

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2018 to 09/30/2019

Call Letter	Type of Station	Location:City/State	Facility ID
KPNT-FM	Radio	Collinsville, IL	56525
KSHE-FM	Radio	Crestwood, MO	19523
WARH	Radio	Granite City, IL	74577
WIL-FM	Radio	St. Louis, MO	72390
WXOS	Radio	East St. Louis, IL	56512

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KPNT-FM.Business Manager KPNT, KSHE, 2060 Digital(18-5477)	12/03/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1470, 1471, 1472, 1473, 1474, 1475, 1476, 1477, 1479, 1480, 1481, 1482, 1483, 1491, 1492, 1495, 1503, 1506, 1509, 1510, 1511, 1515, 1523, 1526, 1530, 1537, 1538, 1541, 1542, 1544, 1545, 1551, 1552, 1553, 1554, 1555, 1562, 1564, 1567, 1569, 1578, 1581, 1582, 1592, 1596, 1597, 1598, 1599, 1600, 1601, 1607, 1609, 1611, 1612, 1613, 1844, 1845, 1847, 1848, 1865, 1866, 2081, 2082, 2096, 2320	1483
KSHE-FM.KSHE Promotions Coordinator - St. Louis(19-1390)	09/16/2019	1450, 1484, 1491, 1492, 1495, 1497, 1503, 1506, 1508, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1537, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1569, 1571, 1574, 1575, 1581, 1582, 1584, 1586, 1587, 1592, 1595, 1598, 1600, 1601, 1607, 1609, 1610, 1865, 2096, 3000, 5000	3000
WARH.Hubbard STL Traffic & Sales Assistant(19-1101)	04/09/2019	379, 1450, 1457, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1537, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 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, 1598, 1599, 1600, 1601, 1603, 1604, 1607, 1609, 1610, 1865, 1866, 2096, 2114, 2226, 3000	5000
WIL-FM.Public Relations and HR Director(18-5422)	10/16/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1470, 1471, 1472, 1473, 1474, 1475, 1476, 1477, 1479, 1480, 1481, 1482, 1483, 1491, 1492, 1494, 1495, 1503, 1506, 1509, 1510, 1511, 1515, 1523, 1526, 1530, 1537, 1538, 1541, 1542, 1544, 1545, 1551, 1552, 1553, 1554, 1555, 1562, 1564, 1567, 1569, 1578, 1581, 1582, 1592, 1596, 1597, 1598, 1599, 1600, 1601, 1607, 1609, 1611, 1612, 1613, 1844, 1845, 1847, 1848, 1865, 1866, 2081, 2082, 2096, 2320	1473
WXOS.(18-5348)	10/29/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1470, 1471, 1472, 1473, 1474, 1475, 1476, 1477, 1479, 1480, 1481, 1482, 1483, 1491, 1492, 1495, 1503, 1506, 1509, 1510, 1511, 1515, 1523, 1526, 1530, 1537, 1538, 1541, 1542, 1544, 1545, 1551, 1552, 1553, 1554, 1555, 1562, 1564, 1567, 1569, 1578, 1581, 1582, 1592, 1596, 1597, 1598, 1599, 1600, 1601, 1607, 1609, 1611, 1612, 1613, 1844, 1845, 1847, 1848, 1865, 1866, 2081, 2082, 2096, 2320	1482

WXOS.Full Time Board Op(18-5462)	11/06/2018	255, 307, 369, 402, 408, 416, 555, 657, 843, 865, 893, 905, 911, 1213, 1270, 1470, 1471, 1472, 1473, 1474, 1475, 1476, 1477, 1479, 1480, 1481, 1482, 1483, 1491, 1492, 1495, 1503, 1506, 1509, 1510, 1511, 1515, 1523, 1526, 1530, 1537, 1538, 1541, 1542, 1544, 1545, 1551, 1552, 1553, 1554, 1555, 1562, 1564, 1567, 1569, 1578, 1581, 1582, 1592, 1596, 1597, 1598, 1599, 1600, 1601, 1607, 1609, 1611, 1612, 1613, 1844, 1845, 1847, 1848, 1865, 1866, 2081, 2082, 2096, 2320	1475
----------------------------------	------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------

