FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WUBE-FM	Radio	Cincinnati, OH	10140
WYGY-FM	Radio	Cincinnati, OH	40915
WKRQ-FM	Radio	Cincinnati, OH	11276
WREW-FM	Radio	Cincinnati, OH	73369
For the reporting period: 06/01/14 to 05/31/15			

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups		Source for Person Hired
WUBE-FM.Account Executive	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1786
WUBE-FM.Account Executive	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1783
WUBE-FM.Account Executive	12/19/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WUBE-FM.Account Executive	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1777
WUBE-FM.Account Executive	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1777
WUBE-FM.Account Executive	12/19/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WUBE-FM.Accounting/Digital Assistant	02/25/2015	Internal,National,S	Except for: 1781 1785 1850	1779
WUBE-FM.Afternoon On-Air Talent	11/11/2014	Internal,National,P	Except for: 1781 1785 1850	1786
WUBE-FM.Strategy Coordinator	03/04/2015	Internal,National,S	Except for: 1781 1785 1850	1777
WUBE-FM.WUBE On-Air Talent -Nights	02/04/2015	Internal,National,P	Except for: 1781 1785	1845
WKRQ-FM.Account Executive	06/10/2014	Internal,National,P	Except for: 1781 1850	1779
WKRQ-FM.Account Executive	06/10/2014	Internal,National,P	Except for: 1781 1850	1777
WKRQ-FM.Account Executive	06/10/2014	Internal,National,P	Except for: 1781 1850	1777
WKRQ-FM.Account Executive	06/10/2014	Internal,National,P	Except for: 1781 1850	1777
WKRQ-FM.Account Executive	09/24/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WKRQ-FM.Account Executive	06/10/2014	Internal,National,P	Except for: 1781 1850	1777
WKRQ-FM.Digital Brand Strategy Assistant	04/08/2015	Internal,National,S	Except for: 1781 1785 1850	1860
WKRQ-FM.Digital Brand Strategy Specialist	09/17/2014	Internal,National,P	Except for: 1781 1850	1777
WKRQ-FM.Digital Brand Strategy Specialist	01/13/2015	Internal,National,P	Except for: 1781 1785 1850	1779
WKRQ-FM.Digital Production Manager	11/13/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WKRQ-FM.Digital Production Manager	11/13/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WKRQ-FM.Digital Project Manager	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1777
WKRQ-FM.Digital Project Manager	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1860
WKRQ-FM.Digital Project Manager	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1822
WKRQ-FM.Digital Project Manager	04/28/2015	Internal,National,P	Except for: 1781 1785 1850	1783
WKRQ-FM.Director of Engineering	06/03/2014	Internal,National,T	Except for: 1781 1785	1850
WKRQ-FM.Graphic Designer	09/16/2014	Internal,National,P	Except for: 1781 1785 1850	1777
WKRQ-FM.Graphic Designer	09/16/2014	Internal,National,P	Except for: 1781 1785 1850	1779
WKRQ-FM.Sales/Traffic Assistant	03/10/2015	Internal,National,S	Except for: 1781 1785 1850	1777
WKRQ-FM.Social Media Coordinator	07/01/2014	Internal,National,S	Except for: 1781 1785 1850	1777
WKRQ-FM.Social Media Coordinator	07/01/2014	Internal,National,S	Except for: 1781 1785 1850	1860
WKRQ-FM.Social/Digital Media Strategist	06/12/2014	Internal,National,S	Except for: 1781 1785 1850	1777
WKRQ-FM.Social/Digital Media Strategist	06/12/2014	Internal,National,S	Except for: 1781 1785 1850	1777

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
1777	63	1779	23	1783	8	1785	6
1786	5	1803	1	1806	3	1816	2
1822	3	1826	1	1830	1	1831	1
1832	4	1834	1	1835	1	1840	3
1841	1	1842	3	1845	16	1850	1
1860	6						

List of Recruitment Sources that requested postings

1788 1789 1790 1791 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1802 1803 1805 1806 1807 1808 1809 1810 1811 1812 1813 1814 1815 1816 1817 1818 1819 1820 1821 1822 1823 1824 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1838 2080

