

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: 08/01/15 to 07/31/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTMX-FM.Digital Media Account Manager	06/30/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1668
WTMX-FM.Digital Media Graphic Designer	05/09/2016	Internal,National,P	1668
WTMX-FM.Market Director of Digital Brand Strategies	12/23/2015		1666
WTMX-FM.Social Media Manager	05/27/2016	Internal,National,P	1848
WTMX-FM.WTMX Account Executive	06/30/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1675
WTMX-FM.WTMX Account Executive	06/30/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1675
WTMX-FM.WTMX On-Air Talent (FT)	02/25/2016	Internal,National,P Except for: 254 2239	1711
WTMX-FM.WTMX Sales Assistant (FT)	09/16/2015	Internal,National,S	1711
WSHE-FM.WSHE Account Executive	06/27/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1666
WSHE-FM.WSHE Account Executive	06/27/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1673
WSHE-FM.WSHE Account Executive	06/27/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1666
WSHE-FM.WSHE Account Executive	06/27/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1673
WSHE-FM.WSHE Program Director (FT)	11/03/2015	Internal,National,P	1672
WDRV-FM.Digital Account Executive	12/18/2015		1675
WDRV-FM.WDRV Account Executive	06/28/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1709
WDRV-FM.WDRV Account Executive	06/28/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1675
WDRV-FM.WDRV Account Executive	06/28/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1666
WDRV-FM.WDRV Account Executive	06/28/2016	Internal,National,P Except for: 254 2239 2243 2244 2245 2246 2247 2248 2249 2251 2252 2254	1848
WDRV-FM.WDRV Program Director	01/27/2016	Internal,National,P Except for: 2239	1709

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1666	19	1668	8	1672	12
1673	7	1674	1	1675	15	1676	1
1683	1	1709	3	1711	4	1848	16

List of Recruitment Sources that requested postings

1677 1678 1679 1680 1681 1682 1683 1684 1685 1686 1687 1688 1689 1690 1691 1692
 1693 1694 1697 1698 1699 1700 1701 1702 1704 1706 1708 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 01/07/16: 912 INACTIVE 913 INACTIVE

National **Current:** 255 452 487 644 657 1092 2239
11/17/15: 254 ADDED
06/20/16: 2254 ADDED
02/04/16: 254 INACTIVE
01/12/16: 1843 INACTIVE 2239 ADDED

P=Professional **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 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 1859 2105 2243 2244 2245 2246
2247 2248 2249 2251 2252
03/24/16: 1708 INACTIVE 2251 ADDED 2252 ADDED
03/02/16: 2249 ADDED
02/29/16: 1702 INACTIVE
02/26/16: 1687 INACTIVE 1693 INACTIVE 2243 ADDED 2244 ADDED 2245 ADDED 2246 ADDED 2247 ADDED 2248 ADDED

Paid **Current:** 1663 1673 1677 2105 2251
03/24/16: 2251 ADDED
02/26/16: 1677 ADDED 2243 DELETED 2243 ADDED

S=Support **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 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 1859 2105 2244 2245 2246 2247
2248 2249 2251 2252
03/24/16: 1708 INACTIVE 2251 ADDED 2252 ADDED
03/02/16: 2249 ADDED
02/29/16: 1702 INACTIVE
02/26/16: 1687 INACTIVE 1693 INACTIVE 2243 DELETED 2243 ADDED 2244 ADDED 2245 ADDED 2246 ADDED 2247 ADDED
2248 ADDED