WXOS.101 ESPN Sports Reporter St. Louis(19-1340)	07/24/2019	1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1537, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1562, 1564, 1565, 1567, 1569, 1571, 1572, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1585, 1586, 1587, 1591, 1592, 1594, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 2096	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
255	Emma L Bowen Foundation-NY	30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York NY, 10112	Sandra Rice 2126643486	0
307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
369	Internal Applicant			0
379	Job Fair			0
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	0
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	0

657	National Hispanic Media Coalition	2514 S Grand Ave Los Angeles California, 90007	Claudia Flores	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guilliame 7275356776	0
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1450	Indeed.com	Austin Texas,		4
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		0
1470	Publication			0
1471	City Workforce Services			0
1472	Community Organization- General			0
1473	Employee-Current			1
1474	Internship			0
1475	Website			3

1476	Internal Applicant			1
1477	Job Fair			0
1479	Market Referral			0
1480	Recruiter			0
1481	Radio Ad			0
1482	Word of Mouth			2
1483	Self Inquiry			1
1484	*SAG AFTRA Missouri Valley Local	1034 S Brentwood Blvd # 1310 Saint Louis Missouri, 63117	Tanya Cella 3142310824	0
1491	*Benedictine University Springfield	1500 N 5th St Springfield Illinois, 62702	Adonis Fuller 2175251420	0
1492	*Blackburn College	700 College Ave Carlinville Illinois, 62626	Suzanne Krupica 2178543231	0
1494	*Bradley University	1501 W Bradley Ave Peoria Illinois, 61625	Janet Pesek 3096772510	0
1495	*Broadcast Center	2360 Hampton St Louis Missouri, 63139	Don Jolaszewski 3146478181	1
1497	*Christian Service Center	1000 North 19th Saint Louis Missouri, 63106	Roman Williamson 3142311515	0
1503	*Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1504	*College of the Ozarks	PO Box 17 Point Lookout Missouri, 65726	Sarah Williams 4176903249	0
1506	*Cottey College			

1000 West Austin Nevada Missouri, 64772	Renee Hampton 4176678181	0	
1508	*Crowder College 601 Laclede Neosho Missouri, 64850	Abby Tribble 4174555618	0
1509	*Columbia College 1001 Rogers St MOH 219 Columbia Missouri, 65216	Dan Gomez-Palachio 5738757425	0
1510	*DePaul University 1 E Jackson # 9500 Chicago Illinois, 60604	Jameson Dixon Jr. 3123625597	0
1511	*Dominican University 7900 W Division St River Forest Illinois, 60305	Keli Wojciechowski 7085246786	0
1515	*Eastern Illinois University 600 Lincoln Ave Charleston Illinois, 61920	Lisa Hogg 2175812412	0
1517	*Employment & Training 26 N Oaks Plaza Saint Louis Missouri, 63121	Alicia Rogers 3143812253	0
1518	*Fontbonne College 6800 Wydown Saint Louis Missouri, 63105	Christine Keller 3148894516	0
1519	*Family Forward 1167 Corporate Lake Dr Saint Louis Missouri, 63132-121	Cecily Whit-Mohammad 3145349350	0
1521	*Gateway Homeless Services Inc 1000 N 19th St Saint Louis Missouri, 63106	Kathy Connors 3142311515	0
1523	*Governor's State University 1 University Pkwy A1120 University Park Illinois, 60484	Janet Wolske 7082353974	0
1524	*Greenville College 315 E College Ave Greenville Illinois, 62246	Kelli Pryor 6186646655	0
1526	*Harris Stowe State College 3025 Laclede Ave St Louis Missouri, 63103	LaTonia Collins Smith 3143403512	0
1530	*Illinois College 1101 W College Ave Jacksonville Illinois, 62650	Susie Drake 2172453041	0
1533			

