

FCC EEO Combined Public File Report

For the Reporting Period: 08/01/2022 to 07/31/2023

| Call Letter | Type of Station | Location:City/State | Facility ID |
|-------------|-----------------|---------------------|-------------|
| WDRV-FM | Radio | Chicago, IL | 49552 |
| WSHE-FM | Radio | Chicago, IL | 10059 |
| WTMX-FM | Radio | Skokie, IL | 6377 |
| WWDV-FM | Radio | Zion, IL | 49547 |

Full Time Positions Filled During the Reporting Period

| Position | Date Filled | Recruitment Sources Utilized to Fill Vacancy [by Code Number] | Person Hired Source |
|---|-------------|--|---------------------|
| WDRV-FM.On-Air Talent(22-1299) | 09/15/2022 | 1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 5000 |
| WDRV-FM.Radio Producer-On-Air Talent(22-1576) | 12/21/2022 | 1158, 1226, 1443, 1450, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 1450 |
| WDRV-FM.On Air Talent (WDRV)(22-1620) | 03/01/2023 | 1158, 1226, 1443, 1450, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 5000 |
| WTMX-FM.Integrated Account Executive(22-1376) | 09/27/2022 | 1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 1457, 2226, 5000 |
| WTMX-FM.Client Success Coordinator(22-1421) | 09/13/2022 | 1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 5000 |
| WTMX-FM.IT Manager(23-1025) | 07/25/2023 | 1158, 1226, 1450, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 5000 |
| WTMX-FM.Sales Assistant(23-1026) | 01/30/2023 | 1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 | 1450 |

WTMX-FM.Integrated Account Executive(23-1109) 05/05/2023 1158, 1226, 1450, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000 2226

WTMX-FM.Vice President-Market Manager(23-9999) 07/28/2023 9000 9000

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 |
|------|---|--|--------------------------------|------------------------|
| 1158 | Luther College | 700 College Dr Decorah Iowa, 52101 | Career Center 5633871025 | 0 |
| 1226 | Illinois Media School | 455 Eisenhower Lane South, Suite 200 Lombard Illinois, 60148 | Dustin Lingemann 6305191394 | 1 |
| 1443 | All Access | 28955 Pacific Coast Highway #210 Malibu California, 90265 | 3104576616 | 9 |
| 1450 | Indeed.com | Austin Texas, | | 11 |
| 1457 | LinkedIn | 2029 Stierlin Ct Mountain View California, 94043 | | 4 |
| 1503 | Chicago State University | 9501 S King Dr CRSU 18 Chicago Illinois, 60628 | Xavier Thaxter 7739952327 | 1 |
| 1515 | *Eastern Illinois University Career Services | 2086 7th St. Charleston Illinois, 61920 | Keli Walters 2175812412 | 0 |
| 1560 | Northern Illinois University | Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115 | Cathy Doederlein 8157531000 | 0 |
| 1677 | Broadcast & Cinematic Arts - Central Michigan University | 1200 S Franklin Street 340 Moore Hall Mount Pleasant Michigan, 48859 | Michelle Kalisek 9897743851 | 0 |
| 1679 | The Chicago Lighthouse | 1850 W Roosevelt Rd Chicago Illinois, 60608 | Kayode Adodo 3126661331 | 0 |

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|------|--------------------------------|---|----------------------------------|---|
| 1680 | Center for New Horizons | 226 E 43rd St Chicago Illinois, 60654 | Katika Neal 7735382406 | 0 |
| 1681 | City of Harvey Municipal Bldg | 15320 S Broadway Harvey Illinois, 60426 | Sonye London 7082105300 | 0 |
| 1683 | City of Evanston | 2100 Ridge Ave Evanston Illinois, 60602 | Henry Colquitt 8474754481 | 0 |
| 1688 | Kaleidoscope Inc | 1901 W. Carroll Ave. #205 Chicago Illinois, 60612 | Tricia Coleman 7732924027 | 0 |
| 1694 | Oakton Community College | 1600 E Golf Rd Des Plaines Illinois, 60016 | Ella Whitehead 8476351735 | 0 |
| 1697 | Rainbow Push Coalition | 930 E 50th St Chicago Illinois, 60615 | Felicia Neal | 0 |
| 1699 | Spanish Coalition For Jobs In | 2011 W Pershing Rd Chicago Illinois, 60609 | Victor Herrera 7732470707 | 0 |
| 1700 | Southern IL University MC6603 | 1048 Communications Building Carbondale Illinois, 62901 | Krissi Geary-Boehm 6185367555 | 0 |
| 1704 | University of Illinois | 810 S Wright St 20 A Gregory Hall Urbana Illinois, 61801 | Lynn Holley 2173331508 | 0 |
| 1706 | Vietnam Veterans of America | 2122 W Taylor # 107 Chicago Illinois, 60612 | Dorothy LeClear 3129804268 | 0 |
| 2105 | Hispanic Heritage Organization | 233 E Wacker Dr #406 Chicago Illinois, 60601 | Rachel Cordero 9494297063 | 0 |
| 2226 | Employee Referral | | | 5 |
| 2243 | WZND Fuzed Radio | 007 Fell Hall Normal Illinois, 617904481 | Casey Bridge 3094385491 | 0 |
| 2245 | *WONC FM 89.1 | 30 North Brainard Street Naperville Illinois, 60540 | Zach DeWitz 6306375960 | 0 |

