

FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2018 to 05/31/2019

Call Letter	Type of Station	Location:City/State	Facility ID
WKRQ-FM	Radio	Cincinnati, OH	11276
WREW-FM	Radio	Fairfield, OH	73369
WUBE-FM	Radio	Cincinnati, OH	10140
WYGY-FM	Radio	Fort Thomas, KY	40915

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WKRQ-FM.Account Executive(18-5230)	09/28/2018	255, 307, 369, 402, 408, 416, 843, 865, 893, 905, 1213, 1270, 1776, 1777, 1778, 1779, 1780, 1783, 1786, 1787, 1788, 1789, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1816, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1830, 1831, 1832, 1833, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1844, 1845, 1847, 1848, 1849, 1850, 1858, 1861, 2081, 2082, 2227, 2297, 2298, 2299	1777, 1783
WUBE-FM.IT Systems Administrator (Hubbard Cincinnati)(18-5516)	03/20/2019	929, 1443, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1849, 1858, 1861, 2227, 2297, 2298, 2318, 3000	3000
WUBE-FM.On Air Talent(19-1144)	03/11/2019	9000	5000
WUBE-FM.Sales Executive -- Entry Level(19-1211)	04/30/2019	929, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1816, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1849, 1858, 1861, 2226, 2227, 2297, 2298, 3000	1837

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
255	Emma L Bowen Foundation-NY	30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York NY, 10112	Sandra Rice 2126643486	0

307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
369	Internal Applicant			0
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	0
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
929	Ball State University	Career Center, Lucinda Hall 220 Muncie Indiana, 47306	Kyndra Haggard 7622852436	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guilliame 7275356776	0
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	0
1450	Indeed.com	Austin Texas,		2
1510	*DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Jameson Dixon Jr. 3123625597	0

1776	Community Organization-General			0
1777	Employee-Current			4
1778	Internship			0
1779	Website			1
1780	Internal Applicant			0
1783	Market Referral			4
1784	Recruiter			1
1786	Word of Mouth			1
1787	Self Inquiry			0
1788	*African American Chamber of Commerce	2945 Gilbert Ave Cincinnati Ohio, 45206	Marie Hughes 5137519900	0
1789	*Ball State University	2000 W University Licina Hall Muncie IN, 47306	Cindy Hershman 7652851522	0
1792	*Bowling Green State University	Bowen-Thompson Student Union #225 Bowling Green Ohio, 43403	Michael Turner 4193722356	0
1793	*Cincinnati AFL CIO Labor Council	1385 Tennessee Ave 2nd Floor Cincinnati Ohio, 45229	Peter McLinden 5134211846	0
1794	*Mount St Joseph University	5701 Delhi Road Cincinnati Ohio, 45223	Cara Cross 5132444484	0
1796	DePauw University	408 S Locust St Greencastle Indiana, 46135	Emily Hall 7656584355	0
1797	*Eastern Kentucky University	521 Lancaster Ave Richmond Kentucky, 40475	Cory Warren 8596221296	0

1798	*Georgetown College	400 E College St Georgetown Kentucky, 40324	Holly James 5028638383	0
1799	*Hanover College	517 Ball Dr Hanover Indiana, 47243	Sue Tilley 8128667127	0
1800	*Indiana State University	231 N 6th St Career Center, Room 130A Terre Haute Indiana, 47809	Teresa Dwyer 8122372582	0
1801	Jewish Vocational Services	4540 Cooper Rd # 300 Cincinnati Ohio, 45242	Peter Landesman 5137452905	0
1802	Kent State University	PO Box 5190 Kent Ohio, 44242	Robin Pijor 3306722360	0
1803	*Kenyon College	101 E Brooklyn St Gambier Ohio, 43022	Cheryl Garrett 7404275165	0
1805	*Marietta College	215 Fifth St Marietta Ohio, 45750	Hilles Hughes 7403764480	0
1806	*Miami University Oxford	550 E Spring St Oxford Ohio, 45056	Melissa Brown 5135293835	0
1807	*Miami University Hamilton	1601 University Blvd Hamilton Ohio, 45011	Linda Vogt 5137853113	0
1808	*Morehead State University	150 University Blvd Morehead Kentucky, 40351	Megan Boone 6067832233	0
1809	*NAACP Cincinnati	3494 Reading Rd Cincinnati Ohio, 45229	Teninnah Ross 5132811900	0
1810	*Ohio Center of Broadcasting	9885 Rockside Rd #160 Valley View Ohio, 44125	Janice Hannah-Hardy 2165035900	0
1811	*The Ohio Media School Columbus/Cinti	5330 E Main St # 200 Columbus Ohio, 43213	Lee Wagner 6142300461	0
1813	*Ohio Dominican University	1216 Sunbury Rd Columbus Ohio, 43219	Mandy Powell 6142514733	0

