

# **Exhibit 1**

# FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2019 to 09/30/2020

Call Letter	Type of Station	Location:City/State	Facility ID
WRMF-FM	Radio	West Palm Beach, FL	20436
WIRK-FM	Radio	West Palm Beach, FL	1246
WMEN-AM	Radio	West Palm Beach, FL	61080
WEAT-FM	Radio	West Palm Beach, FL	1918
WMBX-FM	Radio	West Palm Beach, FL	25756
WFTL-AM	Radio	West Palm Beach, FL	29490

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WEAT-FM.WPB Sales Assistant(19-1302)	10/16/2019	3000, 3001, 3003, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054	1457, 3000
WFTL-AM.Account Executive West Palm Beach AM's(19-1524)	08/25/2020	379, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 5000	2226
WFTL-AM.F/T Producer-Board Operator(19-1575)	11/04/2019	9000	5000
WIRK-FM.WIRK Assistant Program Director Music Director Afternoon Personality(19-1493)	10/29/2019	1443, 2226, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055	2226
WIRK-FM.WIRK Morning Show Producer(19-1533)	10/29/2019	379, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 5000	5000
WRMF-FM.WPB Graphics Designer(19-1417)	10/14/2019	1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054	2226
WRMF-FM.Account Executive West Palm Beach(19-1497)	08/25/2020	3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055	3000
WRMF-FM.Overnight Cluster Producer WPB(19-1536)	12/18/2019	9000	5000

### 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
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	11
1450	Indeed.com	Austin Texas,		24
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		9
2226	Employee Referrral			20
3000	HBI Career Site			11
3001	Black Chanber of Commerce	PO Box 223356 West Palm Beach Florida, 33422	Keely Gideon-Taylor	0
3003	Chinese Cultural Assoc of SF	PO Box 2272573 Boca Raton Florida, 33427	Anna Wong	0
3004	Connecticut School of Broadcasting	3450 Northlake Blvd #110 North Palm Beach Florida, 33403	Harley Rhodes & Danny Doyle	0
3005	Florida A&M University	100 St Union Plaza MLK Blvd Tallahassee Florida, 32307	Brandi Milton	0
3006	Hispanic Human Resources Council	1427 S Congress Ave Palm Springs Florida, 33406	Judy pierman	0
3008				

National Black Chamber of  
Commerce

4400 Jenifer St NW Suite 331  
Washington Dist. Columbia, 20015

Kay Alvord

0

3009	Palm Beach Atlantic University	PO Box 24708 Career Ctr West Palm Beach Florida, 33401	Career Center	2
3010	The Assoc of Indians in America SF	2298 NW 56th Street Boca Raton Florida, 33496	Ujvala Bhuta	0
3011	Urban League of PBC	1700 Austrialian Ave West Palm Beach Florida, 33407	Joan Kennedy	0
3012	Worforce Alliance of PBC	3400 Belvedere Rd West Palm Beach Florida, 33406	Mary Fleming	1
3035	Ave Maria University	Ave Maria Florida,		0
3036	Barry University	11300 NE 2nd Ave Miami Florida, 33161		0
3037	Flagler College	74 King St St. Augustine Florida, 32084		0
3038	Florida Agricultural & Mechanical University	1601 S Martin Luther King Jr Blvd Tallahassee Florida, 32310		0
3039	Florida Atlantic University	777 Glades Rd Boca Raton Florida, 33431		1
3040	Florida Institute of Technology	150 W University Blvd, Melbourne Florida, 32901		0
3041	Florida International Unviersity	Miami Florida,		0
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801		0
3043	Florida State University	100 S Woodward Ave Tallahassee Florida, 32304		1
3044	Jacksonville Unviersity	2800 University Blvd N, Jacksonville Florida, 32211		0

3045	Nova Southeastern University	3301 College Ave Davie Florida, 33314	0
3046	Palm Beach Atlantic University	West Palm Beach Florida,	0
3047	Palm Beach State College	4200 South Congress Avenue Lake Worth Florida, 33461	1
3048	Saint Leo University	Saint Leo Florida,	0
3049	Seminole State College of Florida	Sanford Florida,	0
3050	State College of Florida, Manatee-Sarasota	5840 26th St W Bradenton Florida, 34207	0
3051	University of Central Florida	4000 Central Florida Blvd orlando Florida, 32826	1
3052	University of Miami	5225 Ponce De Leon Blvd Coral Gables Florida, 33146	0
3053	University of North Florida	Jacksonville Florida,	0
3054	University of South Florida St. Petersburg	140 7th Ave S St. Petersburg Florida, 33701	0
3055	Miami Media School	7955 NW 12th Street, Suite 119 Doral Florida, 33126	Angel S. Llamazares 0
5000	Internal		4
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114	0

