

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: 06/01/15 to 05/31/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WKRQ-FM.Account Executive	08/07/2015	Internal,National,P Except for: 1781 1785 1850	1832
WKRQ-FM.Account Executive	11/13/2015	Internal,National,P Except for: 1781 1850	1777
WKRQ-FM.Account Executive	11/13/2015	Internal,National,P Except for: 1781 1850	1777
WKRQ-FM.Account Executive	11/13/2015	Internal,National,P Except for: 1781 1850	1845
WKRQ-FM.Account Executive	11/13/2015	Internal,National,P Except for: 1781 1850	1777
WKRQ-FM.On Air Talent	09/17/2015		1787

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
1777	9	1779	3	1787	1	1797	1
1830	3	1832	3	1845	4	1850	1

List of Recruitment Sources that requested postings

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 2080 2227

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 01/07/16: 912 INACTIVE 913 INACTIVE
National	Current: 255 452 487 644 657 1092 2239 11/17/15: 254 ADDED 02/04/16: 254 INACTIVE 01/12/16: 1843 INACTIVE 2239 ADDED
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 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 2227 11/13/15: 2227 ADDED 04/22/16: 1836 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 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 04/22/16: 1836 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 1837 1838 1840 1841 1842 1849 1850 1858 1861 2080 04/22/16: 1836 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	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 4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (505) 243-4411
905	KOBR-TV 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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMV-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 1385 Tennessee Avenue, 2nd Floor Cincinnati, OH 45229 Peter McLinden (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) 587-6402	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 Traci Patrick (859) 622-1296	1798	Georgetown College 400 East College Street Georgetown, KY 40324 Holly James (502) 863-7094	1799	Hanover College P.O. Box 108 Hanover, IN 47243 Sue Tilley (812) -86-7127
1800	Indiana State University 231 North 6th Street Terre Haute, IN 47809 Christa Stultz (812) 237-5000	1801	Jewish Vocational Services 10945 Reed Hartman Highway Suite 302 Cincinnati, OH 45242 Rachel Gayhart (513) 936-9675	1803	Kenyon College 101 E. Brooklyn Street Gambier, OH 43022 Babette Cichanowicz (740) 427-5165
1805	Marietta College 215 Fifth Street Marietta, OH 45750 Hilles Hughes (740) 376-4480	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	The Ohio Media School- Columbus/Cinti. 5330 East Main Street Suite 110 Columbus, OH 43213 Alvis Moore (614) 655-5250	1813	Ohio Dominican University 1216 Sunbury Road Columbus, OH 43219 Mandy Powell (614) 251-4733	1814	Ohio Wesleyan University 61 S. Sandusky St. HWCC 324 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	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
1824	UC - Clermont College 4200 Clermont College Drive Batavia, OH 45103 Beth Bamber (513) 732-5277	1825	University of Cincinnati (EP&S) 555 Steger Student Life Center Cincinnati, OH 45221 Ewaniki Moore-Hawkins (513) 556-6008	1826	University of Dayton 300 College Park Drive Dayton, OH 45469 Theresa Withrow (937) -22-2073
1827	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Betsy Knott (317) 788-2191	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 Alecia Braddock (513) 559-5580
1830	Q102 (WKQR) 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 Robert Unseld (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 Meghan Pippenger (859) 257-0550
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 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	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	1861	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, OH 43215 Carrie Newton (614) 228-4052
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 Susan Kaiser (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160
2227	Northern Kentucky Career Center 1324 Madison Avenue Covington, KY 41011 Chelsea Back (859) 292-2604	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Account Executive Mentorship Program	Mike Fredrick-VP/MM	06/01/2015 - 05/31/2016	During the reporting period Account Executives for WKQR-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.	

Music Resource Center	Jay Kruz-Program Director	06/01/2015 - 05/31/2016	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.	
WSDP Radio - Salem High School	Plymouth-Canton Community Schools	06/01/2015 - 05/31/2016	WREW-FM's Program Director volunteers his time to help a high school radio station find funding and provide guidance to ensure the ongoing success for students interested in radio. He helps the students learn how to pick songs through monthly radio station music meetings and also participates in conference calls to discuss fundraising and operations.	
Radio Station Tours	Hubbard Radio Cincinnati Staff	07/06/2015 - 02/29/2016	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.	Tour groups include: Easter Seals (7/6/15 & 9/9/15), Dan Henery/Zach (9/30/15), Benchmark Human Services (11/19/15), St. Catharine School Girl Scouts (11/20/15), Greater Cincinnati Behavioral Health Services (1/19/2016)
School & Community Organization Visits	Hubbard Radio Cincinnati Staff	07/22/2015 - 04/01/2016	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: Survive and Thrive Camp (7/22/15), Brookwood Elementary (9/28/15), Northwest High School (12/15/15), and Dayton High School Career Day (4/1/16).
Job Shadows	Jennifer Fritsch-Producer & Lynda Heidorn-AE	10/06/2015 - 02/12/2016	The radio stations offer the opportunity for students to shadow employees to learn about work in the broadcasting industry. One student shadowed a Producer and gained knowledge of working on-air in broadcasting (10/6/15). Another student shadowed an Account Executive and learned about the sales side of broadcasting (2/12/16).	Students were from Garfield Montessori and New Richmond High School.
FCC EEO Program Compliance Training 2015	Michelle Ott, HBI Human Resources	10/19/2015 - 10/19/2015	Managers and supervisors of WKRQ-FM, WUBE-FM, WREW-FM, and WYGY-FM 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.	
Broadcasting Career Builder Conference	Michigan Association of Broadcasters	10/30/2015 - 10/30/2015	WREW-FM 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.	
Cincinnati Public Schools Career Fair	Hubbard Radio Cincinnati Staff	11/17/2015 - 11/17/2015	On November 17, 2015 Hubbard Radio Cincinnati staff participated in the Cincinnati Public Schools Career Fair. They spoke to students about the different career opportunities in radio.	
2015 Annual Employment Law Update	Ohio Association of Broadcasters	12/02/2015 - 12/02/2015	Hubbard Radio's Human Resources Director participated in the webinar: 2015 Annual Employment Law Update, hosted by the Ohio Association of Broadcasters.	
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2016 - 05/31/2016	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.	