

# 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: 06/01/16 to 05/31/17

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WKRQ-FM.Account Executive	11/09/2016	Internal,National,P Except for: 1781 1785	1777
WKRQ-FM.Account Executive	11/09/2016	Internal,National,P Except for: 1781 1785	1845
WKRQ-FM.Account Executive	11/09/2016	Internal,National,P Except for: 1781 1785	1830
WKRQ-FM.Account Executive	03/08/2017	Internal,National,P Except for: 1781 1785 2254	1787
WKRQ-FM.Account Executive	03/08/2017	Internal,National,P Except for: 1781 1785 2254	1832
WKRQ-FM.Digital Design & Marketing Specialist	07/14/2016	Internal,National,S Except for: 1781 1785 1850 2254	1845
WREW-FM.WREW On-Air Talent	03/01/2017	Internal,National,P Except for: 1781 1785 2254	1831

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
1777	4	1779	4	1783	1	1784	1
1786	1	1787	2	1806	1	1822	1
1830	4	1831	1	1832	3	1837	1
1840	1	1845	2				

## 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 1837 1838 2080 2227

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082
National	<b>Current:</b> 255 452 487 644 657 1092 <b>06/20/16:</b> 2254 ADDED <b>01/26/17:</b> 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 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 <b>04/21/17:</b> 1790 INACTIVE 1791 INACTIVE
Paid	<b>Current:</b> 1774 1784
S=Support	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 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 <b>04/21/17:</b> 1790 INACTIVE 1791 INACTIVE
T=Technical	<b>Current:</b> 1775 1776 1777 1778 1779 1780 1781 1782 1783 1785 1786 1787 1788 1789 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 <b>04/21/17:</b> 1790 INACTIVE 1791 INACTIVE

## Recruitment Sources

ID	Source	ID	Source	ID	Source
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 3509 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 Deb Nerud (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	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 43403 Juanita Van Liere (419) 372-2356	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) 658-4569
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 Nikki Karabinis (740) 351-3027

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 Emily Hellmann (859) 344-3326	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 Monika Royal-Fischer (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) 229-2073
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 (WKRC) 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
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 Eileen Hopkins (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	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 Heather Mullins (859) 292-2604	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
2254	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	06/01/2016 - 05/31/2017	During the reporting period Account Executives for WKRC-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.	
Hubbard Radio NextGen Leadership Program	Mike Fredrick	06/01/2016 - 05/31/2017	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.	

Music Resource Center	Jay Kruz-Program Director	06/01/2016 - 05/31/2017	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.	
School & Community Organization Visits	Hubbard Radio Cincinnati Staff	07/12/2016 - 03/22/2017	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 & Thrive Summer Camp (7/12/16), Northwest High School (12/13/16), St. Ignatius School (3/7/17), Campbell County High School (3/15/17), & Ohio Media School (3/22/17).
Job Shadows	Jennifer Fritsch-Producer	07/22/2016 - 07/22/2016	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 (7/22/16).	Students were from Garfield Montessori and New Richmond High School.
2016 Annual Employment Law Update	Ohio Association of Broadcasters	11/17/2016 - 11/17/2016	Hubbard Radio's Human Resources Director participated in the webinar: 2016 Annual Employment Law Update, hosted by the Ohio Association of Broadcasters.	
Broadcasting Career Builder Conference	Michigan Association of Broadcasters	11/18/2016 - 11/18/2016	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.	