

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2023 to 05/31/2024

Call Letter	Type of Station	Location:City/State	Facility ID
KAZG-AM	Radio	Scottsdale, AZ	11272
KDKB-FM	Radio	Mesa, AZ	41299
KDUS-AM	Radio	Tempe, AZ	65165
KSLX-FM	Radio	Scottsdale, AZ	11282
KUPD-FM	Radio	Tempe, AZ	65166

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KSLX-FM.Sales Assistant(24-1147)	05/06/2024	379, 1450, 1457, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2004, 2098, 2106, 2226, 3000, 3077, 3111, 5000	3000
KUPD-FM.Account Executive(23-1272)	08/21/2023	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	2226, 2226
KUPD-FM.Sales Assistant(23-1331)	10/09/2023	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	1976

## 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
1450	Indeed.com	Austin Texas,		2
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		2
1974	Arizona Hispanic Chamber of Commerce	1020 E. Missouri Ave Phoenix Arizona, 85014	Susette Coumides 6022791800	0

1975	Arizona Opportunities Industrialization Center	39 E Jackson St Phoenix Arizona, 85004	Janet Shines 6025138311	0
1976	AZ Job Connection	340 N Commerce Park Loop #250 Tuscon Arizona, 87545	Bob Buchanan (520) 724-7650	1
1977	AZ Women's Education & Employment	326 E Coronado Rd # 105 Phoenix Arizona, 85004	Jaclyn Boyes 6026017200	0
1978	Chicanos Por La Causa	1112 E Buckeye Rd Phoenix Arizona, 85034	Edmundo Hidalgo 6022570700	0
1980	DeVry University	2149 W Dunlap Ave Phoenix Arizona, 85021	Dina Handler 6027494500	0
1981	Family Service Agency	2400 N Central Ave #101 Phoenix Arizona, 85004	Derek Jeske 6022342639	0
1983	Goodwill of Central Arizona	2626 W Beryl Ave Phoenix Arizona, 85021	Ron Mack 6025354170	0
1990	Valle Del Sol, Inc	1209 S 1st Ave Phoenix Arizona, 85014	Lidia Arrazola 6022586797	0
1991	Howard University	2400 Sixth St NW Washington Dist. Columbia, 20059	Career Services 2028067513	0
2004	Arizona Media Association	555 N Central Ave, Suite 302 Phoenix Arizona, 85004	6022524833	0
2098	Palmer Media Services	5912 E Oak St Scottsdale Arizona, 85257	Polly Palmer 6023977156	0
2106	East Valley Institute of Technology	1601 W Main St Mesa Arizona, 85201	Debi Nielson 4804614157	0
2226	Employee Referral			2
3000	HBI Career Site			3
3077				

Conservatory of Recording Arts  
& Sciences

1205 N Fiesta Blvd  
Gilbert Arizona, 85233

Rachel Ludeman

0

3111 Army PaYS

TRADOC G3/5/7, Accessions Directorate  
Fort Eustis (JBLE) Virginia, 23604

Samuel Armstrong

0

5000 Internal

0

## Outreach Activities

### Name of Event/ Initiative

ASU Fall 2023 Career &  
Internship Fair

### Contact Person

Emily Thompson

### Date

09/27/2023-  
09/27/2023

### Description of Initiative

The Director of Sales and Market Controller attended the Fall career fair held on the Arizona State University (ASU) campus open to all ASU students and alumni. They spoke with students interested in jobs within the broadcasting industry.

ASU Hubbard Radio Phoenix  
Scholarship

Susan Kaiser

05/01/2024-  
04/30/2025

The Market continues their annual sponsorship of the Journalism Scholarships Fund at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe. The scholarship recipient meets with the representatives of the Market. In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria: 1) Have a focus in broadcast journalism 2) Be a sophomore or above 3) Have a minimum GPA of 3.0 4) Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.

ASU Spring 2024 Career &  
Internship Fair

Emily Thompson

02/20/2024-  
02/20/2024

The Director of Sales and Market Controller attended the Spring career fair held on the Arizona State University (ASU) campus open to all ASU students and alumni. They spoke with students interested in jobs within the broadcasting industry.

Fall 2023 Sales Internship

K. Dybvig-Pawelko, PhD

08/28/2023-  
12/01/2023

The Sales Department of Hubbard Radio Phoenix hired a fall sales intern from the Hugh Downs School of Human Communication at Arizona State University. The internship was sponsored and funded by the Arizona Media Association. The student assisted in the sales and digital departments, learning about the sales process, how digital interacts with radio and sales, proposals for

clients and recaps provided when a campaign is completed.

Spring 2024 Internship

ASU Professor

01/22/2024-  
05/01/2024

Hubbard Radio Phoenix hired a spring sales intern. The student is a Digital Marketing major with a minor in Digital Audiences from the WP Carey and Walter Cronkite School at Arizona State University. Funding for the internship was provided by the Arizona Media Association. The student learned about our sales operations with a focus on the digital component of the process. Additionally, she helped prepare sales proposals and end of campaign recaps.