T=Technical **Current:** 1664 1665 1666 1667 1668 1669 1670 1671 1672 1674 1675 1676 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 1859 2105 2244 2245 2246 2247
2248 2249 2251 2252
03/24/16: 1708 INACTIVE 2251 ADDED 2252 ADDED
03/02/16: 2249 ADDED
02/29/16: 1702 INACTIVE
02/26/16: 1687 INACTIVE 1693 INACTIVE 2243 DELETED 2243 ADDED 2244 ADDED 2245 ADDED 2246 ADDED 2247 ADDED
2248 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMV-FM 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 Guilliams (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 Peter B. Orlik (989) 774-3851	1678	Chicago State University 9501 S Martin Luther King Dr Chicago, IL 60628 Dr Renee Mitchell (773) 995-2327	1679	The Chicago Lighthouse 1850 W Roosevelt Rd Chicago, IL 60608 Sheila Perkins (312) 666-8874
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 60624 Karen Smith (773) 265-5501	1685	Goodwill Industries 30 N. Racine #230 Chicago, IL 60607 Lorenzo Andrews (312) 491-2900
1686	Illinois Center-Broadcasting 601 S LaSalle St #700 Chicago, IL 60605 Don Clark (312) 884-8000	1687	Jewish Vocational Service 1 S Franklin 2nd Floor Chicago, IL 60606 Sally Yarberry (312) 357-4540	1688	Kaleidoscope Inc. 1340 S. Damen Chicago, IL 60608 Tricia Coleman (773) 292-4027
1689	Luther College Career Center 700 College Drive Decorah, IA 52101 (563) -38-1472	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	1693	Northwestern Business College 7725 S Harlem Avenue Bridgeview, IL 60455 Amy Buoscio (708) 237-5050	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	1702	Thresholds 4101 N. Ravenswood Chicago, IL 60613 John Prestipino (773) 572-5263
1704	University of Illinois 20 A Gregory Hall 810 S Wrig Urbana, IL 61801 Lynn Holley (217) 333-1508	1706	Vietnam Veterans of America 2122 W Taylor - Room 107 Chicago, IL 60612 Dorothy LeClear (312) 980-4268	1708	WPGU 24 E Green St #107 Champaign, IL 61820 Travis Truitt (217) 244-3000
1709	WDRV.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptek (312) 946-4798	1710	WSHE.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptek (312) 946-4798	1711	WTMX.com One Prudential Plaza #2700 Chicago, IL 60601 Liz Luptek (312) 946-4798
1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	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 #2700 Chicago, IL 60601 Dave Karowski (312) 946-1019
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 Radio / Illinois State University Campus Box 4481 Normal, IL 61790-448 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 Carbondale, IL 62901 Matthew H. Purdy (618) 453-7112

2248 Lake Land College
5001 Lakeland Blvd
Mattoon, IL 61938
Greg Powers (217) 234-5335

2252 Western Illinois University
306 Sallee Hall
Macomb, IL 61455
Dr. Buzz Hoon (309) 298-2888

2249 Eastern Illinois University
600 Lincoln Ave.
Charleston, IL 61920
Michael Bradd (217) 581-3323

2251 Saint Xavier University
3700 W. 103rd Street
Chicago, IL 60655
Peter Kreten (773) 298-3375

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	08/01/2015 - 07/31/2016	In 2015, Hubbard Radio launched the NextGen Leadership Program. 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. At Hubbard Radio Chicago, two employees were selected and participated in the annual program.	
Hubbard Radio Promotions - Job Shadowing	Anna Soltysiak - WSHE & WTMX Assistant Promotion Manager	08/01/2015 - 07/31/2016	The Marketing/Promotions department offers its part-time Promotions Assistants opportunities to job shadow in the 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	08/01/2015 - 07/31/2016	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: Lewis University, Columbia College (twice), Illinois Media School, and York High School.
Illinois Broadcasters Association - Student Broadcast Conference	John Madormo - Assistant Professor of Broadcast Communications at North Central College	11/13/2015 - 11/13/2015	WDRV's Promotions Manager and Assistant Promotions Manager sat on panels at the Illinois Broadcasters Association Student Broadcast Conference, an educational conference for students wishing to obtain careers in the field of broadcasting. The panels in which they participated included: Integrating Social Media and Station Promotions, Producing Great Radio and Women in Media. Each session had about 30 - 40 students participating in each discussion. They gave advice on internships and how best to get a foot in the door of a radio station. They also answered specific questions regarding radio promotions, marketing, and social media.	
Illinois Media School - Teaching Radio Class	Kim Lucatorto - Education Director	02/01/2016 - 02/01/2016	One of WSHE's Weekend On Air staff taught a class at the Illinois Media School on radio voice-overs and writing & producing great radio commercials.	
Columbia College - Radio Class Visit	Patty Martin	02/18/2016 - 02/18/2016	Hubbard Radio Chicago's Social Media Manager spoke about social media and radio to a Programming for Radio class at Columbia College. His presentation included social media samples from the stations and information on how social media can be used to support radio.	
Notre Dame College Prep - Career Fair	Marie Prugar, Guidance Counselor	02/23/2016 - 02/23/2016	WDRV's Evening On Air Talent gave presentations to 3 classes at Notre Dame College Prep Career Fair. His presentation included audio of station on-air imaging followed by a question and answer session about the radio business and jobs in broadcasting.	
U of IL (Champaign) College of Media - Career Night	Brett Clifton, Coordinator of Specialized Academic Programs	03/10/2016 - 03/10/2016	Sat on a panel for Media Career Night which hosted a group of 250 people. Answered questions about the industry.	