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:** 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1790 1791 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1824 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 **10/14/14:** 1802 INACTIVE 1819 INACTIVE 1820 INACTIVE **09/24/14:** 1862 INACTIVE **09/18/14:** 1812 INACTIVE **06/25/14:** 1823 INACTIVE **05/28/15:** 1860 INACTIVE
Paid	**Current:** 1774 1784
S=Support	**Current:** 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1790 1791 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1824 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 **10/14/14:** 1802 INACTIVE 1819 INACTIVE 1820 INACTIVE **09/24/14:** 1862 INACTIVE **09/18/14:** 1812 INACTIVE **06/25/14:** 1823 INACTIVE **05/28/15:** 1860 INACTIVE
T=Technical	**Current:** 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 1790 1791 1792 1793 1794 1795 1796 1797 1798 1799 1800 1801 1803 1805 1806 1807 1808 1809 1810 1811 1813 1814 1815 1816 1817 1818 1821 1822 1824 1825 1826 1827 1828 1829 1830 1831 1832 1833 1834 1835 1836 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 **10/14/14:** 1802 INACTIVE 1819 INACTIVE 1820 INACTIVE **09/24/14:** 1862 INACTIVE **09/18/14:** 1812 INACTIVE **06/25/14:** 1823 INACTIVE **05/28/15:** 1860 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	905	KOBR-TV	911	KSTP-AM

	4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (505) 243-4411		124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888		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	KTMY-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 Guilliame (727) 535-6776	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1774	Publication NA NA, OH 123 NA (123) 123-1234
1775	City Workforce Services	1776	Community Organization-General	1777	Employee-Current
1778	Internship	1779	Website	1780	Internal Applicant
1781	Job Fair	1782	Job Hotline	1783	Market Referral
1784	Recruiter NA NA, OH 123 NA (123) 123-1234	1785	Radio Ad	1786	Word of Mouth
1787	Self Inquiry	1788	African-American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, OH 45206 Marie Hughes (513) 751-9900	1789	Ball State University 2000 W University Licina Hall Muncie, IN 47306 Cindy Hershman (765) 285-1522
1790	Brown Mackie College 309 Buttermilk Pike Fort Mitchell, KY 41017 Christine Burdette (859) 486-2574	1791	Brown Mackie College 1011 Glendale-Milford Road Cincinnati, OH 45215 Angela Ellis (513) 771-2424	1792	Bowling Green State University 318 Math Sciences Bowling Green, OH 43402 Juanita Van Liere (419) -37-2319
1793	Cincinnati AFL-CIO Labor Council 125 East Court St. Suite 210 Cincinnati, OH 45202 Peter (513) 421-1846	1794	Mount St. Joseph University 5701 Delhi Road Cincinnati, OH 45223 Cara Cross (513) 244-4484	1795	Denison University 306 Burton Morgan Center Granville, OH 43023 Holly Breymaier (740) -58-6402
1796	DePauw University UB Suite 130 Locust Street Greencastle, IN 46135 Pam Woodall (765) -65-4281	1797	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475 Mary Raider (859) -62-2765	1798	Georgetown College 400 East College Street Georgetown, KY 40324 Holly James (502) -86-7094
1799	Hanover College P.O. Box 108 Hanover, IN 47243 Sue Tilley (812) -86-7127	1800	Indiana State University 550 Chestnut St. Hulman Memorial Terre Haute, IN 47809 Dustin BeDell (812) -23-3807	1801	Jewish Vocational Services 4330 Rossplain Road Cincinnati, OH 45236 Dedra Perlmutter (513) 936-9675
1802	Kent State University 261 MSC 800 E. Summit St. Kent, OH 44242 Robin Pijor (330) 672-2360	1803	Kenyon College 101 E. Brooklyn Street Gambier, OH 43022 Babette Cichanowicz (740) 427-5165	1805	Marietta College 215 Fifth Street Marietta, OH 45750 Natalie Wood (740) -37-4480
1806	Miami University- Oxford 200 Hoyt Hall Oxford, OH 45056 Melissa Brown (513) 529-3835	1807	Miami University - Hamilton 1601 University Blvd. Hamilton, OH 45011 Linda Vogt (513) -78-3113	1808	Morehead State University 428 University Blvd Morehead, KY 40351 Megan Boone (606) 783-2233
1809	NAACP - Cincinnati Branch 4439 Reading Road Cincinnati, OH 45204 Teninnah Ross (513) 28-1900	1810	Ohio Center of Broadcasting 9885 Rockside Rd. Ste. 160 Valley View, OH 44125 Janice Hannah-Hardy (216) 503-5900	1811	Ohio Center of Broadcasting-Columbus/Cincinnati 5330 East Main Street Suite 110 Columbus, OH 43213 Terry Wilson (614) 655-5250
1812	Ohio Center Broadcasting - Cincinnati 6703 Madison Road Cincinnati, OH 45227 Donald Shook (513) 271-6060	1813	Ohio Dominican University 1216 Sunbury Road Columbus, OH 43219 Mandy Powell (614) 251-4733	1814	Ohio Wesleyan University 61 S. Sandusky St. Delaware, OH 43015 Jennifer Owens (740) 368-3152
1815	Otterbein University 1 South Grove Street Westerville, OH 43081 Ryan Brechbill (614) 823-1456	1816	Queen City Jobs Online 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1817	Shawnee State University 940 Second Street Portsmouth, OH 45662 Lisa Goodan (740) -35-3608
1818	Ohio Means Jobs 1916 Central Parkway Cincinnati, OH 45214 Rosemary Peterson (513) 946-7252	1819	Strayer University 7300 Turfway Rd Suite 250 Florence, KY 41042 Sara Craycraft (859) 692-2807	1820	Strayer University 2135 Dana Avenue Suite 300 Cincinnati, OH 45207 Sara Craycraft & Mia Ogle (513) 878-3129
1821	Thomas More College 333 Thomas More Parkway Crestview Hills, KY 41017 Julie Mueller (859) 344-3386	1822	University of Cincinnati 140 University Pavilion Cincinnati, OH 45221 Arthur Walton (513) 556-6008	1823	UC Blue Ash 9555 Plainfield Road Blue Ash, OH 45236 Angela Lucas (513) 745-5671
1824	UC - Clermont College 4200 Clermont College Drive	1825	University of Cincinnati (EP&S) 555 Steger Student Life Center	1826	University of Dayton 300 College Park Drive

