

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: 08/01/14 to 07/30/15

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTMX-FM.Assistant Promotion Manager	12/16/2014	Internal,National,S	1666
WTMX-FM.Controller	12/12/2014	Internal,National,S	1675
WTMX-FM.Digital Brand Strategy Specialist	06/18/2015	Internal,National,P	1673
WTMX-FM.Digital Brand Strategy Specialist	06/18/2015	Internal,National,P	1672
WTMX-FM.Digital Media Graphic Designer	12/22/2014	Internal,National,P	1711
WTMX-FM.National Sales Manager	10/28/2014	Internal,National,P Except for: 2105	1675
WTMX-FM.NTR Project Coordinator	02/18/2015	Internal,National,S	1675
WTMX-FM.Systems Engineer	06/02/2015	Internal,National,P	1668
WTMX-FM.WTMX Account Executive	07/02/2015	Internal,National,P	1845
WSHE-FM.Account Executive	10/28/2014	Internal,National,P Except for: 2105	1675
WSHE-FM.On Air Talent	08/04/2014	Internal,P,Paid Except for: 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082	1666
WSHE-FM.WSHE Account Executive	06/29/2015	Internal,National,P	1672
WSHE-FM.WSHE Account Executive	06/29/2015	Internal,National,P	1672
WSHE-FM.WSHE Account Executive	06/29/2015	Internal,National,P	1672
WSHE-FM.WSHE Account Executive	06/29/2015	Internal,National,P	1672
WSHE-FM.WSHE On Air Talent Full Time	06/19/2015	Internal,National,P	1666
WSHE-FM.WTMX & WSHE Local Sales Manager	04/24/2015	Internal,National,P	1675
WDRV-FM.Assistant Promotion Manager	01/07/2015	Internal,National,S	1670
WDRV-FM.Digital Brand Strategy Assistant	04/20/2015	Internal,National,S	1675
WDRV-FM.General Sales Manager	02/02/2015	Internal,National,P	1666
WDRV-FM.Local Sales Manager	05/20/2015	Internal,National,P	369
WDRV-FM.On Air Talent	02/18/2015		1675
WDRV-FM.On Air Talent	02/18/2015		1675
WDRV-FM.Producer	02/18/2015		1675
WDRV-FM.Promotion Assistant	02/03/2015	Internal,National,S	1709
WDRV-FM.Sales Assistant	12/22/2014	Internal,National,S	1675
WDRV-FM.Sales Promotion Manager	12/16/2014	Internal,National,S	2081
WDRV-FM.WDRV Account Executive	07/02/2015	Internal,National,P	1676
WDRV-FM.WDRV Account Executive	07/02/2015	Internal,National,P	1672
WDRV-FM.WDRV Sales Assistant	06/16/2015	Internal,National,S	1848

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	3	1663	8	1666	15	1668	18
1669	1	1670	1	1672	15	1673	8
1675	18	1676	2	1709	2	1711	3
1845	1	1848	3	1859	1	2081	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 2105

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 1847 1848 2081 2082 04/08/15: 1846 INACTIVE
National	Current: 254 255 452 487 644 657 1092 1843 08/21/14: 608 INACTIVE
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 1697 1698 1699 1700 1701 1702 1704 1706 1708 1709 1710 1711 1859 2105 08/19/14: 1695 INACTIVE 1696 INACTIVE 1707 INACTIVE 2105 ADDED 07/17/15: 1705 INACTIVE 07/02/15: 1703 INACTIVE
Paid	Current: 1663 1673 2105 08/19/14: 2105 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 1687 1688 1689 1690 1691 1692 1693 1694 1697 1698 1699 1700 1701 1702 1704 1706 1708 1709 1710 1711 1859 2105 08/19/14: 1695 INACTIVE 1696 INACTIVE 1707 INACTIVE 2105 ADDED 07/17/15: 1705 INACTIVE 07/02/15: 1703 INACTIVE
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 1697 1698 1699 1700 1701 1702 1704 1706 1708 1709 1710 1711 1859 2105 08/19/14: 1695 INACTIVE 1696 INACTIVE 1707 INACTIVE 2105 ADDED 07/17/15: 1705 INACTIVE 07/02/15: 1703 INACTIVE