1814	*Ohio Wesleyan University	HWCC 324, 40 Rowland Ave Delaware Ohio, 43015	Jennifer Owens 7403683152	0
1815	*Otterbein University	1 South Grove St Westerville Ohio, 43081	Ryan Brechbill 6148231456	0
1816	Queen City Jobs	2060 Reading Road Cincinnati Ohio, 45202	Nicole Carvelli	0
1817	*Shawnee State University	940 Second St Portsmouth Ohio, 45662	Krista Sloas 7403513027	0
1818	*Ohio Means Jobs	1916 Central Pkwy Cincinnati Ohio, 45214	Rosemary Peterson 5139467252	0
1821	*Thomas More College	333 Thomas More Pkwy Crestview Hills Kentucky, 41017	Emily Hellmann 8593443326	0
1822	*University of Cincinnati	140 University Pavilion Cincinnati Ohio, 45221	Arthur Walton 5135566008	1
1825	*University of Cincinnati (EP&S)	555 Steger Student Life Center Cincinnati Ohio, 45221	Ewaniki Moore-Hawkins 5135566008	0
1826	*University of Dayton	300 College Park Dr Dayton Ohio, 45469	Theresa Withrow 9372292073	0
1827	*University of Indianapolis	1400 East Hanna Ave Indianapolis Indiana, 46227	Chrissi Laut 3177883923	0
1828	University of Louisville	Houchens Building, LLO3, 2211 S Brook St Louisville Kentucky, 40292	Caroline Houchins	0
1829	*Urban League of Greater Cincinnati	3458 Reading Rd Cincinnati Ohio, 45229	Rahman Shabazz 5132819955	0
1830	Q102 (WKRQ) Website	2060 Reading Road Cincinnati OH, 45202	Nicole Carvelli 5136995096	0
1831	94.9 (WREW) Website	2060 Reading Road Cincinnati OH, 45202	Nicole Carvelli 5136995096	0
1832	B-105 (WUBE) Website			

	2060 Reading Road Cincinnati OH, 45202	Nicole Carvelli 5136995096	0	
1833	The Wolf (WYGY) Website	2060 Reading Road Cincinnati OH, 45202	Nicole Carvelli 5136995096	0
1834	*Western Kentucky University	1906 College Heights Blvd #11051 Bowling Green Kentucky, 42101	Robert Unseld 2707453095	0
1835	*Wilmington College	Pyle Center Box 1306 1870 Quaker Way Wilmington Ohio, 45177	Nina Talley 9374812299	0
1836	Wright State University	334 Student Union 3640 Colonel Glenn Dayton Ohio, 45435	Cheryl Stuart 9377752556	0
1837	*Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Tiera Dobbins 5137453140	1
1840	Ohio State University	1640 Neil Ave Columbus Ohio, 43201	Buckeye Careers 6142924086	0
1841	Ohio University	507 Baker Center Athens Ohio, 45701	Christi Gang 7405931394	0
1842	University of Kentucky	408 Rose St Lexington Kentucky, 40506	Meghan Pippenger 8592570550	0
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	0
1845	Hubbard Radio-Cincinnati	2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0
1847	Hubbard Radio-St. Louis	11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	0
1848	Hubbard Radio-Chicago	130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	0
1849	Cincinnati College Conservatory of Music	PO Box 210003 Cincinnati Ohio, 45221	Kristin Suess 5135569481	0
1850	All Access			

