

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2022 to 05/31/2023

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
WKRQ-FM.Marketing Account Executive(22-1350)	12/07/2022	929, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1807, 1808, 1809, 1810, 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, 3111, 5000	2226
WKRQ-FM.Marketing Account Executive(22-1351)	12/12/2022	929, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1807, 1808, 1809, 1810, 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, 3111, 5000	1822, 2226
WKRQ-FM.Assistant Program Director(22-1602)	12/07/2022	9000	2226
WKRQ-FM.Marketing Account Executive(23-1132)	05/23/2023	929, 1450, 1510, 1788, 1792, 1793, 1794, 1796, 1797, 1798, 1799, 1800, 1801, 1802, 1803, 1805, 1807, 1808, 1809, 1810, 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, 3111, 5000	2226

## 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

1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	1
1450	Indeed.com	Austin Texas,		6
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		1
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Handshake 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	Handshake 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, 45233-1670	Cara Cross 5132444484	0
1796	DePauw University	408 S Locust St Greencastle Indiana, 46135	Handshake 7656584355	0
1797	Eastern Kentucky University	521 Lancaster Ave Richmond Kentucky, 40475	Handshake 8596221296	0
1798	Georgetown College	Graves Center, 400 E College St Georgetown Kentucky, 40324	Jane Wechman 502-863-7094	0
1799	Hanover College	517 Ball Dr Hanover Indiana, 47243	Sue Tilley 812-866-6884	0
1800	*Indiana State University	231 North 6th Street Terre Haute Indiana, 47809	Teresa Dwyer 812-237-5000	0
1801	JVC Career Services	4540 Cooper Rd # 300 Cincinnati Ohio, 45242	Peter Landesman 5137452905	0
1802	Kent State University			

	261 Schwartz Center - 800 East Summit St. Kent Ohio, 44242	Handshake 330-672-8361	0	
1803	Kenyon College	101 E Brooklyn St Gambier Ohio, 43022	Handshake 7404275165	0
1805	Marietta College	215 Fifth St Marietta Ohio, 45750	Handshake 7403764480	0
1807	*Miami University Regionals	4200 N. University Blvd Middletown Ohio, 45042	Steve Whayne 5132174036	0
1808	Morehead State University	150 University Blvd Morehead Kentucky, 40351	Megan Boone 6067832233	0
1809	NAACP Cincinnati	3494 Reading Rd Cincinnati Ohio, 45229	Joe Mallory 5132811900	0
1810	*Ohio Media School	9882 Rockside Rd Valley View Ohio, 44125	Lynda Leciejewski 234-203-2768	0
1813	Ohio Dominican University	1216 Sunbury Rd Columbus Ohio, 43219	Handshake 6142514733	0
1814	Ohio Wesleyan University	HWCC 324, 40 Rowland Ave Delaware Ohio, 43015	Handshake 7403683152	0
1815	Otterbein University	1 South Grove St Westerville Ohio, 43081	Handshake 6148231456	0
1817	Shawnee State University	940 Second St Portsmouth Ohio, 45662	Handshake 7403513027	0
1818	Ohio Means Jobs	1916 Central Pkwy Cincinnati Ohio, 45214	Rosemary Peterson 5139467252	0
1821	Thomas More College	333 Thomas More Pkwy Crestview Hills Kentucky, 41017	Handshake 8593443326	0
1822	University of Cincinnati	140 University Pavilion Cincinnati Ohio, 45221	Handshake 5135566008	2

1825	University of Cincinnati (EP&S)	555 Steger Student Life Center Cincinnati Ohio, 45221	Ewaniki Moore-Hawkins 5135566008	2
1826	University of Dayton	300 College Park Dr Dayton Ohio, 45469	Handshake 9372292073	1
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	Handshake	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 #11052 Bowling Green Kentucky, 42101	Handshake 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	Handshake 9377752556	0
1837	Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Handshake 5137453140	1
1840	The Ohio State University	1640 Neil Ave Columbus Ohio, 43201	Handshake 6142924086	0
1841	Ohio University	507 Baker Center Athens Ohio, 45701	Handshake 7405931394	0
1842	University of Kentucky	408 Rose St Lexington Kentucky, 40506	Handshake 8592570550	0
1849	University of Cincinnati College - Conservatory of Music	College-Conservatory of Music, 290 CCM Blvd, P.O. Box 210236 Cincinnati Ohio, 45221-0236	Anne Cusing-Reid 5135569481	3
1858	Northern Kentucky University	1 Nunn Drive (UC 225) Highland Heights Kentucky, 41099	Handshake 859-572-6196	0

1861	Ohio Association of Broadcasters	17 South High St #1010 Columbus Ohio, 43215	Andy Hartzell 6142284052	0
2226	Employee Referrral			6
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	Handshake 2199892600	0
2298	Butler University	4600 Sunset Ave Indianapolis Indiana, 46208	Handshake 3179409383	0
3000	HBI Career Site			0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			2
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Career Festival	NewPath Child & Family Solutions	03/17/2023-03/17/2023	A Hubbard Radio Cincinnati On Air Talent participated in the NewPath Career Festival. The festival is the biggest day of their Career Week where professionals come in to talk about details of their profession.
Hubbard NXT Leadership Program	Dan Seeman, VP/Regional Manager Minnesota	10/03/2022-05/31/2023	In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders the company, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Employees are first nominated by management to apply for the program. Following the formal applicant process, Hubbard Radio Market Managers select 1 participant per market.

Job Shadow	Nicole Carvelli	11/08/2022-11/08/2022	Hubbard Radio Cincinnati offers the opportunity for students to shadow employees to learn about work in the broadcasting industry. A student shadowed the Director of Human Resources to gain knowledge of working in human resources in the broadcasting field on November 8, 2022.
Midwest Broadcast & Multimedia Technology Conference	Midwest Broadcast & Multimedia Technology Conference	10/28/2022-10/28/2022	The Midwest Broadcast & Multimedia Technology Conference provides learning and networking to explore best practices, compliance guidance and the latest technology and equipment available. The Markerts IT Broadcast Technologist attended the conference and spoke on a panel about RDS & HD Visual Data Transmission.
NAB Diversity Speaks Webinar	National Association of Broadcasters	03/07/2023-03/07/2023	The Hubbard Radio Cincinnati Director of Human Resources attended the NAB webinar, Diversity Speaks. This webinar focused on delivering helpful information to build and execute effective DEI strategies.
Radio Station Tours	Hubbard Radio Cincinnati Staff	06/09/2022-03/23/2023	Hubbard Radio Cincinnati staff gave a station tour to: Bellevue Independent Schools, Melodic Connections, Angels 4 Life Group, RULH high School Group, North Key Community Care Group, Empowered Community Services Group, & Benchmark Human Services. Part of the tour includes a discussion about careers in radio.
School & Community Organization Visits	Various School & Community Organizations	11/14/2022-05/10/2023	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: University of Cincinnati Conservatory of Music, Collins Elementary School, University of Cincinnati, & Villa Madonna.