	Batavia, OH 45103 Beth Bamber (513) 732-5277		Cincinnati, OH 45221 Ewaniki Moore-Hawkins (513) 556-6008		Dayton, OH 45469 Theresa Withrow (937) -22-2073
1827	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Karen Childers (317) -78-3296	1828	University of Louisville 2011 S. Brook Street Houchens Louisville, KY 40292 Matt Real (502) 852-6701	1829	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Sara Ratto-Miller (513) 281-9955
1830	Q102 (WKRQ) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1831	94.9 (WREW) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1832	B-105 (WUBE) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096
1833	The Wolf (WYGY) Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5096	1834	Western Kentucky University 1906 College Heights Blvd. #11051 Bowling Green, KY 42101 Dan Onitsuka (270) 745-3095	1835	Wilmington College Pyle Center Box 1253 Wilmington, OH 45177 Tammy Fraser (937) 383-6661
1836	Wright State University 334 Student Union 3640 Colonel Glenn Dayton, OH 45435 Charene Thornton (937) 775-2556	1837	Xavier University 530 Conaton Learning Commons Cincinnati, OH 45207 April Robles (513) 745-3141	1838	YWCA Job Search Resources Center 898 Walnut Street Cincinnati, OH 45202 Lindsey Metz (513) 361-2138
1840	Ohio State University 1640 Neil Avenue, Rm 210C Younkin Success Center Columbus, OH 43201 Megan Miller (614) 292-1255	1841	Ohio University 507 Baker Center Athens, OH 45701 Christi Lee (740) 593-1000	1842	University of Kentucky 408 Rose Street Lexington, KY 40506 Nicole Carvelli (859) 257-2746
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
1849	Cincinnati College Conservatory of Music P.O. Box 210003 Cincinnati, OH 45221 Kristin Suess (513) 556-9481	1850	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Nicole Carvelli (310) 457-6616	1858	Northern Kentucky University 100 Nunn Drive UC 225 Highland Heights, KY 41099 Julianne Stockman (859) 572-5900
1860	2060 Digital Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1861	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, OH 43215 Katie Lovell (614) 228-4052	1862	University of Cincinnati (Communiversity) 2220 Victory Parkway Cincinnati, OH 45206 Donna Burns (513) 556-9197
2080	Ross Education Center 11590 Century Boulevard, Suite 210 Cincinnati, OH 45246 Katie Young (513) 851-8500	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

