

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: 08/01/17 to 07/31/18

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTMX-FM.Director of Digital Sales & Operations	11/08/2017	Internal,National,P Except for: 2313	1676
WTMX-FM.Director of Sales	03/09/2018	Internal,National,P	369
WTMX-FM.National Sales Manager	04/18/2018	Internal,National,P	1666
WTMX-FM.Sales Assistant	05/14/2018	Internal,National,S Except for: 2320 2321	369
WTMX-FM.Social Media Manager	10/03/2017	Internal,National,P	1711
WTMX-FM.Social Media Manager	10/03/2017	Internal,National,P	1848
WTMX-FM.Systems Engineer	07/02/2018	Internal,National,P Except for: 2320 2321	1668
WSHE-FM.WSHE On-Air Talent	02/13/2018	Internal,National,P	1673
WSHE-FM.WSHE On-Air Talent	02/13/2018	Internal,National,P	369
WSHE-FM.WSHE On-Air Talent	02/13/2018	Internal,National,P	369
WDRV-FM.WDRV Producer/On-Air Talent	06/06/2018	Internal,National,P	1709

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	5	911	1	1663	1	1666	7
1668	4	1669	1	1670	1	1672	2
1673	7	1674	1	1675	1	1676	1
1709	2	1711	2	1848	16	1859	1
2081	1	2249	1				

List of Recruitment Sources that requested postings

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 2105 2243 2244 2245 2246 2247 2248
2251 2252 2313

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 2320 05/09/18: 2320 ADDED
National	Current: 255 452 487 644 657 1092 05/09/18: 2321 INACTIVE 2321 ADDED
P=Professional	Current: 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1683 1684 1686 1688 1689 1690 1691 1694 1697 1698 1699 1700 1704 1706 1709 1710 1711 1859 2105 2243 2245 2246 2247 2248 2249 2251 2252 2302 2313 11/06/17: 2313 ADDED 08/24/17: 1682 INACTIVE 1692 INACTIVE 1701 INACTIVE 2244 INACTIVE 2302 ADDED
Paid	Current: 1663 1673 1677 2105 2251 2302 2313 11/06/17: 2313 ADDED 08/24/17: 2302 ADDED
S=Support	Current: 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1683 1684 1686 1688 1689 1690 1691 1694 1697 1698 1699 1700 1704 1706 1709 1710 1711 1859 2105 2245 2246 2247 2248 2249 2251 2252 2302 2313 11/06/17: 2313 ADDED 08/24/17: 1682 INACTIVE 1692 INACTIVE 1701 INACTIVE 2244 INACTIVE 2302 ADDED
T=Technical	Current: 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 1677 1678 1679 1680 1681 1683 1684 1686 1688 1689 1690 1691 1694 1697 1698 1699 1700 1704 1706 1709 1710 1711 1859 2105 2245 2246 2247 2248 2249 2251 2252 2302 2313 11/06/17: 2313 ADDED 08/24/17: 1682 INACTIVE 1692 INACTIVE 1701 INACTIVE 2244 INACTIVE 2302 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor)	307	KSTP-TV 3415 University Ave	369	Internal Applicant

	New York, NY 10112 Sandra Rice (212) 664-3486		St Paul, MN 55114 Andy Higgins (651) 642-5555		
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 Metcaif 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	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 Michelle Kalisek (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	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 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	1859	Hubbard Radio Chicago - Text Club 130 E. Randolph St. - Suite 2700 Chicago, IL 60601 Dave Karwowski (312) 946-4718
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	2105	Hispanic Heritage Organization 233 E Wacker Dr #406 Chicago, IL 60601 Rachel Cordero (312) 819-1502
2243	WZND Fuzed Radio	2244	University of Illinois - College of Media	2245	WDNC-FM

	007 Fell Hall Normal, IL 617904481 Deb Lesser (309) 438-7409		810 S. Wright St. - 18 Gregory Hall Urbana, IL 61801 Jessica Hogue (217) 244-4329		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
2302	Alicia K. Taylor 1100 Lincoln Drive Carbondale, IL 62901 Alicia K. Taylor (618) 453-7713		2313 Illinois Media School 455 Eisenhower Lane South - Suite 200 Lombard, IL 60148 AnneMarie Cicero (216) 930-4339		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
Hubbard Radio NextGen Leadership Program	Dan Seeman (MM/VP - MSP) & Mike Fredrick (MM/VP - Cincinnati)	08/01/2017 - 07/31/2018	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.	
Station Tours	Public Affairs	08/01/2017 - 07/31/2018	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 included: Columbia College, Main South High School, Fenton High School.
Hubbard Radio Chicago Promotion & Marketing Internships	Anna Soltysiak - Promotion Manager	09/22/2017 - 07/31/2018	The Promotions and Marketing Department offers paid internships throughout the year. 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.
Interview Subject for College Student at CMU	WSHE Afternoon Drive Host	09/22/2017 - 09/22/2017	A student studying broadcasting at Central Michigan University interviewed the WSHE Afternoon Drive Host over the phone for a school project. The student's assignment was to interview someone in the radio industry doing the job they hoped to have one day.	
Documentary about Women in Radio	Patty Williamson	09/29/2017 - 09/29/2017	A professor at Central Michigan University was filming a documentary about women in radio, featuring women in major radio markets. The WSHE Afternoon Drive Host participated and was interviewed for the project.	
Hubbard Radio Chicago Job Shadowing - Marketing & Promotions	Anna Soltysiak (Promotion Manager)	01/01/2018 - 05/01/2018	The Marketing and Promotions Department encourages Promotion Assistants and Interns to shadow the various departments of Hubbard Radio Chicago. The participants experience broadens their understanding of radio and the types of positions available.	
Illinois Media School - Teaching	Wendall Ray, Education Director	01/01/2018 - 12/31/2018	WDRV's On-Air Talent teaches broadcasting classes 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. Experiences working at The Drive radio station are also shared.	
Illinois Media School - Summer Course	Imran Ali	06/01/2018 - 06/30/2018	WTMX's On-Air Talent taught a class at the Illinois Media School during the month of June.	

Illinois Media School - Visit	AnneMarie Cicero - Director of Career Services	07/09/2018 - 07/09/2018	The new Director of Career Services at the Illinois Media School was given an office tour, introduced to different department heads, and informed of job openings.
The Conclave - Panelists	Lori Lewis	07/18/2018 - 07/20/2018	This conference, in its 43rd year, was created to mentor young broadcasters and share access to industry leaders. Two Hubbard Radio Program Directors attended as panelists. They met with many individuals interested in a career in radio and participated in the Speed Mentoring sessions where they listened to airchecks and gave advice to up and coming broadcasters.
Hubbard Radio Chicago Job Shadowing - Sales	Emily Dorolek (HRC: NTR Coordinator)	07/20/2018 - 07/20/2018	A Promotions Intern spent the day in the Sales Department with the NTR Coordinator learning about the radio sales process.
Hubbard Radio Chicago Job Shadowing - Programming	Jill Egan, Producer	07/23/2018 - 07/23/2018	A Promotions Intern spent the day with a WDRV Producer learning what it is like to produce a morning radio show.