*The International Institute of St Louis	3401 Arsenal St. Louis Missouri, 63118	Emma Richardson 3147739090	0
1537	*Judson University 1151 N State St Elgin Illinois, 60123	Doris Haugen 8476281510	0
1538	*Knox College 2 E South St Campus Box Galensburg Illinois, 61401	Terrie Saline 3093417494	0
1539	*Lindenwood University 209 S Kingshighway Dr St Louis Missouri, 63301	Shannon Wright 6369494806	1
1541	*LDS Employment Resource Service 12843 Pennridge Dr Bridgeton Mississippi, 63044	Fred & Suzanne Mertlich 3143440050	0
1542	*Loyola University Chicago 1032 W Sheridan Chicago Illinois, 60660	Jim Connon 3129158840	0
1544	*Maryville University 650 Maryville University Dr St Louis Missouri, 63141	Erin Boswell 3145299375	0
1545	*McKendree University 701 College Rd Lebanon Illinois, 62254	Jennifer Pickerell 6185376806	0
1546	*MERS Goodwill St Charles #1 Westbury Dr Building B St Charles Missouri, 63301	Marissa Hiatt 6369467559	0
1547	*MERS Goodwill St Louis 1727 Locust St Louis Missouri, 63103	Joe Byrne 3149828825	0
1551	*State of Missouri Career Center 4040 Seven Hill Dr # 166 Florissant Missouri, 63033	Don Smith 3147371325	0
1552	*Missouri Baptist University One College Park Dr St Louis Missouri, 63141	Kim Grey 3143922241	0
1553	*Missouri Southern State University 3950 E Newman Rd Joplin Missouri, 64801	Alex Gandy 4176259343	0
1554	*Missouri State University 901 S National Ave Springfield Missouri, 65897	Career Center 4178365636	0
1555	*Monmouth College		

700 E Broadway Monmouth Illinois, 61462	Jenny Sanberg 3094572115	0		
1556	*Moody Bible College	820 N LaSalle Blvd Chicago Illinois, 60610	Patrick Friedline 3123294414	0
1559	*Northeastern Illinois Univ	5500 N St Louis Ave Chicago Illinois, 60625	Maria Lebron 7734424692	0
1560	Northern Illinois University	Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115	Cathy Doederlein 8157531000	0
1562	*Near Southside Employment Coalition	2649 Pestalozzi Saint Louis Missouri, 63118	Ohala Ward 3148654453	0
1564	*Olivet Nazarene University	One University Ave Boubonnais Illinois, 609141345	Carla Wolf 8159395243	0
1565	*Patricia Stevens College	1521 Washington Ave Saint Louis Missouri, 63103	Steve Asher 3144210949	0
1567	*Park University	8700 NW River Park Dr Parkville Missouri, 64152	Layne Prenges 8165846350	0
1569	*Principia College	1 Maybeck Place Elsah Illinois, 62028	John Lane 6183745772	0
1571	*Rockford College	5050 E State St Rockford Illinois, 61109	Kelly Cooper 8152264022	0
1572	*Rockhurst University	1100 Rockhurst Rd Kansas City Missouri, 64110	Mike Theobald 8165014861	0
1573	*St Charles Community College	4601 Mid Rivers Mall Dr Cottleville Missouri, 63376	Martha Toebben 6369228243	0
1574	*St Louis ARC	1177 N Warson Road Saint Louis Missouri, 63132	Brian Hubler 3145692211	0
1575	*St Louis Community College FP	5600 Oakland St. Louis Missouri, 63110	Davis Moore	0

