

# FCC EEO Combined Public File Report

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

For the reporting period: 08/01/16 to 07/31/17

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTMX-FM.Controller	08/01/2016	Internal,National,S	1709
WTMX-FM.Vice President/Market Manager	10/17/2016	Internal,National,P	369
WTMX-FM.WTMX Account Executive	07/27/2017	Internal,National,P	1666
WDRV-FM.Morning Show Producer	10/25/2016	Internal,National,P	1666
WDRV-FM.NTR Project Coordinator	08/26/2016	Internal,National,S	1673
WDRV-FM.On-Air Talent	10/11/2016	Internal,National,P	1675
WDRV-FM.On-Air Talent	10/11/2016	Internal,National,P	1675
WDRV-FM.WDRV Morning Show Producer	05/02/2017	Internal,National,P	1666

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1663	5	1666	7	1668	4
1673	1	1674	2	1675	4	1676	1
1698	1	1709	5	1845	1	1848	8

## List of Recruitment Sources that requested postings

1677 1678 1679 1680 1681 1682 1683 1684 1685 1686 1688 1689 1690 1691 1692 1694  
 1697 1698 1699 1700 1701 1704 1706 1709 1710 1711 2105 2243 2244 2245 2246 2247  
 2248 2251 2252

## Recruitment Source Groups

### **Group Name Ending Date: Members of this group**

Internal **Current:** 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082

National **Current:** 255 452 487 644 657 1092  
**01/26/17:** 2239 INACTIVE 2254 INACTIVE 2254 ADDED

P=Professional **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1682 1683 1684 1686  
 1688 1689 1690 1691 1692 1694 1697 1698 1699 1700 1701 1704 1706 1709 1710 1711 1859 2105 2243 2244 2245 2246 2247  
 2248 2249 2251 2252  
**01/20/17:** 1685 INACTIVE

Paid **Current:** 1663 1673 1677 2105 2251

S=Support **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1682 1683 1684 1686  
 1688 1689 1690 1691 1692 1694 1697 1698 1699 1700 1701 1704 1706 1709 1710 1711 1859 2105 2244 2245 2246 2247 2248  
 2249 2251 2252  
**01/20/17:** 1685 INACTIVE

