

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
KAZG-AM	Radio	Scottsdale, AZ	11272
KDKB-FM	Radio	Mesa, AZ	41299
KDUS-AM	Radio	Tempe, AZ	65165
KSLX-FM	Radio	Scottsdale, AZ	11282
KUPD-FM	Radio	Tempe, AZ	65166

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KSLX-FM.Promotion Manager(22-1234)	06/13/2022	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	1450
KSLX-FM.Traffic Specialist(23-1003)	01/24/2023	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	2226
KSLX-FM.On Air Talent(23-1037)	03/07/2023	9000	2226, 2226, 2226
KSLX-FM.Morning Show Producer(23-1107)	04/03/2023	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	2226
KUPD-FM.Market IT Manager(22-1292)	07/06/2022	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	2226
KUPD-FM.Sales Assistant(22-1574)	12/21/2022	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 3111, 5000	5000
KUPD-FM.Account Executive(23-1004)	04/06/2023	379, 1450, 1457, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 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
379	Job Fair			0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	1
1450	Indeed.com	Austin Texas,		4
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		1
1974	Arizona Hispanic Chamber of Commerce	1020 E. Missouri Ave Phoenix Arizona, 85014	Susette Coumides 6022791800	0
1975	Arizona Opportunities Industrialization Center	39 E Jackson St Phoenix Arizona, 85004	Janet Shines 6025138311	0
1976	Arizona Workforce Connection	4732 S Central Ave Phoenix Arizona, 85040	Bob Buchanan 6025069675	0
1977	AZ Women's Education & Employment	326 E Coronado Rd # 105 Phoenix Arizona, 85004	Jaclyn Boyes 6026017200	0
1978	Chicanos Por La Causa	1112 E Buckeye Rd Phoenix Arizona, 85034	Edmundo Hidalgo 6022570700	0
1980	DeVry University	2149 W Dunlap Ave Phoenix Arizona, 85021	Dina Handler 6027494500	0
1981	Family Service Agency	2400 N Central Ave #101 Phoenix Arizona, 85004	Derek Jeske 6022342639	0
1983	Goodwill of Central Arizona	2626 W Beryl Ave Phoenix Arizona, 85021	Ron Mack 6025354170	0
1990	Valle Del Sol, Inc	1209 S 1st Ave Phoenix Arizona, 85014	Lidia Arrazola 6022586797	0

1991	Howard University	2400 Sixth St NW Washington Dist. Columbia, 20059	Career Services 2028067513	0
2098	Palmer Media Services	5912 E Oak St Scottsdale Arizona, 85257	Polly Palmer 6023977156	0
2106	East Valley Institute of Technology	1601 W Main St Mesa Arizona, 85201	Steve Grosz 4804614049	1
2226	Employee Referral			8
3000	HBI Career Site			3
3077	Conservatory of Recording Arts & Sciences	1205 N Fiesta Blvd Gilbert Arizona, 85233	Rachel Ludeman	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			3
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
ASU Hubbard Radio Phoenix Scholarship	Susan Kaiser	05/01/2023- 05/01/2024	The Market continues their annual sponsorship of the Journalism Scholarships Fund at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe. The scholarship recipient meets with the representatives of the Market. In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria: 1) Have a focus in broadcast journalism 2) Be a sophomore or above 3) Have a minimum GPA of 3.0 4) Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.

ASU Spring 2023 Career & Internship Fair	Emily Thompson	02/22/2023-02/22/2023	The Market Controller attended Arizona State University's Career Fair on behalf of the employment unit. She met with students interested in jobs in broadcasting.
EVIT Students Building Tour	Bob Weaver	05/12/2023-05/12/2023	Several students from the East Valley Institute of Technology radio program, along with the General Manager of the school radio station spent approximately two hours touring our building and learning about the various jobs involved in running the radio stations. One of our General Sales Managers conducted the tour, explaining the role of each department, focusing on Promotions, Marketing, Production and On-Air, and answered any questions they had about the various positions. They were also able to spend some time with two of our on-air talent and see how the actual broadcast works and ask questions. They provided advice on getting into the radio business, challenges they experienced and other information.
Hubbard Radio Next Gen Leadership Program	Dan Seeman, VP/Regional Manager Minnesota	10/01/2022-05/31/2023	The Hubbard Radio Next Gen Leadership Program identifies and develops the leaders in radio and digital, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. The Digital Coordinator for the radio stations was selected to participate in the 2022-2023 program.
NAU Spring 2023 Career & Graduate School Expo	Nicole Tuchscherer	02/17/2023-02/17/2023	The General Sales Manager attended the Career Expo at Northern Arizona University. He spoke with students with an interest in broadcasting and sales.
Northern Arizona University Hubbard Radio Scholarship	Susan Kaiser	05/02/2023-05/02/2024	Hubbard Radio Phoenix sponsors, annually, the Hubbard Radio Phoenix Scholarship program at Northern Arizona University (NAU) in Flagstaff. In order to receive the scholarship, the student must meet or exceed the following criteria: 1) Declared major in Creative Media and Film 2) Actively involved with the KJACK Radio program.
University of Arizona Spring 2023 Career Days	Megan Forecki	03/01/2023-03/01/2023	The Director of Sales and Market Controller attended the University of Arizona Career Fair and met with students who may be interested in broadcasting careers including in sales.