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|------|---|---|-----------------------------------|----|
| 2246 | WQNA FM | 2201 Toronto Road Springfield Illinois, 62712 | Paul LaMantia 2175295431 | 0 |
| 2247 | Southern IL University Carbondale | 1263 Lincoln Dr # 179 Carbondale Illinois, 62901 | Douglas Reichenberg 6184537112 | 0 |
| 2248 | Lake Land College | 5001 Lakeland Blvd Mattoon Illinois, 61938 | Greg Powers 2172345335 | 0 |
| 2251 | Saint Xavier University | 3700 W 103rd St Chicago Illinois, 60655 | Peter Kreten 7732983375 | 0 |
| 2252 | Western Illinois University | 306 Sallee Hall One University Circle - SA 306 Macomb Illinois, 61455 | Tammy Killian | 0 |
| 2302 | Southern Illinois University - College of Mass Communication & Media Arts | 1100 Lincoln Dr Carbondale Illinois, 62901 | Rita Medina 6184537713 | 0 |
| 3000 | HBI Career Site | | | 2 |
| 3078 | Michigan State University | 556 E Circle Drive, 113 Student Services Bldg East Lansing Michigan, 48824 | Jeff Beavers 5178841301 | 0 |
| 3111 | Army PaYS | TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604 | Samuel Armstrong | 0 |
| 5000 | Internal | | | 12 |
| 9000 | Exigent Circumstance | 3415 University Avenue St. Paul Minnesota, 55114 | | 1 |

Outreach Activities

| Name of Event/ Initiative | Contact Person | Date | Description of Initiative |
|--|--------------------|---------------------------|--|
| Columbia College - Speaking Engagement | Matthew Cunningham | 02/20/2023- 02/20/2023 | Hubbard Radio Chicago's Creative Services Director and WDRV's Brand & Content Director were invited to speak at Columbia College. They spoke to 30 radio students on the topics of copywriting, production and careers in radio. |

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|--|----------------|-----------------------|--|
| Columbia College - Visit | Dave Heppner | 04/12/2023-04/12/2023 | Hubbard Radio Chicago hosted a class of 15 students from Columbia College for a station tour and Q&A with the Marketing, Promotion & Production departments. The students gained knowledge about the innerworkings the radio stations and their various departments. |
| Erica's Mix Tape - Harper College Radio | Erica Berger | 10/11/2022-10/11/2022 | On-Air Talent from WTMX's The Morning MIX was a guest on the Erica's Mix Tape radio show at Harper College. The on air interview included discussions on women in media, career oppportunities, social media and podcasting. |
| Getting Socially Savvy Training | Emily Dorolek | 04/24/2023-04/26/2023 | The Hubbard Chicago Creative Services group conducted training for the on-air staff which included social media best practices and podcast creation. |
| Hubbard NXT Leadership Program | Dan Seeman | 10/01/2022-06/01/2023 | In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders in 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. |
| Internal Job-Shadowing (Hubbard Radio-Chicago) | Hannah Puckett | 06/27/2022-06/27/2022 | A Summer intern job-shadowed the WTMX afternoon show - McCabe & Jenny. She was given the opportunity to sit in on a live show, ask questions and gain valuable learning/work experience. |
| Internship | Emma N. Day | 06/01/2022-08/31/2022 | Three Promotion Interns were hired in 2022. They assisted with the execution of station marketing plans and events, contests, and other promotional activities during the Summer months to earn college credit. One intern job-shadowed various departments within the company and gained valuable work experience and contacts. Another worked with the Social Media department putting their skills to work. And the other was offered a Promotion Assistant position due to their enthusiasm and hard work. |
| Job-Shadow | Jenny Valliere | 09/15/2022-09/15/2022 | A few Promotion Assistants expressed interest in radio careers. This led to an opportunity to job-shadow, ask questions and learn about the daily duties of our Music |

Director. The Music Director also shared with them her experiences in the industry.

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|------------------------------|-------------------------------------|-----------------------|---|
| Job-Shadowing | David P. Karwowski | 07/25/2022-07/25/2022 | After a few months working in the field and assisting the Social Media department, a promotion Assistant wanted to get a better understanding of what marketing a radio station in 2022 looks like. Over the course of that morning, she attended a MIX Morning Show Meeting, a Marketing and Programming Meeting, then a post meeting Q&A and lunch. |
| Mics & Bites with McCabe | Students from Illinois Media School | 05/11/2023-05/11/2023 | Students from the Illinois Media School visited Hubbard Radio - Chicago for a tour and discussion with On-Air Talent from WTMX. The discussion involved how he got started in the world of radio and why he loves working in radio. The students also had the opportunity to ask questions about working in the business. |
| Rising Lights | Jamie Valentini | 05/11/2023-05/11/2023 | The WDRV On Air Talent (Middays)/Music Director participated in a Zoom call for the Rising Lights Project - a non-profit based in the Fox Valley community dedicated to creating environments for individuals impacted by disability to thrive. Music, radio, and podcasting were discussed and there was a Q&A with the group. |
| Summer Internship Networking | Sophie Cotton | 03/30/2023-03/30/2023 | A University of Illinois student from the College of Media - Media & Cinema Studies networked with various people within the industry regarding internship opportunities. She talked with the Marketing Director for WSHE & WTMX. He gave her a better understanding of the radio business, passed along some of his contacts and let her know about summer jobs available at Hubbard Radio Chicago. |
| Visit | Lisa Allen | 08/04/2022-08/04/2022 | A Brazilian teacher who teaches English as a Second Language has made to three trips to Chicago and WTMX-FM over the years, with the most recent being August 4, 2022. Her program encourages students to learn the language formally, but also to learn a loosened and conversational way of speaking and utilizes The Mix as a way to teach. She used the Mix app and has the Middy show on during her class hours. Since the first visit to WTMX-FM in 2017, the program has grown in size/reach. A connection with the teacher and students is maintained via social media. |