1578	*Saint Louis University	30 North Grand #331 Saint Louis Missouri, 63103	Karl Aldrich 3149772828	0
1580	State Fair Community College	3201 W 16th St Sedalia Missouri, 65301		0
1581	*St Louis Community College Flo Valley	3400 Pershall Rd St. Louis Missouri, 63135	Davis Moore 3145134543	0
1582	*Southern Illinois University Carbondale	1263 Lincoln Dr, Room 128 Mail Code 4703 Carbondale Illinois, 62901	Sheila Colombo 6184531045	0
1583	Southeast Missouri State University	One University Plaza Cape Girardeau Missouri, 63701	Amy Aldridge	0
1584	*Southwestern Illinois College	2700 Carlyle Ave Belleville Illinois, 62221	LaTasha Rodgers 6182225552	0
1585	*Stephens College	1200 E Broadway Columbia Missouri, 65215	Amanda Wooden 5738767109	0
1586	*St Louis Community College Meramec	11333 Big Bend Blvd AD 249 Kirkwood Missouri, 63122	Jacqueline Meaders-Booth 3149847578	0
1587	*Talent Plus	1222 Lucas St #300 St. Louis Missouri, 63103	Sharon Tucci 3144219400	0
1591	*Truman State University	100 East Normal Ave Kirksville Missouri, 63501	Polly Matteson 6607854353	0
1592	*University of Central Missouri	WDE 1200 Warrensburg Missouri, 64093	Monica Lim 6605434985	1
1594	*University of IL at Chicago	1200 West Harrison #3050 Chicago Illinois, 60607	Michael Kimball-Bryant 3129962382	0
1595	*Univ of IL Alumni Career Ctr	200 S Wacker Dr Chicago Illinois, 60606	Bernice Allegretti 3125757836	0
1596	*University of IL at Urbana/Champaign	715 S Wright St Champaign Illinois, 61820	Jennifer Neef 2173330820	0
1597	*University of IL at Springfield			

	One University Plaza MS SAB 50 Springfield Illinois, 62703	Career Development Center 2172066508	0	
1598	*University of Missouri St Louis	278 Millennium Student Center St. Louis Missouri, 63121	Emily Rapko McEneny 3145165100	0
1599	*University of St Francis	500 Wilcox St Joliet Illinois, 60435	Betty Kohl 8157403440	0
1600	*Urban League of Metro St Louis	8960 Jennings Station Rd St Louis Missouri, 63136	Hollis R. Scales 3143889840	0
1601	*Urban League of Metro St Louis	935 Vandeventer St. Louis Missouri, 63108	Lawrence Prograis, III 3146153642	0
1603	*Valparaiso University	1509 Chapel Dr Valparaiso Indiana, 46383	Tom Cath 2194645005	0
1604	*Vatterott College	12970 Maurer Industrial Dr St. Louis Missouri, 63127	Mary Weber 3148434200	0
1607	*Washington University	Campus Box 1091 1 Brookings Saint Louis Missouri, 63130	Sarah Jennings 3149355930	0
1609	*William Woods University	One University Ave Fulton Missouri, 65251	Amy Dittmer 5735924313	0
1610	*Women in Charge	1483 82nd Blvd University City Missouri, 63132	Victoria Sharp 3144327300	0
1611	*WIL92 Web Site (wil92.com)	11647 Olive Blvd St Louis MO, 63141	Laurie Carr 3149836206	0
1612	*WARH Web Site (1065thearch.com)	11647 Olive Blvd St Louis MO, 63141	Laurie Carr 3149836206	0
1613	*WXOS Web Site	11647 Olive Blvd St Louis MO, 63141	Laurie Carr 3149836206	2
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	0
1845	Hubbard Radio-Cincinnati			

2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0	
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	3
1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	0
1865	*Lincoln University 820 Chestnut St Jefferson City Missouri, 65101	Marnita Stovell-Brown 5736815166	0
1866	National Federation of the Blind 891 Tropical Ln Columbia Missouri, 65205	Gary Wunder 5738741774	0
2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	0
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	0
2096	*Illinois Small College Placement Association 1151 N State St Elgin Illinois, 60123	Doris Haugen 8476281510	0
2114	Country Aircheck 914 18th Ave S Second Floor Nashville Tennessee, 37212	Kelley Hampton 6153201450	0
2226	Employee Referrral		5
2320	HBI Radio North 13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0
3000	HBI Career Site		2
5000	Internal		9

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
---------------------------	----------------	------	---------------------------

