

# FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WIL-FM	Radio	St. Louis, MO	72390
WARH	Radio	St. Louis, MO	74577
WXOS	Radio	St. Louis, MO	56512
KSHE(FM)	Radio	St. Louis, MO	19523
KPNT(FM)	Radio	St. Louis, MO	56525

For the reporting period: 10/01/17 to 09/30/18

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WIL-FM.Assistant Promotion Lead	05/24/2018	Internal,National,S	1475
WIL-FM.PM Drive On-Air Talent	11/20/2017	Internal	1847
WIL-FM.PM Drive On-Air Talent	11/20/2017	Internal	1847
WARH. WARH -FM Account Manager	07/18/2018	Internal,National,P	1518
WARH.Event Marketing Tour Coordinator	03/23/2018	Internal,National,S	1847
WXOS.101ESPN Sports Account Manager	09/25/2018	Internal,National,P	1482
WXOS.101ESPN Sports Account Manager	07/12/2018	Internal,National,P	1847
WXOS.101ESPN Sports Account Manager	07/12/2018	Internal,National,P	1473
WXOS.Digital Brand Program Manager	03/07/2018	Internal,National,P	1613
WXOS.Full Time Board Op	06/12/2018	Internal,National,P Except for: 2320 2321	1473
WXOS.On-Air Co- Host	01/18/2018	Internal,National,P	1847
WXOS.PROMOTION LEAD-WXOS	02/15/2018	Internal,National,S	1847
KSHE(FM) .KSHE Account Manager	03/27/2018	Internal,National,P	1483
KPNT(FM).105.7 The Point Account Manager	03/27/2018	Internal,National,P	1847
KPNT(FM).105.7 The Point Account Manager	09/26/2018	Internal,National,P	1847
KPNT(FM).105.7 The Point Account Manager	05/14/2018	Internal,National,P Except for: 2320 2321	1847
KPNT(FM).KPNT 105.7 The Point Promotions Coordinator	07/30/2018	Internal,National,S	1473
KPNT(FM).Videographer	07/03/2018	Internal,National,P Except for: 2320 2321	1482

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	911	2	1473	11	1475	8
1476	4	1480	5	1482	4	1483	10
1518	1	1611	2	1613	8	1847	31
2233	3						

## List of Recruitment Sources that requested postings

1484 1491 1492 1494 1495 1497 1499 1503 1504 1506 1508 1509 1510 1511 1514 1515  
 1517 1518 1519 1521 1523 1524 1526 1528 1530 1533 1535 1536 1537 1538 1539 1541  
 1542 1544 1545 1546 1547 1550 1551 1552 1553 1554 1555 1556 1559 1560 1562 1564  
 1565 1567 1569 1571 1572 1573 1574 1575 1578 1580 1581 1582 1583 1584 1585 1586  
 1587 1591 1592 1594 1595 1596 1597 1598 1599 1600 1601 1602 1603 1604 1607 1609  
 1610 1611 1612 1613 1865 2096

## 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 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092 <b>05/09/18:</b> 2321 INACTIVE 2321 ADDED
P=Professional	<b>Current:</b> 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499 1503 1504 1506 1508 1509 1510 1511 1514 1515 1517 1518 1519 1521 1523 1524 1526 1528 1530 1536 1537 1538 1539 1541 1542 1544 1545 1546 1547 1550 1551 1552 1553 1554 1555 1556 1560 1562 1564 1565 1567 1569 1571 1572 1573 1574 1575 1578 1581 1582 1583 1584 1585 1586 1587 1591 1592 1594 1595 1596 1597 1598 1599 1600 1601 1602 1603 1604 1607 1609 1610 1611 1612 1613 1865 1866 2096 2114 2233 <b>09/18/18:</b> 1580 INACTIVE <b>05/18/18:</b> 1533 INACTIVE 1535 INACTIVE <b>03/22/18:</b> 1559 INACTIVE
Paid	<b>Current:</b> 2233
S=Support	<b>Current:</b> 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499 1503 1504 1506 1508 1509 1510 1511 1514 1515 1517 1518 1519 1521 1523 1524 1526 1528 1530 1536 1537 1538 1539 1541 1542 1544 1545 1546 1547 1550 1551 1552 1553 1554 1555 1556 1560 1562 1564 1565 1567 1569 1571 1572 1573 1574 1575 1578 1581 1582 1583 1584 1585 1586 1587 1591 1592 1594 1595 1596 1597 1598 1599 1600 1601 1602 1603 1604 1607 1609 1610 1611 1612 1613