	28955 Pacific Coast Highway, Suite 210 Malibu CA, 90265	Nicole Carvelli 3104576616	0
1858	Northern Kentucky University	100 Nunn Dr UC 225 Highland Heights Kentucky, 41099	Amanda Meeker 8595721543 0
1861	Ohio Association of Broadcasters	17 South High St #1010 Columbus Ohio, 43215	Carrie Newton Dicks 6142284052 0
2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673 0
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160 0
2226	Employee Referral		0
2227	*Northern Kentucky Career Center	1324 Madison Ave Covington Kentucky, 41011	Heather Mullins 8592922604 0
2297	Purdue University Northwest	2200 169th St Hammond Indiana, 46323	Jenny Solis 2199892600 0
2298	Butler University	4600 Sunset Ave Indianapolis Indiana, 46208	Gina Davis 3179409383 0
2299	DePaul University	1 East Jackson Suite 9500 Chicago IL, 60604	Karyn McCoy 3123628437 0
2318	Southern New Hampshire University	2500 N River Road Hooksett New Hampshire, 3106	Peter Bartell 6036459611 0
3000	HBI Career Site		1
5000	Internal		1
9000	Exigent Circumstance		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
2018 Annual Employment Law Update	Ohio Association of Broadcasters	09/19/2018-09/19/2018	Hubbard Radio's Human Resources Director participated in the webinar: 2018 Annual Employment Law Update, hosted by the Ohio Association of Broadcasters.
Account Executive Mentorship Program	Mike Fredrick - VP/MM	06/01/2018-05/31/2019	During the reporting period, Account Executives from WKRQ-FM, WUBE-FM, WREW-FM and WYGY-FM who had 2+ years of media sales experience were partnered up with new Account Executives. The mentorship program has helped to develop and educate new Account Executives during their first 6 months of employment.
Broadcasting Career Builder Conference	Michigan Association of Broadcasters	11/16/2018-11/16/2018	WREW-FM's Program Director participated in the Broadcasting Career Builder Conference in Michigan. He spoke to young people and encouraged them to pursue careers in broadcasting. He also offered tips on how to get started in the business.
Hubbard Radio NextGen Leadership Program	Mike Fredrick, VP/MM	06/01/2018-05/31/2019	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 2 participants per market. In the Hubbard Radio Cincinnati Market, two employees were selected and participated in the annual program.
Job Shadows	Hubbard Radio Cincinnati Staff	08/07/2018-01/29/2019	The radio stations offer the opportunity for students to shadow employees to learn about work in the broadcasting industry. Four students shadowed On Air Talent to gain knowledge of working on-air in broadcasting (8/7/18, 9/18/18, 9/28/18, & 1/29/19). One student shadowed the Digital Design & Marketing Specialist to gain knowledge of design, in the broadcasting industry (10/10/18).
Music Resource Center	Jay Kruz- Program Director	06/01/2018-05/31/2019	Hubbard Radio's Program Director continually volunteers his time to support and mentor the students at the Music Resource Center. He has continued to help the students launch and run their own student radio station.
NAB Career Fair	Mike Fredrick- VP/MM	04/09/2019-04/09/2019	The NAB Leadership Foundation partners with the Broadcast Education Association to co-host a career fair each year at NAB Show and the Radio Show. The event helps

connect broadcast recruiters with job seekers interested in pursuing careers in our industry.

Podcast Festival	Culture of Innovation	11/01/2018-11/02/2018	WREW Program Director and WUBE on-air personality attended the Podcast Festival as presenters. They provided insight on podcasting.
Radio Station Tours	Hubbard Radio Cincinnati Staff	12/13/2018-02/22/2019	Hubbard Radio Cincinnati staff give station tours to interested community and school groups. Part of the tour includes a discussion about careers in radio.
School & Community Organization Visits	Hubbard Radio Cincinnati Staff	01/17/2019-01/17/2019	Radio staff participate in speaking engagements promoting broadcasting and employment opportunities in radio with students in elementary schools, senior high schools and colleges, as well as community organizations.