T=Technical **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1682 1683 1684 1686  
 1688 1689 1690 1691 1692 1694 1697 1698 1699 1700 1701 1704 1706 1709 1710 1711 1859 2105 2244 2245 2246 2247 2248  
 2249 2251 2252  
**01/20/17:** 1685 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 Dixie Hansen (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 Cassandra Jones (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 Guilliame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1663	Publication NA NA, IL 123 NA (123) 123-1234	1664	City Workforce Services
1665	Community Organization-General	1666	Employee-Current	1667	Internship
1668	Website	1669	Internal Applicant	1670	Job Fair
1671	Job Hotline	1672	Market Referral	1673	Recruiter NA NA, IL 123 NA (123) 123-1234
1674	Radio Ad	1675	Word of Mouth	1676	Self Inquiry
1677	Central Michigan University 340 Moore Hall Mount Pleasant, MI 48859 Dr. Peter B. Orlik (989) 774-3851	1678	Chicago State University 9501 S Martin Luther King Dr - Room 203 Chicago, IL 60653 Ms. Rita Marshall (773) 995-2499	1679	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, IL 60608 Kayode Adodo (312) 666-1331
1680	Center for New Horizons 226 E 43rd St Chicago, IL 60654 Katika Neal (773) 538-2406	1681	City of Harvey- Municipal Bldg 15320 S Broadway Harvey, IL 60426 Sonye London (708) 210-5300	1682	DePaul University 1 East Jackson Suite 9500 Chicago, IL 60604 Megan Gentile (312) 368-8437
1683	City of Evanston 2100 Ridge Ave Evanston, IL 60602 Henry Colquitt (847) 475-4481	1684	Featherfist Social Services 3300 W Maypole Ave Chicago, IL 60649 Karen Smith (773) 265-5540	1685	Goodwill Industries 30 N. Racine #230 Chicago, IL 60607 Lorenzo Andrews (312) 491-2900
1686	Illinois Center for Broadcasting 530 S. State St. Chicago, IL 60605 Don Clark (312) 884-8000	1688	Kaleidoscope Inc. 1340 S. Damen Chicago, IL 60608 Tricia Coleman (773) 292-4027	1689	Luther College 700 College Drive Decorah, IA 52101 Joni Rollinger (563) 387-1470
1690	Northwestern College 7725 S. Harlem Ave Bridgeview, IL 60455 Amy Buoscio (708) 237-5000	1691	Northern Illinois University College of Liberal Arts & Science DeKalb, IL 60115 Cathy Doederlein (815) 753-1000	1692	Northeastern Ill University 5500 N St Louis Avenue Chicago, IL 606254699 Cathy Duffy (773) 442-4692
1694	Oakton Community College 1600 E Golf Rd Des Plaines, IL 60016 Ella Whitehead (847) 635-2658	1697	Rainbow-Push Coalition 930 E 50th St Chicago, IL 60615 Felicia Neal (773) 373-3366	1698	Robert Morris College 401 S State Street Chicago, IL 60605 Arlene Regnerus (312) 935-4077
1699	Spanish Coalition For Jobs In 2011 W Pershing Rd Chicago, IL 60609 Victor Herrera (773) 247-0707	1700	Southern Ill University-MC6603 1048 Communications Building Carbondale, IL 629016609 Krissi Geary-Boehm (618) -53-7555	1701	Southern Ill University-MC4703 1263 Lincoln Dr, #179 Carbondale, IL 62901 Michelle Garrett (618) 453-2391
1704	University of Illinois 810 S Wright St - 20 A Gregory Hall Urbana, IL 61801 Lynn Holley (217) 333-1508	1706	Vietnam Veterans of America 2122 W Taylor - Suite 107 Chicago, IL 60612 Dorothy LeClear (312) 980-4268	1709	WDRV.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptak (312) 946-4798
1710	WSHE.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptak (312) 946-4798	1711	WTMX.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptak (312) 946-4798	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (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
1859	Hubbard Radio Chicago - Text Club 130 E. Randolph St. - Suite 2700 Chicago, IL 60601 Dave Karwowski (312) 946-4718	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160
2105	Hispanic Heritage Organization 233 E Wacker Dr #406 Chicago, IL 60601 Rachel Cordero (312) 819-1502	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2243	WZND Fuzed Radio 007 Fell Hall Normal, IL 617904481 Deb Lesser (309) 438-7409
2244	University of Illinois - College of Media 810 S. Wright St. - 18 Gregory Hall Urbana, IL 61801 Jessica Hogue (217) 244-4329	2245	WDNC-FM 30 N. Brainard St. Naperville, IL 60540 John Madormo (630) 637-5960	2246	WQNA-FM 2201 Toronto Rd. Springfield, IL 62712 Paul LaMantia (217) 529-5431
2247	Southern Illinois University - Carbondale 1263 Lincoln Drive - Suite 179 Carbondale, IL 62901 Douglas Reichenberg (618) 453-7112	2248	Lake Land College 5001 Lakeland Blvd Mattoon, IL 61938 Greg Powers (217) 234-5335	2249	Eastern Illinois University 600 Lincoln Ave. Charleston, IL 61920 Jeff Owens (217) 581-3323
2251	Sait Xavier University 3700 W. 103rd Street Chicago, IL 60655 Peter Kreten (773) 298-3375	2252	Western Illinois University 306 Sallee Hall Macomb, IL 61455 Dr. Buzz Hoon (309) 298-2888	2254	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
Hubbard Radio NextGen Leadership Program	Dan Seeman (MM/VP - MSP) & Mike Fredrick (MM/VP - Cincinnati)	06/01/2016 - 05/31/2017	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 two participants per market.	
Hubbard Radio Promotions - Job Shadowing	Anna Soltysiak - WSHE & WTMX Assistant Promotion Manager	08/01/2016 - 07/31/2017	The Marketing and Promotions Departments offer part-time Promotions Assistants the opportunity to job shadow in different departments of the stations. The goal is for the Promotions Assistants to learn about different careers in radio. Departments that offered the job shadow opportunities include: Sales, Programming, Production, Social Media, and Video Production.	
Station Tours	Public Affairs	08/01/2016 - 07/31/2017	Station tours are conducted for schools and community organizations interested in learning about the radio industry and careers in broadcasting. Tour participants speak with various employees about working in radio and what it takes to work in the industry. They also see what happens behind the scenes at a radio station.	School and community groups that participated in station tours include: GCE Lab School, Clearbrook, Illinois Media Company College Radio, Augustana University, and other community groups.
Illinois Media School - Student Job Shadow Experiences	Robb Rose	09/23/2016 - 07/31/2017	WSHE offers job shadow opportunities to Illinois Media School students. The students spend time with a Show Host and learn how to show prep, studio operations, what is required for transmitter & commercial logging, mic technique and the proper way to run boards.	
Mentorship	Anna Soltysiak (WTMX & WSHE Assistant Promotion Manager)	10/15/2016 - 10/15/2016	A current WTMX & WSHE Promotion Assistant interested in pursuing a position on-air, received advice and guidance from a Show Host about making demo tapes.	
York High School - Student Job Shadow	Student from York High School	12/07/2016 - 12/07/2016	A sophomore at York High School spent the morning meeting and observing various people within the Marketing & Programming departments. The student is interested in voice-over and production work and wanted to learn the steps to take to work in these areas.	

