

# FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KDKB-FM	Radio	Phoenix, AZ	41299
KUPD-FM	Radio	Phoenix, AZ	65166
KDUS-AM	Radio	Phoenix, AZ	65165
KSLX-FM	Radio	Phoenix, AZ	11282
KAZG-AM	Radio	Phoenix, AZ	11272

For the reporting period: 06/01/16 to 05/31/17

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KDKB-FM.Digital Media Account Manager	07/13/2016	Internal,National,P Except for: 2254	1972
KDKB-FM.Director of Sales	12/01/2016	Internal,National,P Except for: 452 487 644 657 1092 1962 1964 1965 1967 1968 1969 1970 1984 1985 1987 1988 1994 2001 2002 2005 2087 2239	2081
KDKB-FM.Promotions Coordinator	09/30/2016	Internal,National,S Except for: 2000 2001 2002	2081
KUPD-FM.Digital Media Project Manager	12/06/2016	Internal,National,P,Paid Except for: 1961 1969 1993 1994 2006 2007 2254 2280	1963
KUPD-FM.IT Director	08/05/2016	Internal,National,P Except for: 369 452 487 555 644 657 911 1092 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1984 1985 1987 1988 1989 1990 1994 2001 2002 2005 2087 2239 2254	1966
KSLX-FM.Integrated Media Account Manager	05/02/2017	Internal,National,P Except for: 452 487 555 644 657 911 1092 1962 1964 1965 1969 1970 1972 1977 1984 1985 1987 1988 1994 2001 2002 2005 2087	2087

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1848	1	1962	1	1963	2
1965	3	1966	6	1968	3	1972	2
1995	1	1996	1	2081	4	2087	2
2234	5	2280	5				

## List of Recruitment Sources that requested postings

1978 1980 1981 1983 1987 2098

## 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
National	<b>Current:</b> 255 452 487 644 657 1092 <b>06/20/16:</b> 2254 ADDED <b>01/26/17:</b> 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1969 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1994 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2098 2106
Paid	<b>Current:</b> 1961 1969 1993 1994 2006 2007 2234 2280 <b>04/13/17:</b> 2280 ADDED
S=Support	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106
T=Technical	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106

## 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	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	369	Internal Applicant

402	Sandra Rice (212) 664-3486 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 Cassandra Jones (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 Guillame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (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	1961	Publication 123 x, AZ 12345 xx (123) 456-7890
1962	Community Organization-General na na, AZ 11111 NA (111) 111-1111	1963	Employee-Current NA NA, AZ 11111 Employee (999) 999-9999	1965	Website na na, AZ 11111 NA (111) 111-1111
1966	Internal Applicant na na, AZ 111111 Self (111) 111-1111	1967	Job Fair NA NA, AZ 11111 Self (111) 111-1111	1968	Market Referral NA NA, AZ 11111 NA (999) 999-9999
1969	Recruiter x x, AZ 12345 x (123) 456-7890	1972	Self Inquiry NA NA, AZ 11111 Self (999) 999-9999	1974	Arizona Hispanic Chamber of Commerce 225 E. Osborn Rd Ste 201 Phoenix, AZ 85012 Susette Coumides (602) 294-6082
1975	Arizona Opportunities Industrialization Center 39 E. Jackson Phoenix, AZ 85004 Janet Shines (602) 513-8311	1976	Arizona Workforce Connection 4732 S Central AVE Phoenix, AZ 85040 Bob Buchanan (602) 506-9675	1977	AZ Women's Education & Employment 640 N. 1st Ave. Phoenix, AZ 85003 Jaclyn Boyes (602) 223-4333
1978	Chicano Por La Causa, Inc. 1112 E. Buckeye Rd Phoenix, AZ 85034 Edmundo Hidalgo (602) 257-0700	1979	Collins College 1425 W. 14th Street, Suite 100 Tempe, AZ 85281 Joe Jeun (480) 966-3000	1980	DeVry University 2149 W. Dunlap Phoenix, AZ 85021 Dina Handler (602) 870-9222
1981	Family Service Agency 2400 N Central Ave #101 Phoenix, AZ 85004 Derek Jeske (602) 264-9891	1983	Goodwill of Central Arizona 2626 W. Beryl Ave. Phoenix, AZ 85021 Holly Schor (602) 535-4170	1984	L.U.L.A.C. 1604 E. Campus Dr. Tempe, AZ 85282 Frank Carrillo (480) 838-1849
1985	Maricopa Workforce Connection 163 N Dobson Rd Mesa, AZ 85201 M Bernard (480) 962-7678	1986	NAACP P.O. Box 20883 Phoenix, AZ 85036 Rev. Oscar Tillman (602) 252-4064	1987	Phoenix Job Corps 518 S. 3rd St. Phoenix, AZ 85004 Career Transition (602) 322-2847
1988	Phoenix Urban League 1402 S. 7th Ave. Phoenix, AZ 85007 Mel Hannah (602) 254-5611	1989	University of Arizona 1303 E. University Dr Ste 411 Tucson, AZ 85721 Karen Bartos (520) 621-4606	1990	Valle Del Sol, Inc. 1209 S. 1st Ave. Phoenix, AZ 85003 Grace Morales (602) 258-6797
1991	Howard University 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-5806	1993	Native American Journalists Association University of Oklahoma 395 W. Lindsey St. Norman, OK 73019 Rebecca Landsberry (405) 325-1649	1994	National Association of Hispanic Journalists 1050 Connecticut Ave NW Washington, DC 20036 Hugo Balta (202) 662-7145