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
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Hubbard Radio NextGen  
Leadership Program

Dan Seeman

08/31/2019-  
05/31/2020

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. Two employees of Hubbard Radio WPB participated in the program.

Station Tour

Media Program instructor

11/01/2019-  
11/01/2019

Hubbard Radio WPB hosted students in the Media Program at FAU for the day. The students learned about the radio industry and spoke with leaders in programming, sales, and digital. They also received a tour and the opportunity to watch live programming.

Station Tour

Leadership Palm Beach  
County's Youth Media Day

11/07/2019-  
11/07/2019

Hubbard Radio WPB hosted youth from Leadership Palm Beach County's Youth Media Day. The youth learned about the radio industry and spoke with leaders in programming, sales, and digital. They also received a tour and the opportunity to watch live programming.

Station Tour

Renaissance Charter School @  
Central Palm in Lake Worth

12/10/2019-  
12/10/2019

Hubbard Radio WPB hosted a station tour for students from Renaissance Charter School at Central Palm in Lake Worth. In addition to the tour, there was a question and answer session.

## **Exhibit 2**

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WEAT-FM	Radio	West Palm Beach, FL	1918
WMBX-FM	Radio	West Palm Beach, FL	25756
WFTL-AM	Radio	West Palm Beach, FL	29490

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WIRK-FM.Digital Content Director(20-1254)	01/22/2021	1450, 1457, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 5000	1450
WIRK-FM.Promotion Director(20-1283)	03/11/2021	1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055, 5000	2226
WMBX-FM.Promotion Director(20-1282)	01/29/2021	1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055, 5000	5000
WRMF-FM.Promotion Director(20-1154)	10/02/2020	1443, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 5000	3000
WRMF-FM.Sales Assistant(20-1217)	01/13/2021	1450, 1457, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 5000	1450
WRMF-FM.WPB Receptionist(21-1286)	08/18/2021	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 5000	5000



## 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
303	Howard University Career Services	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Handshake 2028067513	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	2
1450	Indeed.com	Austin Texas,		11
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		13
1837	Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Handshake 5137453140	0
2226	Employee Referral			12
3000	HBI Career Site			12
3001	Black Chamber of Commerce	400 Hibiscus Street, Suite 200 West Palm Beach Florida, 33401	Keely Gideon-Taylor	0
3003	Chinese Cultural Assoc of SF	PO Box 2272573 Boca Raton Florida, 33427	Anna Wong	0
3004	Connecticut School of Broadcasting	3450 Northlake Blvd #110 North Palm Beach Florida, 33403	Harley Rhodes & Danny Doyle	0
3005	Florida A&M University	100 St Union Plaza MLK Blvd Tallahassee Florida, 32307	Brandi Milton	0
3006	Hispanic Human Resources Council	1427 S Congress Ave Palm Springs Florida, 33406	Judy pierman	0
3008	National Black Chamber of Commerce	601 Pennsylvania Ave NW, Suite 900 South Bldg. Washington Dist. Columbia, 20004	Kay Alvord	0
3009	Palm Beach Atlantic University			

