

# Exhibit 1

## FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KLIZ-AM	Radio	Brainerd, MN	28653
KLIZ-FM	Radio	Brainerd, MN	28654
KUAL-FM	Radio	Brainerd, MN	60495
KVBR-AM	Radio	Brainerd, MN	60496
WJJY-FM	Radio	Brainerd, MN	5394
KBLB-FM	Radio	Nisswa, MN	4337

For the reporting period: 12/01/17 to 11/30/18

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WJJY-FM.Account Executive	07/18/2018	P	2261
WJJY-FM.Digital Media Director	06/12/2018	Internal,National,P	2220
WJJY-FM.Traffic Speciallsts	09/25/2018	S	2266

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
2214	1	2220	1	2261	5	2266	3

### List of Recruitment Sources that requested postings

No Recruitment Source requested postings.

### 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: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2261 2266 2283 2286 2332 09/25/18: 2332 ADDED
Paid	Current: 2215
S=Support	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2266 2283 2332 09/25/18: 2332 ADDED 07/18/18: 2214 ADDED 2258 ADDED 2259 ADDED 2260 ADDED 2266 ADDED
T=Technical	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2266 2283 2332 09/25/18: 2332 ADDED 07/18/18: 2214 ADDED 2259 ADDED 2260 ADDED 2266 ADDED 2283 ADDED

### Recruitment Sources

ID	Source	ID	Source	ID	Source
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 Andy Higgins (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	893	KOB-TV	905	KOBR-TV

1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411	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 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	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	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	2214 Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	2215 Zip Recruiter 1453 3rd Street Promenade #335 Santa Monica, CA 90401 n/a (877) 252-1062
2216 Disabled Veterans 204 Laurel Street Brainerd, MN 56401 John Gagnon (218) 825-6776	2220 Hubbard Radio Brainerd Website 13225 Dogwood Drive S Baxter, MN 56425 Michael Boen (218) 822-4444	2221 Job Fair x x, AL x x (123) 345-1234
2224 Minnesota Works.net 204 Laurel Street, Suite 21, Brainerd, MN 56401 Trudi Amundson (612) 963-1536	2236 On Air Announcement 13225 Dogwood Drive Baxter, MN 56425 Mike Boen (218) 822-4444	2258 All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616
2259 Central Lakes College-Brainerd 501 W College Dr Brainerd, MN 56401 Deb Norlin (218) 855-8156	2260 Minnesota State Community and Technical College M State, 150 2nd St. SW, Suite B Perham, MN 56573 Rhonda Bahls (218) 347-6235	2261 Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555
2266 Employee Referral Dogwood Dr Baxter, MN 56425 Justin Jerve (218) 828-1244	2283 LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2286 Radio Online 3500 Tripp Ave Amarillo, TX 79121-163 Ron Chase (777) 777-7777
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	2332 Bemidji State University-Career Svcs 1500 Birchmont Dr NE Box 18 Bemidji, MN 56601 Angela Schmidt (218) 755-2038

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	The Hubbard Radio NextGen Leadership program was created in 2015 with the goal to identify and develop future leaders for the company. Employees were first nominated by management and department heads to apply for the program. Following the application process the Hubbard Radio market managers chose up to two participants in each market. The Regional Controller was selected to be in the 2017-2018 program.	
Station Tours	Various	12/01/2017 - 11/30/2018	Employees for the employment unit conducted tours in which groups or individuals learn about radio, career opportunities, and our facilities.  The Brainerd Lakes Chamber of Commerce and a student from Bemidji State University toured the stations.	
Brainerd Community Job Fair	Jama Davidson	04/04/2018 - 04/04/2018	The Regional Controller and General Manager for the employment unit helped plan and promote the Brainerd Community Job Fair. The RMCEP/Brainerd Workforce Center and Brainerd Dispatch also assisted with planning and promotions.	
FCC EEO Training	Michelle Olt	11/15/2018 - 11/15/2018	Management from Brainerd received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.	
Student Job Shadow	Michael Francis	11/28/2018 - 11/28/2018	A student from Brainerd High School who is interested in a career in radio spent the morning with the WJYY morning show hosts. She observed the morning show from in studio and also observed ad production and the taping of WJYY's community focus show.	