1865 1866 2096 2114  
**09/18/18:** 1580 INACTIVE  
**05/18/18:** 1533 INACTIVE 1535 INACTIVE  
**03/22/18:** 1559 INACTIVE

T=Technical **Current:** 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499 1503  
 1504 1506 1508 1509 1510 1511 1514 1515 1517 1518 1519 1521 1523 1524 1526 1528 1530 1536 1537 1538 1539 1541 1542 1544  
 1545 1546 1547 1550 1551 1552 1553 1554 1555 1556 1560 1562 1564 1565 1567 1569 1571 1572 1573 1574 1575 1578 1581 1582  
 1583 1584 1585 1586 1587 1591 1592 1594 1595 1597 1598 1599 1600 1601 1602 1603 1604 1607 1609 1610 1611 1612 1613 1865  
 1866 2096  
**09/18/18:** 1580 INACTIVE  
**05/18/18:** 1533 INACTIVE 1535 INACTIVE  
**03/22/18:** 1559 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 Andy Higgins (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 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (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 Guillaume (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1470	Publication	1471	City Workforce Services
1472	Community Organization-General	1473	Employee-Current	1474	Internship
1475	Website	1476	Internal Applicant	1477	Job Fair
1478	Job Hotline	1479	Market Referral	1480	Recruiter
1481	Radio Ad	1482	Word of Mouth	1483	Self Inquiry
1484	SAG-AFTRA Missouri Valley Local 911 Washington Ave Ste 207 Saint Louis, MO 63101 Louise Sommers (314) 231-8410	1491	Benedictine University at Springfield 1500 N 5th St Springfield, IL 62702 Adonis Fuller (217) 525-1420	1492	Blackburn College 700 College Ave Carlinville, IL 62626 Suzanne Krupica (217) -85-3231
1494	Bradley University 1501 West Bradley Ave Peoria, IL 61625 Janet Pesek (309) 677-2510	1495	Broadcast Center 2360 Hampton Saint Louis, MO 63139 Shaun Streeter (314) 647-8181	1497	Christian Service Center 1000 North 19th Saint Louis, MO 63106 Toni Muhammad (314) 231-1515
1499	Career Alternatives 5819 S Lindbergh Saint Louis, MO 63118 Nancy Cash (314) 209-1777	1503	Chicago State University 9501 S King Dr CRSU 18 Chicago, IL 60628 Tangee Jenkins (773) -99-2327	1504	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Terri Burton (417) 690-3249
1506	Cottey College 1000 West Austin Nevada, MO 647722 Renee Hampton (417) -66-8181	1508	Crowder College 601 Laclede Neosho, MO 64850 Cassandra Owens (417) 455-5618	1509	Columbia College 1001 Rogers St MOH 219 Columbia, MO 65216 Brice James-Battelle (573) 875-4563
1510	DePaul University 1 East Jackson #9500 Chicago, IL 60604 Megan Gentille (312) 362-8437	1511	Dominican University 7900 W Division St River Forest, IL 60305 Keli Wojciechowski (708) 524-6786	1514	East Central College 1964 Prairie Dell Rd Union, MO 63084 Kim Weber (636) -58-6569
1515	Eastern Illinois University 600 Lincoln Ave Charleston, IL 61920 Jan Stevens (217) -58-2412	1517	Employment & Training 26 N Oaks Plaza Saint Louis, MO 63121 Alicia Rogers (314) 381-2253	1518	Fontbonne College 6800 Wydown Saint Louis, MO 63105 Carol Dillon (314) 889-4516
1519	Family Resource Center 3309 S Kingshighway	1521	Gateway Homeless Services- Inc 1000 N 19th St	1523	Governor's State University 1 University Pkwy A1120

