, 1158, 1443, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000	2226

## 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
255	Emma L Bowen Foundation-NY	30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York NY, 10112	Sandra Rice 2126643486	0
307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
369	Internal Applicant			0
379	Job Fair			0
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	0
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	0

1158	*Luther College Career Center	700 College Dr Decorah Iowa, 52101	Career Center	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guilliame 7275356776	0
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	2
1450	Indeed.com	Austin Texas,		1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		2
1503	*Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1515	*Eastern Illinois University	600 Lincoln Ave Charleston Illinois, 61920	Lisa Hogg 2175812412	0
1560	Northern Illinois University	Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115	Cathy Doederlein 8157531000	0
1664	City Workforce Services			0
1665	Community Organization- General			0
1666	Employee-Current			2
1667	Internship			0
1668	Website			3
1669	Internal Applicant			0

1670	Job Fair			0
1671	Job Hotline			0
1672	Market Referral			3
1674	Radio Ad			0
1675	Word of Mouth			1
1676	Self Inquiry			0
1677	*Central Michigan University	340 Moore Hall Mount Pleasant Michigan, 48859	Michelle Kalisek 9897743851	0
1678	*Chicago State University	9501 S Martin Luther King Dr - Room 203 Chicago IL, 60653	Ms.Rita Marshall 7739952499	0
1679	*The Chicago Lighthouse	1850 W Roosevelt Rd Chicago Illinois, 60608	Kayode Adodo 3126661331	0
1680	*Center for New Horizons	226 E 43rd St Chicago Illinois, 60654	Katika Neal 7735382406	0
1681	*City of Harvey Municipal Bldg	15320 S Broadway Harvey Illinois, 60426	Sonye London 7082105300	0
1683	*City of Evanston	2100 Ridge Ave Evanston Illinois, 60602	Henry Colquitt 8474754481	0
1686	*Illinois Center for Broadcasting	530 S State St Chicago Illinois, 60605	Don Clark 3128848000	0
1688	*Kaleidoscope Inc	1340 S Damen Chicago Illinois, 60608	Tricia Coleman 7732924027	0
1689	*Luther College	700 College Drive Decorah IA, 52101	Joni Rollinger 5633871470	0
1690	*Northwestern College	7725 S Harlem Ave Bridgeview Illinois, 60455	Amy Buoscio 7082375000	0

1691	*Northern Illinois University	College of Liberal Arts & Science DeKalb IL, 60115	Cathy Doederlein 8157531000	0
1694	*Oakton Community College	1600 E Golf Rd Des Plaines Illinois, 60016	Ella Whitehead 8476352658	0
1697	*Rainbow Push Coalition	930 E 50th St Chicago Illinois, 60615	Felicia Neal	0
1698	*Robert Morris College	401 S State St Chicago Illinois, 60605	Arlene Regnerus 3129354077	0
1699	*Spanish Coalition For Jobs In	2011 W Pershing Rd Chicago Illinois, 60609	Victor Herrera 7732470707	0
1700	*Southern IL University MC6603	1048 Communications Building Carbondale Illinois, 62901	Krissi Geary-Boehm 6185367555	0
1704	University of Illinois	810 S Wright St 20 A Gregory Hall Urbana Illinois, 61801	Lynn Holley 2173331508	0
1706	*Vietnam Veterans of America	2122 W Taylor # 107 Chicago Illinois, 60612	Dorothy LeClear 3129804268	0
1709	WDRV.com	One Prudential Plaza #2700 Chicago IL, 60601	Liz Luptak 3129464798	0
1710	WSHE.com	One Prudential Plaza #2700 Chicago IL, 60601	Liz Luptak 3129464798	0
1711	WTMX.com	One Prudential Plaza #2700 Chicago IL, 60601	Liz Luptak 3129464798	2
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	0
1845	Hubbard Radio-Cincinnati	2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0
1847	Hubbard Radio-St. Louis	11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	0

1848	Hubbard Radio-Chicago	130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	1
1859	*Hubbard Radio Chicago - Text Club & LinkedIn	130 E. Randolph St. - Suite 2700 Chicago IL, 60601	Dave Karwowski 3129464718	0
2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	0
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	0
2105	*Hispanic Heritage Organization	233 E Wacker Dr #406 Chicago Illinois, 60601	Rachel Cordero 9494297063	0
2226	Employee Referral			3
2243	*WZND Fuzed Radio	007 Fell Hall Normal Illinois, 617904481	Deb Lesser 3094387409	0
2245	*WDNC FM	30 North Brainard Street Naperville Illinois, 60540	John Madormo 6306375960	0
2246	*WQNA FM	2201 Toronto Road Springfield Illinois, 62712	Paul LaMantia 2175295431	0
2247	*Southern IL University Carbondale	1263 Lincoln Dr # 179 Carbondale Illinois, 62901	Douglas Reichenberg 6184537112	0
2248	*Lake Land College	5001 Lakeland Blvd Mattoon Illinois, 61938	Greg Powers 2172345335	0
2249	Eastern Illinois University	600 Lincoln Ave. Charleston IL, 61920	Jeff Owens 2175813323	0
2251	*Sait Xavier University	3700 W 103rd St Chicago Illinois, 60655	Peter Kreten 7732983375	0
2252	*Western Illinois University	306 Sallee Hall Macomb Illinois, 61455	Dr. Buzz Hoon 3092982888	0
2302	Southern Illinois University	1100 Lincoln Dr Carbondale Illinois, 62901	Alicia K. Taylor 6184537713	0