Informational Meetings & Networking	College Students	03/03/2017 - 04/30/2017	Hubbard Radio Chicago employees meet with students from various schools to answer questions about working in Radio.	Students attended: University of Iowa, Indiana University, Harper College, Columbia College-Chicago.
Beyond the Classroom Panel Discussion at Illinois Media School	Don Clark- Director of Career Services	04/12/2017 - 04/12/2017	The Public Affairs Manager participated in a panel discussion with other broadcasters before a group of students & alumni from the Illinois Media School. The topic was the hiring process. Panelists were asked a variety of questions about how to land that first radio job.	Information about internships at Hubbard Radio Chicago was given to interested students.
ISU Sales Event	Joseph Blaney - Associate Dean and Professor of Communication	04/18/2017 - 04/18/2017	Hubbard Radio Chicago's General Sales Manager participated in a Sales Event with Illinois State University. She spoke with 40 college students about working in media sales and was on a panel answering questions about the sales profession.	
Columbia College Radio Production 1	Dave Heppner - Teacher	04/24/2017 - 04/24/2017	Hubbard Radio Chicago hosted a class of 16 students for a station tour and discussions with Marketing, Digital Media & Production departments about working in radio.	
Guest Speaker at Illinois Center for Broadcasting	Candy Gomez - Station Advisor	05/02/2017 - 05/02/2017	On-Air Talent from WSHE spoke to approximately 60 students about working in radio including day-to-day duties, how to get hired, and how to improve skills.	
Interview	Bill Moran - Host at WVLP-FM	05/09/2017 - 05/09/2017	On-Air Talent at WTMX was a guest on a one-hour program at WVLP-FM discussing her career and how others can get started in the radio business as a profession. WVLP-FM is a community radio station featuring people from around Valparaiso, Indiana, playing music they love and discussing issues that matter to them.	
Promotion & Marketing Summer Internships	Anna Soltysiak & Matt Spaetzel	06/01/2017 - 08/01/2017	The Promotion and Marketing Departments of the stations offered paid internships during the summer. The interns received practical experience in the general operation of the radio stations' Marketing and Promotion Departments. Duties included: representing the radio stations at onsite community and sales events; operating sound systems, cameras, and interactive games; and engaging audiences.	Interns received college credit for their internship.
Foreign Exchange Students Visit	Kristen Kucharski - Share America	06/21/2017 - 06/21/2017	24 French exchange students visited the stations and met with various on-air-talent. They also received a behind-the-scenes tour of WTMX & WSHE.	
Brazil/English Class Project	Ana Alfrida Araujo - Teacher	06/22/2017 - 06/22/2017	An English teacher from Brazil who was an exchange student that lived in the Chicago area, has her class regularly listen to The MIX and watch it's social media pages as a way to teach her students English. She recently visited the station to meet with key employees to learn more about their roles and will share this information with her class to teach them more about radio broadcasting.	
FCC EEO Training	Michelle Ott (HBI, Manager - Employee Relations)	07/17/2017 - 07/17/2017	Department Heads & Hiring Managers of WDRV, WSHE & WTMX received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws & Hubbard Broadcasting Inc's policy & program to ensure equal employment opportunities in the work place.	