1995	KUPD-FM 1900 West Carmen Tempe, AZ 85283 Susan Kaiser (480) 838-0400	1996	KDKB-FM 1167 W Javelina Ave Mesa, AZ 85210 Susan Kaiser (480) 897-9300	1997	KSLX-FM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007
1998	KDUS-FM 1900 West Carmen Tempe, AZ 85283 Susan Kaiser (480) 838-0400	1999	KAZG-AM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	2000	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616
2001	AMFM Jobs PO Box 4116 Oceanside, CA 92052 Mark Holloway (800) 374-0119	2002	Arizona State University 1151 S. Forest Ave Tempe, AZ 85281 Career Services (480) 965-2100	2004	Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 NA (602) 252-4833
2005	Maricopa County Community Colleges 2411 West 14th Street Tempe, AZ 85281 Career Network (480) 731-8000	2006	10/13 Communications 1620 West Fountainhead Parkway, Suite 219 Tempe, AZ 85282 Lucille (480) 898-6504	2007	Arizona Republic 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 Advertising (602) 252-4833
2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2087	Hubbard Radio Phoenix Websites 4343 E Camelback Rd #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007
2098	Palmer Media Services 5912 E Oak St Scottsdale, AZ 85257-193 Polly Palmer (602) 397-7156	2106	East Valley Institute of Technology 1601 W Main Mesa, AZ 85201 Steve Grosz (480) 461-4000	2234	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 Customer Service (000) 000-0000
2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2254	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2280	Indeed.com 6433 Champion Grandview Way, Building 1 Austin, TX 78750 n/a (555) 555-5555

#### Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
ASU Hubbard Radio Phoenix Scholarship	Susan Kaiser	05/12/2016 - 05/12/2017	<p>The Stations annually sponsor the Journalism Scholarships Fund at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe, AZ.</p> <p>In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria:</p> <ul style="list-style-type: none"> <li>• Have a focus in broadcast journalism.</li> <li>• Be a sophomore or above</li> <li>• Have a minimum GPA of 3.0</li> <li>• Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.</li> </ul>	2016-2017 Academic Year
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2016 - 05/31/2017	Hubbard Radio offers 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 two participants per market. Hubbard Radio-Phoenix employees were selected and participated in the 2016-2017 program.	
NABEF Media Sales Institute at ASU	NABEF	06/06/2016 - 06/16/2016	Hubbard Radio-Phoenix management participated in the NABEF's Media Sales Institute. The Institute trains young professionals in radio, television, cable, digital and internet sales. It is a 10-day program for graduating seniors and recent college grads. At the end of the course, participants are divided into groups of three. Each group forms a fictional multi-media company. Our Director of Sales gave a one-hour presentation on the radio industry and attended student presentations, as well as interviewed students. Our VP Market Manager attended student presentations. Our Digital Sales Manager attended student presentations, interviewed students and served as a mentor to students.	

Arizona Broadcasters Career Fair	Arizona Broadcasters Association	09/08/2016 - 09/08/2016	Hubbard Radio-Phoenix participated in the Broadcasters Career Fair sponsored by the Arizona Broadcasters Association at Pima Community College in Tucson, AZ. There were several radio and television broadcast companies represented at the fair. Hubbard Radio was represented by the Market Controller, Operations Manager/Program Director of KSLX, KAZG and KDKB and the KSLX/KAZG Promotions Director. Attendees were given information about current job openings. Managers also engaged in informal discussions with attendees about qualifications for various job positions and information about our online recruitment.	
First Job, Fast Break at Walter Cronkite School of Journalism & Mass Communication	Mike Wong, Director of Career Services	04/12/2017 - 04/12/2017	Hubbard Radio-Phoenix's Director of Sales participated in the Walter Cronkite School of Journalism and Mass Communication's FIRST JOB, FAST BREAK event to coach students on careers. The Director of Sales spent one-on-one time in abbreviated coaching sessions with 9 students, giving tips and career advice. One of the students was invited to spend time at a later date as a job shadow.	
Career Day at Irene Lopez School	Isidro Alvarez	05/05/2017 - 05/05/2017	One of Hubbard Radio-Phoenix's Sales Assistants presented at the Irene Lopez School Career Day to three middle school classes. Her presentation included information working in radio and her career. Students also took a virtual tour of the stations via video and met one of the Mid Day Hosts.	
Arizona Broadcasters Association Job Fair	Arizona Broadcasters Association	05/11/2017 - 05/11/2017	Hubbard Radio-Phoenix participated in the ABA Job Fair at the East Valley Institute of Technology along with several other area broadcasters. Various managers were present throughout the fair, including the Program Director for KDKB, Program Director for KUPD, Promotions Director for KUPD and the Market Controller. Attendees were given information about current job openings. Managers also engaged in informal discussions with attendees about qualifications for various job positions and information about our online recruitment.	The job fair was located at the East Valley Institute of Technology.