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	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 1320 Salem Rd SW Rochester, MN 55902 Andrew Browning (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	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	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) 826-3300
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 Yarberrry (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 Des Plaines, IL 60016 Annette Partak (847) 635-1723	1695	OH/IL Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Gary James (216) 447-9117	1696	Paralyzed Veterans of America PO Box 1337 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 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 Krisi 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
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 Liz Luptak (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
2105	Hispanic Heritage Organization 233 E Wacker Dr #406 Chicago, IL 60601				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Illinois Center for Broadcasting - Instruction	Illinois Center for Broadcasting	08/01/2014 - 06/30/2015	WSHE's Evening On Air Talent is a teacher and mentor at the Illinois Center for Broadcasting. He teaches radio classes and mentors students in broadcasting, training the next generation of radio broadcasters.	
School & Community Organization - Speaking Opportunities	Station Management	08/01/2014 - 07/31/2015	Radio management regularly speaks 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: United Cerebral Palsy of Greater Chicago, Glencoe West Grade School, Columbia College.
Station Tours	Public Affairs	08/01/2014 - 07/31/2015	Station tours are conducted on a regular basis 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: Columbia College, Home-Schooled students, Roberto Clemente High School, Illinois Center for Broadcasting, Girl Scout Troop 332, United Cerebral Palsy of Greater Chicago, Cub Scout Pack 273-Den 15, Ball State University.
IBA University	Joseph Blaney	10/10/2014 - 10/10/2014	WTMX On Air Talent participated in the "Good Morning Chicago" panel at the IBA University. The IBA University is a one-day student conference designed to prepare broadcast journalism students for their upcoming job search.	
Student Visit	Loyola University Student	11/21/2014 - 11/21/2014	A Loyola University student met with various department heads for the purpose of learning more about working in radio. The student initially met Hubbard Radio's Executive VP/COO at the IBA University panel "The State of the Industry and Your Employment Prospects".	
Dundee-Crown High School - Career Day	Dundee-Crown High School	11/25/2014 - 11/25/2014	A WDRV Account Executive spoke with students at the Dundee-Crown High School Career Day about working as a sales person in broadcasting.	
Glenbrook North High School - Interview & Class Project	Students	01/09/2015 - 05/30/2015	Two students from Glenbrook North High School visited the stations for school projects. The students were given a tour and interviewed staff about jobs in radio.	
Our Lady of Snows - Career Day	Natalie Caputo	03/26/2015 - 03/26/2015	WSHE's News & Public Affairs Manager was the guest speaker for Career Day at Our Lady of Snows School. She spoke with students in four different classes - 5th, 6th, 7th & 8th grades - about careers in radio and her work as news anchor, reporter and public affairs host.	
Columbia College - Entry-Level Recruitment Effort	Tom Joyce, Columbia College Radio Department	04/01/2015 - 05/31/2015	The General Sales Manager of WSHE worked with Mr. Joyce at Columbia College to identify soon-to-be graduating seniors who were interested in radio sales. Interested seniors were then interviewed.	
Multicultural	Rachael	07/14/2015	WDRV hosted two interns from the 4A's Multicultural	MAIP connects aspiring, diverse,

Advertising Intern Program	Muhlenbeck	- 07/14/2015	Advertising Intern Program (MAIP) for the day. The interns were given a station tour and time to ask questions about working in radio.	entry-level advertising professionals with leading ad agencies all over the country.
FCC EEO Training	Michelle Ott - Manager, Employee Relations, Hubbard Broadcasting, Inc.	07/27/2015 - 07/27/2015	Managers and supervisors of WDRV, WSHE and WTMX received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and Hubbard Broadcasting Inc.'s policy and program to ensure equal employment opportunities in the work place.	