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Internships	Hubbard Radio Cincinnati Staff	06/01/2014 - 12/31/2014	The internship program assists students in learning skills needed for employment in the radio industry. Internships were available to students registered full-time at a university, college, community college or vocational-technical institute and who are eligible to receive academic credits for their participation. Internships lasted for at least a 9 week period that included a minimum of 10 hours of structured training per week.	All interns completed their internships for college credit.
Music Resource Center	Jay Kruz-Program Director	06/01/2014 - 05/31/2015	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.	

Ohio Broadcasters Scholarship Program	Mike Fredrick, VP/MM	06/01/2014 - 05/31/2015	Hubbard Radio's VP/MM participated in the scholarship committee for the Ohio Broadcasters Scholarship Program, designed to assist students interested in pursuing a career in broadcasting.	
Job Shadows	Jennifer Fritsch- Producer, Theresa Ray- AE, Samantha Paeltz- AE, & Katie Walters- Promotions Coordinator	06/10/2014 - 04/16/2015	The radio stations offer the opportunity for students to shadow employees to learn about work in the broadcasting industry. Two students shadowed one of Hubbard Radio's Producers and gained knowledge of working on air in broadcasting and how business is conducted (6/10/14). Two students shadowed two of Hubbard Radio's Account Executives and gained knowledge on the sales side of broadcasting (1/7/15 & 2/13/15). Another student shadowed one of Hubbard Radio's Promotions Coordinators and gained knowledge of the promotions side of broadcasting(4/16/15).	Students were from Ohio Center for Broadcasting, Northwest High School, Northern Kentucky University, and Eastern Kentucky University.
School & Community Organization Visits	Hubbard Radio Cincinnati Staff	11/10/2014 - 05/07/2015	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.	Visits include: Northwest High School (12/17/14), Dayton High School (3/26/15), William Bick Primary School (5/7/15), University of Cincinnati (3/27/15), Michigan Association of Broadcsters College (January 2015), River Ridge Elementary (4/29/15) and Miami University (11/10/14).
Radio Station Tours	Hubbard Radio Cincinnati Staff	11/14/2014 - 05/04/2015	On a regular basis, Hubbard Radio Cincinnati staff give station tours to interested community and school groups. Part of the tour includes a discussion about careers in radio.	Cub Scout Den (11/14/14), Tiger Scout- Pack 141- Den 7 (1/16/15), St. James School Troop 48113 (2/2/15), Cub Scouts from RC Hinsdale Elementary (2/3/15), Cub Scouts- Pack 683- Den 1 from Saint Margaret of York School (3/13/15), Tiger Cubs- Pack 775- Den 1 from Villa Madonna Academy (3/13/15), Boy Scouts (3/20/15), Hamilton County Developmental Disablity Services (3/30/15), St. Antoninus 1st Graders- Den 614 (4/2/15), Cub Scouts- Pack 395 from Campbell Ridge School (4/7/15), Family of 3 Home Schooled Children (4/20/15), Boy Scouts- Pack 122 (4/21/15), and Boy Scouts- Pack 805 (5/4/15).
2014 Annual Employment Law Update	Ohio Association of Broadcasters	11/20/2014 - 11/20/2014	Hubbard Radio's Human Resources Director participated in the webinar: 2014 Annual Employment Law Update, hosted by the Ohio Association of Broadcasters.	