

FCC EEO Combined Public File Report

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

For the reporting period: 07/23/13 to 07/30/14

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTMX-FM.Account Executive	07/28/2014	Internal,National,P	1666
WTMX-FM.Digital Media Graphic Designer	06/10/2014	Internal,National,P	1666
WTMX-FM.Sales Assistant	11/01/2013	Internal,National,S	Except for: 2081 2082 1676
WILV-FM.Account Executive	07/28/2014	Internal,National,P	1666
WILV-FM.Account Executive	04/28/2014	Internal,National,P	Except for: 2081 1710
WILV-FM.On Air Talent	01/24/2014	Internal,National,P	Except for: 2081 2082 1666
WDRV-FM.Account Executive	07/28/2014	Internal,National,P	1666
WDRV-FM.Account Executive	07/28/2014	Internal,National,P	1676
WDRV-FM.Account Executive	10/24/2013	Internal,National,P	Except for: 1859 2081 2082 1672
WDRV-FM.Account Executive	04/28/2014	Internal,National,P	Except for: 2081 1672
WDRV-FM.Account Executive	07/28/2014	Internal,National,P	1666
WDRV-FM.Program Director	07/08/2014	Internal,National,P	1666
WDRV-FM.Vice President/General Manager	07/28/2014	Internal,National,P	1676

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	2	1663	3	1666	16	1668	3
1672	6	1676	5	1709	2	1710	1
1711	1						

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 1695 1696 1697 1698 1699 1700 1701 1702 1703 1704 1705 1706 1707 1708
1709 1710 1711

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082 01/30/14: 2081 ADDED 01/13/14: 2082 ADDED
National	Current: 254 255 452 487 608 644 657 1092 1843 01/30/14: 2081 DELETED 01/13/14: 2081 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 1687 1688 1689 1690 1691 1692 1693 1694 1695 1696 1697 1698 1699 1700 1701 1702 1703 1704 1705 1706 1707 1708 1709 1710 1711 1859 07/25/13: 1859 ADDED
Paid	Current: 1663 1673
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 1687 1688 1689 1690 1691 1692 1693 1694 1695 1696 1697 1698 1699 1700 1701 1702 1703 1704 1705 1706 1707 1708 1709 1710 1711 1859 07/25/13: 1859 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 1687 1688 1689 1690 1691 1692 1693 1694 1695 1696 1697 1698 1699 1700 1701 1702 1703 1704 1705 1706 1707 1708 1709 1710 1711 1859 07/25/13: 1859 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Fl Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	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 Vivki 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	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	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 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cathy Potts (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	KSTP-AM 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 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 Mt. Pleasant, MI 48859 Pete Orlik (989) 774-3851	1678	Chicago State University 9501 S Martin Luther King Dr Chicago, IL 60628 Dr Renee Mitchell (773) 995-2327
1679	Chicago Lighthouse 4 the Blind 1850 W Roosevelt Rd Chicago, IL 60608 Greg Pullman (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	Evanston Township General 1910 Main Street Evanston, IL 60602 Henry Colquitt (847) 475-4481	1684	Featherfist Social Services 3300 W Maypole Ave Chicago, IL 60624 Karen Smith (773) 826-3300
1685	Goodwill Industries 30 N. Racine #230 Chicago, IL 60607 Lorenzo Andrews (312) 491-2900	1686	Illinois Center-Broadcasting 455 Eisenhower Lane South #200 Lombard, IL 60148 Don Clark (630) 916-1700	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) 237-5050
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	1695	OH/IL Centers for Broadcasting 9000 Sweet Valley Drive	1696	Paralyzed Veterans of America PO Box 1337