2313	*Illinois Media School	455 Eisenhower Ln # 200 Lombard Illinois, 60148	AnneMarie Cicero 2169304339	1
2320	HBI Radio North	13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0
3000	HBI Career Site			7
5000	Internal			4

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Boy Scout Troop 13	Amy Lackner	03/06/2019- 03/06/2019	Boy Scout Troop 13 was given a tour of Hubbard Radio Chicago and had the opportunity to work on their Communications Merit badge.
Columbia College Radio Production 1	Dave Heppner	04/15/2019- 04/15/2019	Hubbard Radio Chicago hosted a class of 17 students for a station tour and Q&A with Marketing, Digital Media & Production Departments.
Crown Point High School (Audio Visual Class) - Station Visit	Brent Barber - AV Director	11/12/2018- 11/12/2018	Hubbard Radio Chicago hosted a class of 12 students for a station tour and Q&A with Marketing, Digital Media and the Production departments.
Glenside Career Fair	James Doyle - Principal	04/26/2019- 04/26/2019	The Glenside Career Fair provided students (grades 6 - 8) the opportunity to learn about jobs that might interest them. A Hubbard Radio Chicago employee spoke about what she does at the station with the Eric in the Morning show and how social media can help build a brand. There were 4 sessions with about 20 students each. She gave a 10 - 15 minute presentation that was followed by time for questions.
IBA 2019	Dennis Lyle - IBA President & CEO	06/13/2019- 06/13/2019	A Hubbard Radio Chicago table was setup in the concourse of the IBA 2019 event to attract potential Account Executives. A Hiring Manager met with several attendees that day.

IC Catholic Prep - Guest Speaker	Michael Pronzek - English, Journalism Teacher	11/16/2018-11/16/2018	Hubbard Radio Chicago employee hosted a speaking engagement with students enrolled at IC Catholic Prep in Elmhurst, IL about working in radio.
Illinois Media School - Teaching	Wendall Ray, Education Director	08/01/2018-12/31/2018	WDRV's On-Air Talent teaches a broadcasting class to students at the Illinois Media School in Chicago. The class focuses on broadcast copywriting, best practices for music radio & talk shows and how to get a job in the industry. Real life experiences working at The Drive radio station are also shared.
Lewis University (Intro to Radio Class) - Station Visit	John Carey - Director of Electronic Media	11/20/2018-11/20/2018	Hosted 2 students for a station tour and Q&A with Marketing, Digital Media & the Production departments.
Meeting with University of Illinois Student	Nancy O'Brien	01/08/2019-01/08/2019	A University of Illinois Journalism student was looking to learn more about the radio industry and network with people in the industry. He met with various department heads to hear about their careers and how they got started in the business.
Morning Show Bootcamp - Panelist	Don Anthony	08/09/2018-08/09/2018	A Hubbard Radio Chicago employee participated as a panelist on a Bootcamp panel; Radio Roundtable & Embracing Change with other Radio Industry Executives - moderated by Mike McVay. They took questions from the audience, which was mostly comprised of up & coming talent.
Student Interview	Ethan Rakowsky	05/29/2019-05/29/2019	A Glenbrook North High School student, interviewed a WSHE: On-Air Talent for his radio class final.
The FCC, EEO and You Training	Michelle Ott	07/24/2019-07/24/2019	Managers and supervisors of the Hubbard Radio Chicago received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.
WTMX & WSHE Promotion Intern Summer 2019	Anna Soltysiak	06/23/2018-09/23/2019	The Promotion Intern assists with the execution of station marketing plans and events, contests, and other promotional activities. The Promotion Intern supports the development and execution of 101.9 THE MIX and 100.3 WSHE-FM promotion efforts, reporting to the Promotion Manager. Responsibilities include representing WTMX and WSHE at onsite community and sales events; operating sound systems, cameras,



and interactive games; engaging audiences and driving traffic to setup location. Promotion Interns are expected to keep up-to-date with WTMX and WSHE promotions, including, but not limited to, station events and giveaways. Promotion Interns contribute on an on-going basis in developing the stations' promotion and marketing efforts in a manner that will both achieve maximum audience interest and ratings, while maintaining the company's aesthetic, moral, and ethical standards.