# Exhibit 2

# FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2018 to 11/30/2019

Call Letter	Type of Station	Location:City/State	Facility ID
KBLB-FM	Radio	Nisswa, MN	4337
KLIZ-AM	Radio	Brainerd, MN	28653
KLIZ-FM	Radio	Brainerd, MN	28654
KUAL-FM	Radio	Brainerd, MN	60495
KVBR-AM	Radio	Brainerd, MN	60496
WJJY-FM	Radio	Brainerd, MN	5394

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WJJY-FM.On Air Talent(19-1162)	03/20/2019	9000	5000
WJJY-FM.Account Executive(19-1396)	09/30/2019	379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1450, 2187, 2189, 2194, 2196, 2204, 2213, 2226, 2259, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 5000	1450
WJJY-FM.Regional Traffic Specialist(19-1527)	10/25/2019	157, 379, 577, 584, 610, 630, 665, 839, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1443, 1450, 1457, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2270, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 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
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Sandy Tilton 6123301472	0
379	Job Fair			0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Karolyn Bald 6087858514	0

584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Kim Erickson 7158364069	0
610	Minnesota Broadcasters Association	401 North 3rd St # 370 Minneapolis Minnesota, 55401	Maria Vorhis 6129268123	0
630	Minnesota State University Mankato	730 Maywood Ave Mankato Minnesota, 56001		0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
839	Bemidji State University Career Svcs	1500 Birchmont Dr NE #18 Bemidji Minnesota, 566012699	Lisa Gubrud 2187552405	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Sara Johnson 2182993021	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Donna Blazis 5077863268	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Carol Lowe 6517931529	0
869	St Cloud State University Career Svcs	720 4th Ave S St Cloud Minnesota, 563014498	Employer site 3203082153	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Laura Hammond 3203635707	0
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Anne Bowlin 6516908890	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Carrie Hansen 5075376221	0
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Irene Maloney 3205896065	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Connor McCarthy 6126247387	0
1443	All Access			

28955 Pacific Coast Highway #210  
Malibu California, 90265

3104576616

0

1450	Indeed.com	Austin Texas,		1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		0
2187	*Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Jammi Crummy 2184772131	0
2189	Alexandria Technical College	1601 Jefferson St Alexandria Minnesota, 56308-3799	Karen Mauwissen 3207624443	0
2194	Minnesota State Community & Technical College	M State, 150 2nd St SW # B Perham Minnesota, 56573	Rhonda Bahls 2183476235	0
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2204	UW River Falls Dept of Journalism	410 S 3rd St River Falls Wisconsin, 54022	Sandy Ellis 7154253169	0
2213	Radio1 Broadcast School	700 3rd St N La Crosse Wisconsin, 54601	Joe Deschler 2186311803	0
2226	Employee Referral			0
2259	Central Lakes College Brainerd	501 W College Dr Brainerd Minnesota, 56401	Deb Norlin 2188558156	0
2270	Radio Online	3500 Tripp Ave Amarillo Texas, 79121-163	Ron Chase	0
2287	Gustavus Adolphus College Career Svcs	800 W College Ave St Peter Minnesota, 56082	Cynthia Favre 5079337586	0
2289	University of Wisconsin Green Bay	2420 Nicolet Dr Green Bay Wisconsin, 54311	Career Services 9504652163	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Career Services 9204242181	0

2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Career Services 4142294486	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0
3000	HBI Career Site			0
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113		0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811		0
5000	Internal			2
9000	Exigent Circumstance			0

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Brainerd Lakes Community Job Fair	Jama Davidson	04/03/2019- 04/03/2019	The Regional Controller participated in planning and also attended the Brainerd Lakes Community Job Fair at Central Lakes College. This was an opportunity to talk with students and community members about radio and openings in Brainerd.
Internship	Student	05/31/2019- 08/26/2019	The Market hosted a summer intern in which the intern learned about many aspects of the radio business. He spent time in all departments; sales, administration, production, and digital.
NextGen Leadership Program	Dan Seeman	07/15/2019- 05/31/2020	The Digital Media Director participated in Hubbard Radio's NextGen Leadership Program. NextGen is a program that identifies and develops the future leaders of the company, inviting them to attend the NAB/RAB Radio Show and participate in the NextGen Challenge.
Station Tour - Pillager High School	Tracee Colgrove	12/14/2018- 12/14/2018	The Program Director gave a tour to Pillager High School students. They learned about



radio and asked questions while on the tour.

Station Tour- Lakes Area Media  
Explorers

Pete Mohs

09/11/2019-  
09/11/2019

The Regional Controller led a tour of the stations for a Scout group that is interested in media careers and answered questions about the company and the radio stations in Northern MN.

Station Tour- Paul Bunyan  
Transition Program

Kati Reynolds

02/06/2019-  
02/06/2019

The Program Director gave station tour for 12 students in the Paul Bunyan Transition Program. Students learned about radio and asked questions on the tour.