

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
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
KAZG-AM.Receptionist(19-1229)	05/01/2019	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2098, 2106, 2226, 3000	1450
KDKB-FM.Digital Media Sales Coordinator(18-5294)	07/12/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 1963, 1966, 1968, 1972, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 1995, 1996, 1997, 1998, 1999, 2004, 2081, 2082, 2087, 2106, 2320	1963
KDKB-FM.Integrated Media Account Manager(18-5476)	02/01/2019	379, 1457, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2098, 2106, 3000	3000
KDKB-FM.Integrated Marketing Account Manager(19-1210)	04/25/2019	379, 1450, 1457, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2004, 2098, 2106, 2226, 3000	1443, 1457
KDUS-AM.KDUS Full Time Board Op/Reporter(19-1105)	03/05/2019	379, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 2004, 2098, 2106, 2226, 3000	2226
KSLX-FM.Promotion Manager(18-5202)	01/16/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 1963, 1966, 1968, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 1995, 1996, 1997, 1998, 1999, 2081, 2082, 2087, 2106	1968
KSLX-FM.Traffic Specialist(18-5395)	01/18/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1844, 1845, 1847, 1848, 1963, 1966, 1967, 1968, 1972, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1989, 1990, 1991, 1995, 1996, 1997, 1998, 1999, 2081, 2082, 2087, 2106, 2320	1968

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			1
379	Job Fair			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
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	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
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	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	2
1450	Indeed.com	Austin Texas,		5
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		5
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
1963	Employee-Current			2
1966	Internal Applicant			2
1967	Job Fair			0
1968	Market Referral			2
1972	Self Inquiry			1
1974	Arizona Hispanic Chamber of Commerce	255 E Osborn Rd #201 Phoenix Arizona, 85012	Susette Coumides 6022791800	0
1975	Arizona Opportunities Industrialization Center	39 E Jackson St Phoenix Arizona, 85004	Janet Shines 6025138311	0

1976	Arizona Workforce Connection	4732 S Central Ave Phoenix Arizona, 85040	Bob Buchanan 6025069675	0
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	Holly Schor 6025354170	0
1989	University of Arizona	1303 E University Dr #411 Tucson Arizona, 85721	Karen Bartos 5206214606	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	Aminata Kamara 2028067513	0
1995	KUPD-FM	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	0
1996	KDKB-FM	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	1
1997	KSLX-FM	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	0
1998	KDUS-FM	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	0
1999	KAZG-AM	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	0

2004	Arizona Broadcasters Association	426 N 44th St # 310 Phoenix Arizona, 85008	6022524833	0
2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	5
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	0
2087	Hubbard Radio Phoenix Websites	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298660	0
2098	*Palmer Media Services	5912 E Oak St Scottsdale Arizona, 85257-193	Polly Palmer 6023977156	0
2106	East Valley Institute of Technology	1601 W Main St Mesa Arizona, 85201	Steve Grosz 4804614049	0
2226	Employee Referrral			4
2234	LinkedIn	2029 Stierlin Ct Mountain View CA, 94043	Customer Service	3
2280	Indeed.com	6433 Champion Grandview Way, Building 1 Austin TX, 78750		1
2320	HBI Radio North	13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0
3000	HBI Career Site			7
5000	Internal			2

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Arizona Broadcasters Association Career Fair	Mary Kate Lau	05/09/2019- 05/09/2019	Hubbard Radio-Phoenix participated in the ABA Career Fair sponsored by the Arizona Broadcasters Association at East Valley Institute of Technology. Several area broadcasters participate. Attendees are given

information about current job openings and general information about various types of jobs in the radio industry and best ways to get into the industry. Managers engage in informal discussions with attendees about qualifications for various job positions and information about our online recruitment system.