	Saint Louis, MO 63139 Terry Patton (314) 534-9350	Saint Louis, MO 63106 Martin Rafanan (314) 231-1515	University Park, IL 60484 Janet Wolske (708) 235-3974
1524	Greenville College 315 Et College Ave Greenville, IL 62246 Patrick Miller (618) -66-6611	1526 Harris Stowe State College 3025 Laclede Ave Saint Louis, MO 63103 LaTonia Collins Smith (314) 340-3512	1528 Hickey Business School 940 West Port Plaza Saint Louis, MO 63146 Travis Hoskins (314) 434-2212
1530	Illinois College 1101 W College Ave Jacksonville, IL 62650 Susie Drake (217) 245-3041	1533 The International Institute of St Louis 3401 Arsenal Saint Louis, MO 63118 Chelsea Hand (314) 773-9090	1535 ITT Technical Institute 3640 Corporate Trail Dr Earth City, MO 63045 Rachel Richardson (314) 298-7800
1536	Jobs Partnership 26 North Oaks Pl Saint Louis, MO 63121 Cindy Paydon (314) 381-6700	1537 Judson University 1151 N State St Elgin, IL 60123 Doris Haugen (847) 628-1510	1538 Knox College 2 E South St Campus Box Galensburg, IL 61401 Terrie Saline (309) -34-7494
1539	Lindenwood University 209 S Kingshighway Dr Saint Louis, MO 63301 Dana Wehrli (636) 949-4806	1541 LDS Employment Resource Service 12843 Pennridge Dr Bridgeton, MO 63044 Fred & Suzanne Mertlich (314) 344-0050	1542 Loyola University Chicago 1032 W Sheridan Chicago, IL 60660 Martin Gahbauer (773) 508-2895
1544	Maryville University 650 Maryville University Dr Saint Louis, MO 63141 tbd (314) 529-9375	1545 McKendree University 701 College Rd Lebanon, IL 62254 Jennifer Pickerell (618) 537-6806	1546 MERS Goodwill- St. Charles #1 Westbury Dr Building B St Charles, MO 63301 Marissa Hiatt (636) 946-7559
1547	MERS Goodwill- St. Louis 1727 Locust Saint Louis, MO 63103 Jocelyn Hostetler (314) 241-3464	1550 Missouri Technical School Ctr 1690 Country Club Plaza Dr St Charles, MO 63303 Steve Willis (636) -57-9300	1551 State of Missouri Career Center 4040 Seven Hill Dr Suite 166 Florissant, MO 63033 Don Smith (314) 737-1325
1552	Missouri Baptist University One College Park Dr Saint Louis, MO 63141 Lindsey Werges (314) 434-1115	1553 Missouri Southern State University 3950 E Newman Road Joplin, MO 64801 Nicole Brown (417) 625-9343	1554 Missouri State University 901 S National Ave Springfield, MO 65897 tbd (417) 836-5636
1555	Monmouth College 700 East Broadway Monmouth, IL 61462 Stephanie Kinkaid (309) 457-2115	1556 Moody Bible College 820 N LaSalle Blvd Chicago, IL 60610 Patrick Friedline (312) -32-4414	1559 Northeastern Illinois Univ. 5500 N St Louis Ave Chicago, IL 60625 Cathy Duffy (773) 442-4692
1560	Northern Illinois Univ. 1425 W Lincoln Highway DeKalb, IL 60115 Cindy Henderson (815) 753-1000	1562 Near Southside Employment Coalition 2649 Pestalozzi Saint Louis, MO 63118 Ohala Ward (314) 865-4453	1564 Olivet Nazarene University One University Ave Boubonnais, IL 609141345 Carla Wolf (815) 939-6243