	Des Plaines, IL 60016 Annette Partak (847) 635-1723		Valley View, OH 44125 Gary James (216) 447-9117		Hines, IL 601411337 Robert A Arciola (708) 344-8214
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 Jill McGinty (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 900 S. Nomral Ave MC 4704 Carbondale, IL 62901 Beverly Robbins (618) 453-2391	1702	Thresholds 4101 N. Ravenswood Chicago, IL 60613 John Prestipino (773) 572-5263
1703	University of Illinois-Chicago 1200 W Harrison Rm3050 M/C-099 Chicago, IL 606077165 Katherine Battee-Freeman (312) 996-2300	1704	University of Illinois 20 A Gregory Hall 810 S Wrig Urbana, IL 61801 Lynn Holley (217) 333-1508	1705	Univ of Illinois - Alumni Ctr 200 S Wacker Dr 1st FL MC 200 Chicago, IL 60606 Bernice Allegretti (312) 575-7830
1706	Vietnam Veterans of America 2122 W Taylor Room 107 Chicago, IL 60612 Dorothy LeClear (312) 980-4268	1707	Veterans Leadership Program 7601 S Kostner Ave Suite 202 Chicago, IL 60652 Robert O'Brien (773) 581-8290	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 Amy Wicklund (312) -94-4798	1710	WILV.com One Prudential Plaza #2700 Chicago, IL 60601 Amy Wicklund (312) -94-4798	1711	WTMX.com One Prudential Plaza #2700 Chicago, IL 60601 Amy Wicklund (312) -94-4798
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
1846	Hubbard Radio-Salt Lake City 6985 Union Park Ave Suite 600 Cottonwood Heights, UT 84047 Mike Rawlings (801) 575-7565	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 Amy Wicklund (312) 946-1019
1859	Hubbard Radio Chicago Text Club 130 E. Randolph #2700 Chicago, IL 60601 Dave Karwowski (312) 946-1019	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Christine Hanley (425) 653-1160

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
School & Community Organization Speaking Engagements	Station Management	07/24/2013 - 07/31/2014	Radio management regularly speak with students in elementary schools, high schools, and colleges, as well as community organizations about their jobs, the company, and careers in broadcasting.	Visits include: Illinois State University, Illinois Center for Broadcasting, Columbia College, Elmwood Park High School, Kennedy King College, and at Glencoe West School.
School & Community Organization Station Tours & Job Shadows	Station management	07/24/2013 - 07/31/2014	Radio staff hosted students and community organizations at the station to discuss their jobs and opportunities in broadcasting. These visits included station tours and job shadowing various employee roles.	Visits included: Neuqua Valley High School, The Girls Scouts, St. Daniel The Prophet Chicago, Daisy Girl Scout Troop, and Bradley University.
2013-2014 Internships	Amy Wicklund, HR Director	08/01/2013 - 07/31/2014	Hubbard Radio Chicago, LLC had 5 interns in the Promotions department during the reporting year. The students performed various duties including: promoted the stations at community and client events; in-office prep work for promotional events; and assisted the Assistant Promotions Manager and Promotions Manager with additional duties as needed.	Students were from: Depauw, University of Wisconsin at Whitewater, Illinois State University, DePaul University, and University of Iowa.
Columbia College Fall Job Fair	Amy Wicklund, HR Director	10/10/2013 - 10/10/2013	Hubbard Radio Chicago, LLC participated in Columbia College's Fall Job Fair on October 10, 2013. Career fair attendees were searching for various career opportunities. Applications were made available and resumes were collected.	

Notre Dame Career Fair	Beth Behny, Traffic Manager	02/25/2014 - 02/25/2014	Promotion and Traffic Managers participated in the Notre Dame Career Fair held on February 25, 2014. They answered questions about career opportunities in the broadcasting industry , accepted resumes, and distributed applications.	
DePaul University Career Options for Creative Students	Amy Wicklund, HR Director	03/11/2014 - 03/11/2014	Hubbard Radio Chicago, LLC's management participated in DePaul University's Career Options for Creative Students Fair on March 11, 2014. They discussed career opportunities in broadcasting with attendees, distributed applications and station information, and accepted resumes.	
Illinois State University Career Fair	Jim O'Brill, Promotion Manager	04/17/2014 - 04/17/2014	Promotion management represented Hubbard Radio Chicago, LLC at Illinois State University's Career Fair on April 17, 2014. They discussed opportunities available in broadcasting with the attendees, distributed applications and station information, and accepted resumes.	
DePaul University Just In Time Fair	Amy Wicklund, HR Director	06/17/2014 - 06/17/2014	Hubbard Radio Chicago, LLC attended DePaul University's Just In Time Fair on June 17, 2014. Career opportunities in broadcasting were discussed with the attendees. Resumes were accepted and applications and station information were distributed.	