Arizona Broadcasters Association Career Fair	Arizona Broadcasters Association	09/13/2018-09/13/2018	Hubbard Radio-Phoenix participated in the ABA Career Fair sponsored by the Arizona Broadcasters Association at Pima Community College in Tucson, AZ. There were several radio and television broadcast companies represented at the fair. Hubbard Radio was represented by the Market Controller, Operations Manager/Program Director of KSLX, KAZG and the Event Manager. Attendees were given information about current job openings. Managers also engaged in informal discussions with attendees about qualifications for various job positions and information about our online recruitment.
ASU Hubbard Radio Phoenix Scholarship	Susan Kaiser	06/01/2018-05/12/2019	<p>The Stations annually sponsor the Journalism Scholarships Fund at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe, AZ.</p> <p>In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria:</p> <ul style="list-style-type: none"> • Have a focus in broadcast journalism. • Be a sophomore or above • Have a minimum GPA of 3.0 • Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.
Building Tour	Larry Gardner	05/14/2019-05/14/2019	Student spent part of the day at the office with a tour of the building, discussion of the stations, the inner workings of what we do, including the functions of the promotions department, promo crews and engineering details.
Career Days Block Party	Mary Kate Lau	03/19/2019-03/19/2019	Hubbard Radio Phoenix participated in a Career fair at University of Arizona. The fair included almost 100 employers representing various industries and was attended by a total of 578 participants, 554 of which were students at U of A.

Career Fair	Susan Kaiser	01/24/2019-01/24/2019	Hiring Managers attended a career fair at Pima Community College
Cronkite Mentorship	Michael Wong	08/30/2018-05/31/2019	Mentorship program for incoming freshmen at Walter Cronkite School of Journalism & Mass Communication. A student from the Cronkite school was matched with our Director of Sales for a program to last through the school year. The mentor commits 15-20 minutes per month to touch base and provide guidance to the student throughout the year.
Cronkite Mentorship Program	Susan Karis	08/29/2018-05/31/2019	<p>The Cronkite Mentorship Program is designed to match freshmen to professionals working in the industry. Through this mentoring experience, the student has the opportunity to shadow media professionals, network with professionals, get an inside look at the industry, take tours of companies and pick the brains of some of the most talented people in the business. Once a student is matched to a mentor, both parties contact each other at least once per month.</p> <p>Our mentor student spent a day in the Hubbard Radio Phoenix office spending time in the broadcast studios, as well as meeting with the IT Director, Promotions Managers, Event Manager, Program Directors, Sales Managers, Account Executives and a couple of the on-air staff to give her a well-rounded picture of how a radio group operates. She had lunch with the Director of Sales, her mentor in the program, to discuss what she is studying in school and her extracurricular activities.</p>
First Job Fast Break	Mike Wong	04/04/2019-04/04/2019	Speed Career Coaching program for students at the Walter Cronkite School of Journalism and Mass Communication who are within a year of graduation or is a graduate student. Provides the opportunity to connect to high-level media/communications professionals and receive quick coaching sessions.
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2018-05/31/2019	Hubbard Radio offers 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 two participants per market. One Hubbard Radio-Phoenix employee and one local 2060 Digital employee were selected and participated in the 2018-2019 program.
Intern	Drew Hutchinson	06/04/2019-07/31/2018	A summer intern was hired from Northern Arizona University School of Communication

and received 3 college credit hours while working approximately 20 hours per week during the internship.

Intern/Shadow	Susan Kaiser/Ben Hartman	04/01/2019-04/01/2019	Student from Glendale Community College spent approximately 45 hours during the month shadowing various positions and observing multiple station events.
NAB Career Fair	Michael Hammond	04/09/2019-04/09/2019	Hubbard Radio Phoenix participated in the NAB Career Fair at the Westgate Hotel & Casino. During the NAB convention.
Northern Arizona University Hubbard Radio Scholarship	Toni Fox	06/01/2018-05/31/2019	<p>The Stations annually sponsor the Hubbard Radio Phoenix Scholarship program at Northern Arizona University (NAU) Flagstaff, AZ.</p> <p>In order to receive the Hubbard Radio Phoenix Scholarship, the student must meet or exceed the following criteria:</p> <ul style="list-style-type: none"> • Declared major in Creative Media and Film. • Actively involved with the KJACK Radio program
The FCC, EEO and You Training	Michelle Ott	10/23/2018-10/23/2018	Managers and supervisors of Hubbard Radio Phoenix 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.