PO Box 24708 Career Ctr  
West Palm Beach Florida, 33401

Career Center

0

3010	The Assoc of Indians in America SF	2298 NW 56th Street Boca Raton Florida, 33496	Ujvala Bhuta	0
3011	Urban League of PBC	1700 N. Australian Ave West Palm Beach Florida, 33407	Joan Kennedy	0
3012	Worforce Alliance of PBC	3400 Belvedere Rd West Palm Beach Florida, 33406	Mary Fleming	0
3035	Ave Maria University	5050 Ave Maria Blvd Ave Maria Florida, 34142	Handshake	0
3036	Barry University	11300 NE 2nd Ave Miami Florida, 33161	Handshake	0
3037	Flagler College	74 King St St. Augustine Florida, 32084	Handshake	0
3038	Florida Agricultural & Mechanical University	1601 S Martin Luther King Jr Blvd Tallahassee Florida, 32310	Handshake	0
3039	Florida Atlantic University	777 Glades Rd Boca Raton Florida, 33431	Handshake	0
3040	Florida Institute of Technology	150 W University Blvd, Melbourne Florida, 32901	Handshake	0
3041	Florida International Univiersity	11200 SW 8th St Miami Florida, 33199	Handshake	1
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801	Handshake	0
3044	Jacksonville Univiersity	2800 University Blvd N, Jacksonville Florida, 32211	Handshake	0
3045	Nova Southeastern University	3301 College Ave Davie Florida, 33314	Handshake	0
3046	Palm Beach Atlantic University			

P.O. Box 24708  
West Palm Beach Florida, 33416

Handshake  
561-803-2386

0

3047	Palm Beach State College	4200 South Congress Avenue Lake Worth Florida, 33461	Handshake	0
3048	Saint Leo University	33701 State Rd 52 Saint Leo Florida, 33574	Handshake	0
3049	Seminole State College of Florida	Sanford Florida,	Handshake	0
3050	State College of Florida, Manatee-Sarasota	5840 26th St W Bradenton Florida, 34207	Handshake	0
3051	University of Central Florida	4000 Central Florida Blvd orlando Florida, 32826	Handshake	0
3052	University of Miami	5225 Ponce De Leon Blvd Coral Gables Florida, 33146	Handshake	0
3053	University of North Florida	1 UNF Dr Jacksonville Florida, 32224	Handshake	0
3054	University of South Florida St. Petersburg	140 7th Ave S St. Petersburg Florida, 33701	Handshake	0
3055	Miami Media School	7955 NW 12th Street, Suite 119 Doral Florida, 33126	Angel S. Llamazares	0
3095	Spelman College	350 Spelman Ln SW Atlanta Georgia, 30314	Handshake	0
3096	Tuskegee University	1200 W Montgomery Rod Tuskegee Alabama, 36088	Handshake	0
3097	Morehouse College	830 Westview Dr SW Atlanta Georgia, 30314	Handshake	0
3098	Clafin College	400 Magnolia St Orangeburg South Carolina, 29115	Handshake	0
3099	Clark Atlanta University			

5000 Internal

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## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Community Job Fair	Bishop Thomas Masters	02/25/2021- 02/25/2021	The WMBX Program Director attended a community recruiting event at the Riviera Beach Marina. The job fair was an opportunity to speak with job seekers about positions that are open in the employment unit.
Florida FCC EEO Training	Michelle Ott	05/11/2021- 05/11/2021	Managers and supervisors of Hubbard Radio West Palm Beach participated training on the FCC's Rules regarding equal employment opportunity. They also reviewed employment and non-discrimination laws and Hubbard's policy and program to ensure equal employment opportunities in the workplace.
Health and Human Services Career Fair	Councilman Lawson	06/15/2021- 06/15/2021	WMBX Program Director and two of the station's On Air Talent participated in the NonProfits First career fair. They spoke with attendees and answered questiona about working in radio.
Job Fair for Ex Felons Only	Bishop Thomas Masters	03/31/2021- 03/31/2021	WMBX served as a partner for the Job Fair for Ex-Felons at New Macedonia Fellowship Hall. The WMBX Program Director and an On-Air Talent attended the job' fair to speak with participants about job opportunities as they transition back into the community.
Northern Palm Beach County Chamber of Commerce, Inc.	Northern PBC Chamber of Commerce	06/23/2021- 06/23/2021	Senior managers participated in a program about Diversity, Equity, and Inclusion in the Workplace through the Northern Palm Beach County Chamber of Commerce.
Staying on Top of Your Broadcast FCC EEO Obligations	Staying on Top of FCC EEO Obligations	03/25/2021- 04/25/2021	Four members of Management participated in a legal seminar on FCC EEO Broadcasting obligations.
UCF Entertainment Careers Class	Sheri Croft	03/25/2021- 03/25/2021	One of the Hubbard Radio West Palm Beach Radio Producers spoke with a class a University of Central Florida. The discussion

was around the Producer's experiences in  
radio and how to begin a career in radio.