1565	Patricia Stevens College 1521 Washington Ave Saint Louis, MO 63103 Emily Huey (314) 421-0949	1567 Park University 8700 NW River Park Dr Parkville, MO 64152 Layne Prenges (816) -58-6350	1569 Principia College 1 Maybeck Place Elsah, IL 62028 John Lane (618) 374-5772
1571	Rockford College 5050 E State St Rockford, IL 61109 Kelly Cooper (815) -22-4022	1572 Rockhurst University 1100 Rockhurst Road Kansas City, MO 64110 Mike Theobald (816) 501-4861	1573 St. Charles Community College 4601 Mid Rivers Mall Dr Cottleville, MO 63376 Martha Toebben (636) -92-8243
1574	St. Louis ARC 1177 N Warson Road Saint Louis, MO 63132 Brian Hubler (314) 569-2211	1575 St. Louis Comm. College- FP 5600 Oakland Saint Louis, MO 63110 Davis Moore (636) 922-8243	1578 Saint Louis University 30 North Grand #331 Saint Louis, MO 63103 Karl Aldrich (314) 977-2828
1580	State Fair Community College 3201 W 16th St Sedalia, MO 65301 Teresa Ayers (660) 596-7306	1581 St. Louis Community College - Flo Valley 3400 Pershall Road Saint Louis, MO 63135 Michela Walsh (314) 513-4543	1582 Southern Illinois University Carbondale 900 S Normal Ave MC 470 Carbondale, IL 62901 Matthew Purdy (618) 453-7112
1583	Southeast Missouri State University 16020 Swingley Ridge Rd Suite Chesterfield, MO 63017 Quin Agnw (636) 778-1048	1584 Southwestern Illinois College 2700 Carlyle Ave Belleville, IL 62221 Bonnie Heuer (618) 222-5552	1585 Stephens College 1200 E Broadway Columbia, MO 65215 Amanda Wooden (573) 876-7109
1586	St. Louis Community College-Meramec 11333 Big Bend Blvd AD 249 Kirkwood, MO 63122 Jacqueline Meaders-Booth (314) 984-7578	1587 Talent Plus 1222 Lucas St #300 Saint Louis, MO 63103 Sharon Tucci (314) 421-9400	1591 Truman State University 100 East Normal Ave Kirksville, MO 63501 Polly Matteson (660) 785-4353
1592	University of Central Missouri WDE 1200 Warrensburg, MO 64093 Tonya Hammons (660) 543-4985	1594 University of Illinois at Chicago 1200 West Harrison #3050 Chicago, IL 60607 Michael Kimball-Bryant (312) 996-2382	1595 Univ. of IL. Alumni Career Ctr 200 S Wacker Dr Chicago, IL 60606 Bernice Allegretti (312) -57-7836
1596	University of IL at Urbana/Champaign 715 S Wright St Champaign, IL 61820 Gail Rooney (217) 333-0054	1597 University of IL at Springfield One University Plaza MS SAB 50 Springfield, IL 62703 Career Development Center (217) 206-6508	1598 University of Missouri St. Louis 278 Millennium Student Center Saint Louis, MO 63121 Emily Rapko McEney (314) 516-5000
1599	University of St. Francis 500 Wilcox St Joliet, IL 60435 Betty Kohl (815) 740-3440	1600 Urban League of Metro St Louis 8960 Jennings Station Rd Saint Louis, MO 63136 Hollis R. Whiting (314) 506-5306	1601 Urban League of Metropolitan St. Louis 935 Vandeventer Saint Louis, MO 63108 Lawrence Prograis, III (314) 615-3642
1602	University of Phoenix St. Louis 13801 Riverport Dr	1603 Valparaiso University 1509 Chapel Drive	1604 Vatterott College 12970 Maurer Industrial Dr