U of IL (Champaign) College of Media - Guest Lecturer	Brett Clifton, Coordinator of Specialized Academic Programs	03/10/2016 - 03/10/2016	Spoke to a group of 75 students providing them with an overview of the industry - why to get into it, what it takes to be successful, the expectations of a career in business, etc...	
Illinois Media School - Student Job Shadow	Carl Jackson - Services Director (Illinois Media School)	04/05/2016 - 04/05/2016	A student from Illinois Media School who is taking Radio, TV & Internet classes job shadowed on-air talent at WSHE-FM. The student learn about the equipment, how it functions, its purpose and how to use it during a live broadcast.	
Illinois State University - Com Week Career Institute	Tom LaMonica	04/07/2016 - 04/07/2016	WDRV's Promotions Manager and Assistant Promotions Manager participated in Illinois State University's Com Week Career Institute. They spoke with students about jobs available in radio and accepted resumes for Promotions positions. They also conducted a few on-site interviews which resulted in hiring 2 students for positions.	
UIUC Alumni Sales Panel	Brett Clifton - Director	04/13/2016 - 04/13/2016	A Hubbard Radio Chicago Account Executive was part of a panel of sales executives who spoke to a group of students about careers in media & advertising sales.	
Columbia College - Ratings Discussion with Programming Class	Patty Martin - Columbia College	04/14/2016 - 04/14/2016	A Hubbard Radio Chicago Assistant Program Director spoke to a radio class at Columbia College about how ratings are generated and used for sales, marketing, programming & research.	
Promotion & Marketing Internships - Summer 2016	Anna Soltysiak and Matt Spaetzel, Assistant Promotion Managers	06/01/2016 - 08/31/2016	The Promotions and Marketing Departments of the stations offered paid summer internships. The interns represented the radio stations at onsite community and sales events; operated sound systems, cameras, and interactive games; and engaged audiences.	Interns received college credit for their internship.
2016 Illinois Broadcasters Association Conference	Debra Gray	06/15/2016 - 06/15/2016	WDRV's General Sales Manager and an Account Executive hosted a Hubbard Radio Chicago booth at the IBA's 2016 Conference. They offered an incentive in the amount of \$1000 to any attendee that referred a candidate that resulted in a hire.	
Hubbard Radio - Job Shadowing	North Central College Graduate	07/09/2016 - 07/09/2016	A recent college graduate from North Central College interested in radio programming as a career spent the day with the WTMX Program and Music Director. The student sat in a meeting with Marketing and Sales, spent time with On Air Talent and learned new aspects of the music scheduling software that he used while in college.	
Conclave Learning Convention for Radio	Lori Lewis (Chair of Conclave Board)	07/13/2016 - 07/15/2016	WTMX's Program Director participated in a panel discussion called "PPM Secrets for a Diary World" as part of the The Conclave's Convention. The discussion focused on PPM measurement versus diary measurement and building strong brands. There was also a lively discussion about Radiothons and the importance of community outreach. The Conclave's legacy is to teach and mentor small to medium size market broadcasters by giving them access to the major market executives and owners as well as exposing them to the newest things that radio has to offer.	