

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2019 to 05/31/2020

Call Letter	Type of Station	Location:City/State	Facility ID
KAZG-AM	Radio	Scottsdale, AZ	11272
KDKB-FM	Radio	Mesa, AZ	41299
KDUS-AM	Radio	Tempe, AZ	65165
KSLX-FM	Radio	Scottsdale, AZ	11282
KUPD-FM	Radio	Tempe, AZ	65166

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KDUS-AM.Sales Assistant(19-1494)	12/03/2019	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2004, 2098, 2106, 2226, 3000, 5000	2226, 5000
KDUS-AM.Digital Sales Manager(19-1612)	12/24/2019	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2098, 2106, 2226, 3000, 5000	1457

## 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			0
1450	Indeed.com	Austin Texas,		2
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		6
1974	Arizona Hispanic Chamber of Commerce	255 E Osborn Rd #201 Phoenix Arizona, 85012	Susette Coumides 6022791800	0
1975	Arizona Opportunities Industrialization Center	39 E Jackson St Phoenix Arizona, 85004	Janet Shines 6025138311	0

1976	Arizona Workforce Connection	4732 S Central Ave Phoenix Arizona, 85040	Bob Buchanan 6025069675	0
1977	AZ Women's Education & Employment	326 E Coronado Rd # 105 Phoenix Arizona, 85004	Jaclyn Boyes 6026017200	0
1978	Chicanos Por La Causa	1112 E Buckeye Rd Phoenix Arizona, 85034	Edmundo Hidalgo 6022570700	0
1980	DeVry University	2149 W Dunlap Ave Phoenix Arizona, 85021	Dina Handler 6027494500	0
1981	Family Service Agency	2400 N Central Ave #101 Phoenix Arizona, 85004	Derek Jeske 6022342639	0
1983	Goodwill of Central Arizona	2626 W Beryl Ave Phoenix Arizona, 85021	Holly Schor 6025354170	0
1989	University of Arizona	1303 E University Dr #411 Tucson Arizona, 85721	Karen Bartos 5206214606	0
1990	Valle Del Sol, Inc	1209 S 1st Ave Phoenix Arizona, 85014	Lidia Arrazola 6022586797	0
1991	Howard University	2400 Sixth St NW Washington Dist. Columbia, 20059	Career Services 2028067513	0
2004	Arizona Broadcasters Association	426 N 44th St # 310 Phoenix Arizona, 85008	6022524833	0
2098	Palmer Media Services	5912 E Oak St Scottsdale Arizona, 85257	Polly Palmer 6023977156	0
2106	East Valley Institute of Technology	1601 W Main St Mesa Arizona, 85201	Steve Grosz 4804614049	0
2226	Employee Referral			6
3000	HBI Career Site			3
5000	Internal			3

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
ASU Hubbard Radio Phoenix Scholarship	Susan Kaiser	06/01/2019-05/31/2020	Annual sponsorship of the Journalism Scholarships Fund at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe. In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria: -Have a focus in broadcast journalism -Be a sophomore or above -Have a minimum GPA of 3.0 -Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need
Career Days Block Party	Susan Kaiser	02/25/2020-02/25/2020	Hubbard Radio Phoenix participated in a career fair at University of Arizona. The fair included 11 broadcasting companies representing 49 stations as well as many other employers representing various industries and was attended by a total of 515 students.
Hubbard Radio Next Gen Leadership Program 2019-2020	Lyle Reeb	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 the Phoenix market, two employees were selected to participate.
Northern Arizona University Hubbard Radio Scholarship	Susan Kaiser	06/01/2019-05/31/2020	Hubbard Radio Phoenix sponsors, annually, the Hubbard Radio Phoenix Scholarship program at Northern Arizona University (NAU) in Flagstaff. In order to receive the scholarship, the student must meet or exceed the following criteria: -Declared major in Creative Media and Film -Actively involved with the KJACK Radio program