2019 MBA Radio Talent Institute	Dan Vallie	08/07/2019-08/07/2019	Hubbard Radio St. Louis participated in the 2019 MBA Radio Talent Institute held in Marysville, Mo. The Digital Brand Content Director conducted the session What You Have to Know to Be the PD. Participants interested in learning more about current positions or future opportunities were invited to visit the company's career website.
Career Fair - Community Action Agency of St. Louis County	James Ingram	07/25/2019-07/25/2019	The unit attended the Community Action Agency of St. Louis County Employment and Resource (CAASTLC) Fair held at St. Louis Community College- Florissant Valley. CAASTLC is a federally funded agency to assist low-income people out of poverty and into self-sufficiency. Managers shared information about careers in the broadcasting and marketing industry and invited interested candidates to visit the company's career site to apply or for more information.
Career Fair - Harris Stowe State University	Victoria Harris	03/20/2019-03/20/2019	Hubbard Radio St. Louis management attended Harris Stowe State University's (HSSU) 2019 Career and Graduate School Fair. HSSU is St. Louis' only Historically Black College & University (HBCU). Managers met with students, staff, and community members interested in careers in the radio broadcasting and marketing industries. Participates interested in learning more about jobs at Hubbard Radio St. Louis and Hubbard Broadcasting were directed to visit the company's career website.
Girl Scout Career Expo - Troop #3475	Adrienne Vonder Haar	04/04/2019-04/04/2019	Hubbard Radio St. Louis participated in the Girl Scout Career Expo presented by Troop #3475, St. Louis, MO. Hubbard Radio St. Louis hosted three groups of girls scouts in mini-sessions, sharing information about roles/responsibilities of a media specialist and discussed careers within the marketing and radio broadcasting industry.
Hubbard Radio Next Gen Leadership Program	Dan Seeman	08/15/2019-06/01/2020	The Hubbard Radio Next Gen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by market management to apply for the program. Following a formal application process market managers select up to two (2) participants per market. In the St. Louis market two employees were selected to participate.
Hubbard Radio NextGen Leadership Program	Dan Seeman	10/01/2018-06/01/2019	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 2018-2019.

Job Shadow Program	Emily Stieren	01/10/2019-01/10/2019	Hubbard Radio St. Louis hosted three students for an onsite job shadow. Each three to four-hour job shadows included one-on-one visits and interviews with the Creative Department, 2060 Digital, Programming and Promotions & Marketing Departments to discuss career opportunities in the radio broadcasting industry. Hubbard Radio St. Louis operates the Job Shadow Program in partnership with the student's educational institution. Employees met with the students to discuss the industry and career opportunities.
Rockwood Summit High Career Fair	Karrie Lehman	11/19/2018-11/19/2018	On November 19, 2018 management attended the Rockwood Summit High Career Fair. The WXOS Program Director spoke with approximately fifty students about media industry careers including radio broadcasting, journalism, digital and social media marketing. Following a Q&A session participants were also encouraged to visit Hubbardradio.com to learn more about the company and career opportunities.
Scout Tour	Mike Levine	01/04/2019-01/04/2019	Hubbard Radio St. Louis hosted members of Boy Scout Pack 461 for a tour of the stations. Participants learned about the Emergency Activation System, Basic Broadcast Science, the history of radio broadcasting, and valuable skills needed for a career in the radio broadcasting industry.
St. Louis Regional Chamber Women's Roundtable	Lakesha Mathis	06/05/2019-06/05/2019	The Hubbard Radio HR/PR Director participated in the new women's leadership initiative titled Real Talk-Remarkable Women Speak. She also participated in the round table discussion,How to Talk Diversity in the Workplace.
UMSL Spring 2019 Career Fair	Deandre Branch	03/15/2019-03/15/2019	Management participated in the UMSL Spring 2019 Career Fair. The event was attended by Hubbard Radio St. Louis Inc.'s Public Relations and HR Director. General information about Hubbard Broadcasting along with access to the new career site to view and ask questions about available positions. Interested parties were directed to apply via the company website.