

FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2019 to 05/31/2020

Call Letter	Type of Station	Location:City/State	Facility ID
WKRQ-FM	Radio	Cincinnati, OH	11276
WREW-FM	Radio	Fairfield, OH	73369
WUBE-FM	Radio	Cincinnati, OH	10140
WYGY-FM	Radio	Fort Thomas, KY	40915

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WUBE-FM.Account Executive (Hubbard Cincinnati)(19-1185)	06/27/2019	929, 1443, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1816, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1849, 1858, 1861, 2226, 2227, 2297, 2298, 3000	1457
WUBE-FM.Director of Engineering(19-1326)	06/26/2019	9000	5000
WUBE-FM.Sales Executive -- Entry Level(19-1345)	02/12/2020	929, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1849, 1858, 1861, 2226, 2227, 2297, 2298, 3000, 5000	1450
WUBE-FM.Broadcast IT Technologist(19-1366)	09/05/2019	929, 1443, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1806, 1807, 1808, 1809, 1810, 1811, 1813, 1814, 1815, 1817, 1818, 1821, 1822, 1825, 1826, 1827, 1828, 1829, 1834, 1835, 1836, 1837, 1840, 1841, 1842, 1849, 1858, 1861, 2226, 2227, 2297, 2298, 3000, 5000	1818

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
929	Ball State University	Career Center, Lucinda Hall 220 Muncie Indiana, 47306	Kyndra Haggard 7622852436	0
1443	All Access			

1450	Indeed.com	Austin Texas,		6
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		2
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Jameson Dixon Jr. 3123625597	0
1788	African American Chamber of Commerce	2945 Gilbert Ave Cincinnati Ohio, 45206	Marie Hughes 5137519900	0
1792	Bowling Green State University	Bowen-Thompson Student Union #225 Bowling Green Ohio, 43403	Michael Turner 4193722356	0
1793	Cincinnati AFL CIO Labor Council	1385 Tennessee Ave 2nd Floor Cincinnati Ohio, 45229	Peter McLinden 5134211846	0
1794	*Mount St Joseph University	5701 Delhi Road Cincinnati Ohio, 45223	Cara Cross 5132444484	0
1796	DePauw University	408 S Locust St Greencastle Indiana, 46135	Emily Hall 7656584355	0
1797	*Eastern Kentucky University	521 Lancaster Ave Richmond Kentucky, 40475	Cory Warren 8596221296	0
1798	*Georgetown College	400 E College St Georgetown Kentucky, 40324	Holly James 502-863-7094	0
1799	*Hanover College	517 Ball Dr Hanover Indiana, 47243	Sue Tilley 812-866-6884	0
1800	*Indiana State University	231 N 6th St Career Center, Room 130A Terre Haute Indiana, 47802	Teresa Dwyer 8122372582	0
1801	Jewish Vocational Services	4540 Cooper Rd # 300 Cincinnati Ohio, 45242	Peter Landesman 5137452905	0
1802	Kent State University	PO Box 5190 Kent Ohio, 44242	Robin Pijor 3306722360	0

1803	*Kenyon College	101 E Brooklyn St Gambier Ohio, 43022	Cheryl Garrett 7404275165	0
1805	Marietta College	215 Fifth St Marietta Ohio, 45750	Hilles Hughes 7403764480	0
1806	Miami University Oxford	550 E Spring St Oxford Ohio, 45056	Melissa Brown 5135293835	0
1807	*Miami University Hamilton	1601 University Blvd Hamilton Ohio, 45011	Linda Vogt 5137853113	0
1808	Morehead State University	150 University Blvd Morehead Kentucky, 40351	Megan Boone 6067832233	0
1809	NAACP Cincinnati	3494 Reading Rd Cincinnati Ohio, 45229	Teninnah Ross 5132811900	0
1810	Ohio Center of Broadcasting	9885 Rockside Rd #160 Valley View Ohio, 44125	Janice Hannah-Hardy 2165035900	0
1811	*The Ohio Media School Columbus/Cinti	5330 E Main St # 200 Columbus Ohio, 43213	Lee Wagner 6142300461	0
1813	*Ohio Dominican University	1216 Sunbury Rd Columbus Ohio, 43219	Mandy Powell 6142514733	0
1814	Ohio Wesleyan University	HWCC 324, 40 Rowland Ave Delaware Ohio, 43015	Jennifer Owens 7403683152	0
1815	Otterbein University	1 South Grove St Westerville Ohio, 43081	Ryan Brechbill 6148231456	0
1816	Queen City Jobs	2060 Reading Road Cincinnati Ohio, 45202	Nicole Carvelli	0
1817	Shawnee State University	940 Second St Portsmouth Ohio, 45662	Krista Sloas 7403513027	0
1818	Ohio Means Jobs	1916 Central Pkwy Cincinnati Ohio, 45214	Rosemary Peterson 5139467252	1