1607	Saint Louis, MO 63043 Nicole Gramlich (314) 291-0454 Washington University Campus Box 1091 - 1 Brookings Saint Louis, MO 63130 Sarah Jennings (314) 935-5930	1609	Valparaiso, IN 46383 Tom Cath (219) 464-5005 William Woods University One University Ave Fulton, MO 65251 Amy Dittmer (573) 592-4313	1610	Saint Louis, MO 63127 Mary Weber (314) 843-4200 Women in Charge 1483 82nd Blvd University City, MO 63132 Joanne Moses (314) 432-7300
1611	WIL92 Web Site (wil92.com) 11647 Olive Blvd St Louis, MO 63141 Laurie Carr (314) 983-6206	1612	WARH Web Site (1065thearch.com) 11647 Olive Blvd St Louis, MO 63141 Laurie Carr (314) 983-6206	1613	WXOS Web Site 11647 Olive Blvd St Louis, MO 63141 Laurie Carr (314) 983-6206
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	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	1865	Lincoln University 820 Chestnut St Jefferson City, MO 65101 Marnita Stovell-Brown (573) 681-5166	1866	National Federation of the Blind 891 Tropical Ln Columbia, MO 65205 Gary Wunder (573) 874-1774
2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2096	Illinois Small College Placement Association 1151 N State St Elgin, IL 60123 Doris Haugen (847) 628-1510
2114	Country Aircheck 914 18th Ave S Second Floor Nashville, TN 37212 Kelley Hampton (615) 320-1450	2233	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 N/A (310) 457-6616	2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461
2321	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
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	The Hubbard Radio NextGen Leadership Program identifies, rewards and develops 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 two participants per market. At Hubbard Radio St. Louis, two employees were selected and participated in the annual program for 2017-2018.	
St. Mary's High School Career Day	Joseph Miller	03/14/2018 - 03/14/2018	An On-Air Talent gave a presentation to students about his role in radio, the industry and related careers. Attendees were freshman through seniors who have expressed interest in radio. He also played a short audio clip from his show on 92.3 WIL. After the presentation, time was given for questions and answers.	
Harris-Stowe State University Career & Graduate School Fair	LaTonia Collins Smith	03/20/2018 - 03/20/2018	Management from Hubbard Radio St. Louis attended the career fair. Information about current job openings were distributed to student/alumni and questions pertaining to the radio profession were answered. Interested students were directed to apply for any open position on the stations' website.	
Kellison Elementary Career Fair-Creative Path	Carrie Chorpening	04/04/2018 - 04/04/2018	The Program Director for 101ESPN Radio visited fourth grade students at Kellison Elementary School to talk about his career and the radio broadcast industry. He also talked about his education, professional training, and character traits that made him successful in his career. A total of 24 for students were in attendance.	
Job Shadowing	Don Golaszewski, Broadcast Center	08/16/2018 - 08/16/2018	A Broadcast Center student participated in a job shadow with the Point's Rizzuto Show On-Air Talent. The goal of the job shadow was to learn about the station as well as how the show is produced. The student learned how to conduct interviews, what it takes to be an On-Air Talent, and what happens behind the scenes.	
Lindenwood University Fall Career Fair	Shannon Wright, Assistant Director, Career Development	09/19/2018 - 09/19/2018	Management from Hubbard Radio St. Louis attended the Lindenwood University Career Fair. Students and alumni attended the event. Information about job openings was distributed and questions about working in radio were answered. Interested students were directed to apply on the stations' website.	
University of	Teresa Balestreri,	09/21/2018	Management from Hubbard Radio St. Louis attended the University of Missouri St.	

Missouri -St. Louis Fall Job Fair 2018	Director, Career Services	- 09/21/2018	Louis Fall 2018 Job Fair. Information about job openings was distributed and questions about working in the radio profession were answered. Interested students were directed to apply for any open positions on the stations' website.	
Saint Louis University Fall 2018 Career Expo	Career Services	09/26/2018 - 09/26/2018	Management from Hubbard Radio St. Louis attended the Saint Louis University Fall Career Expo. Current students, alumni, as well as students from surrounding universities, attended the event. Information about job openings was distributed and questions about working in radio were answered.	