1821	Thomas More College	333 Thomas More Pkwy Crestview Hills Kentucky, 41017	Emily Hellmann 8593443326	0
1822	University of Cincinnati	140 University Pavilion Cincinnati Ohio, 45221	Arthur Walton 5135566008	2
1825	University of Cincinnati (EP&S)	555 Steger Student Life Center Cincinnati Ohio, 45221	Ewaniki Moore-Hawkins 5135566008	0
1826	University of Dayton	300 College Park Dr Dayton Ohio, 45469	Theresa Withrow 9372292073	0
1827	*University of Indianapolis	1400 East Hanna Ave Indianapolis Indiana, 46227	Chrissi Laut 3177883923	0
1828	University of Louisville	Houchens Building, LLO3, 2211 S Brook St Louisville Kentucky, 40292	Caroline Houchins	0
1829	Urban League of Greater Cincinnati	3458 Reading Rd Cincinnati Ohio, 45229	Rahman Shabazz 5132819955	0
1834	Western Kentucky University	1906 College Heights Blvd #11051 Bowling Green Kentucky, 42101	Robert Unseld 2707453095	0
1835	Wilmington College	Pyle Center Box 1306 1870 Quaker Way Wilmington Ohio, 45177	Nina Talley 9374812299	0
1836	Wright State University	334 Student Union 3640 Colonel Glenn Dayton Ohio, 45435	Cheryl Stuart 9377752556	0
1837	*Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Tiera Dobbins 5137453140	0
1840	Ohio State University	1640 Neil Ave Columbus Ohio, 43201	Buckeye Careers 6142924086	0
1841	Ohio University	507 Baker Center Athens Ohio, 45701	Christi Gang 7405931394	0
1842	University of Kentucky	408 Rose St Lexington Kentucky, 40506	Meghan Pippenger 8592570550	1
1849				

Cincinnati College Conservatory
of Music

290 CCM Blvd, PO Box 210236
Cincinnati Ohio, 45221

Anne Cusing-Reid
5135569481

0

1858	Northern Kentucky University	1 Nunn Drive (UC 225) Highland Heights Kentucky, 41099	Amanda Meeker 8595721543	0
1861	Ohio Association of Broadcasters	17 South High St #1010 Columbus Ohio, 43215	Carrie Newton Dicks 6142284052	0
2226	Employee Referral			3
2227	Northern Kentucky Career Center	1324 Madison Ave Covington Kentucky, 41011	Heather Mullins 8592922604	0
2297	Purdue University Northwest	2200 169th St Hammond Indiana, 46323	Jenny Solis 2199892600	0
2298	Butler University	4600 Sunset Ave Indianapolis Indiana, 46208	Gina Davis 3179409383	0
3000	HBI Career Site			0
5000	Internal			2
9000	Exigent Circumstance			0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
FCC EEO Program Compliance Training 2019	Michelle Ott, HBI HR Business Partner	10/21/2019- 10/21/2019	Managers & supervisors of Hubbard Radio Cincinnati received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws & HBI's policy and program to ensure equal employment opportunities in the work place.
Great Lakes Media Show	Michigan Association of Broadcasters	03/04/2020- 03/04/2020	WREW-FM'S Director of Branding & Content participated in the Great Lakes Media Show in Lansing, Michigan. He spoke to the community about careers in broadcasting, engaging an audience through content, & improving a brand's presence through social media.

Hubbard Radio NextGen Leadership Program	Mike Fredrick - VP/MM	06/01/2019-05/31/2020	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.
Job Shadows	Hubbard Radio Cincinnati Staff	06/04/2019-06/04/2019	Hubbard Radio Cincinnati offers the opportunity for students to shadow employees to learn about work in the broadcasting industry. One student shadowed Account Executives & learned about the sales side of broadcasting on 6/4/19. Three additional students shadowed On Air Talent to gain knowledge of working on-air in broadcasting. The shadows for those three students took place on 10/29/19, 1/3/20, and 3/9/20.
Miami University - Fireside Chat	Miami University	10/23/2019-10/23/2019	Hubbard Radio Cincinnati staff discussed scaling podcasts, different industry trends and how to gain organizational support.
Music Resource Center	Music Resource Center	06/01/2019-05/31/2020	Hubbard Radio's Director of Branding & Content 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.
Radio Station Tours	Benchmark Developmental Disorders, Lakota West Freshman High School, East Side Academy, Holy Trinity Girl Scout Troop, Ivy Tech Community College, and Georgetown Jr/Sr High School	06/20/2019-05/12/2020	Hubbard Radio Cincinnati staff give station tours to interested community and school groups. Part of the tour includes a discussion about careers in radio. The following groups participated in station tours: Benchmark Developmental Disorders, Lakota West Freshman School, East Side Academy, Holy Trinity Girl Scout Troop, Ivy Tech Community College, and Georgetown Jr/Sr High School.
School & Community Organization Visits	University of Cincinnati and South Dearborn High School	06/11/2019-03/05/2020	Hubbard Radio Cincinnati 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. Staff spoke at the University of Cincinnati and South Dearborn High School.