

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

For the reporting period: 10/01/15 to 09/30/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WIL-FM.Digital Media Strategist	05/09/2016	Internal,National,S	1847
WIL-FM.Integrated Marketing and Events Specialist	06/10/2016	Internal,National,S	1475
WIL-FM.Integrated Street Team Lead	06/10/2016	Internal,National,P	1473
WIL-FM.Marketing Director - WIL/WARH/WXOS	10/27/2015	Internal,National,S	1476
WIL-FM.On Air Talent	03/30/2016	Internal,National,P	1482
WIL-FM.On Air Talent	03/30/2016	Internal,National,P	1482
WIL-FM.Program Director	02/16/2016	Internal,National,P Except for: 2233 2239	1482
WIL-FM.Promotion Coordinator	05/26/2016	Internal,National,S	2233
WIL-FM.WIL Morning Show Co-Host	04/25/2016	Internal,National,P	1476
WIL-FM.WIL On Air Talent Midday	08/24/2016	Internal,National,P	1847
WIL-FM.WIL On Air Talent Nights	06/29/2016	Internal,National,P	2233
WARH.Afternoon On Air Personality	06/13/2016	Internal,National,P	1476
WARH.Midday On Air Personality	04/07/2016	Internal,National,P	1847
WARH.Overnight Air Talent/Tech	05/20/2016	Internal,National,P	1476
WARH.Program Director/WARH	12/15/2015	Internal,National,P	1482
WARH.WARH Morning Show Co-Host	10/12/2015	Internal,National,P	1480
WXOS.Account Manager	03/23/2016	Internal,National,P Except for: 2233 2239	1482
WXOS.Account Manager	11/18/2015	Internal,National,P Except for: 254	1473
WXOS.Associate Editor-101sports.com	02/22/2016	Internal,National,P	1473
WXOS.Executive Producer/Editor	04/07/2016	Internal,National,P Except for: 254 2233 2239	1847
WXOS.Executive Producer/Editor	04/07/2016	Internal,National,P Except for: 254 2233 2239	2233
WXOS.IT TECHNICIAN/HELP DESK	09/02/2016	Internal,National,T	1473

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1473	16	1475	12	1476	7
1478	1	1479	1	1480	1	1481	1
1482	31	1483	2	1495	1	1528	1
1598	2	1611	4	1613	5	1847	23
2233	7						

List of Recruitment Sources that requested postings

1484 1491 1492 1494 1495 1497 1499 1501 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 1561
 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	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 01/07/16: 912 INACTIVE 913 INACTIVE
National	Current: 255 452 487 644 657 1092 2239 11/17/15: 254 ADDED 06/20/16: 2254 ADDED 02/04/16: 254 INACTIVE 01/12/16: 1843 INACTIVE 2239 ADDED

P=Professional **Current:** 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499
 1501 1503 1504 1506 1508 1509 1510 1511 1514 1515 1517 1518 1519 1521 1523 1524 1526 1528 1530 1533 1535 1536 1537
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 1601 1602 1603 1604 1607 1609 1610 1611 1612 1613 1865 1866 2096 2114 2233
12/10/15: 2233 ADDED

Paid **Current:** 2233
12/10/15: 2233 ADDED

S=Support **Current:** 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499
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T=Technical **Current:** 1470 1471 1472 1473 1474 1475 1476 1477 1478 1479 1480 1481 1482 1483 1484 1491 1492 1494 1495 1497 1499
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 1602 1603 1604 1607 1609 1610 1611 1612 1613 1865 1866 2096

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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 Dixie Hansen (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 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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMV-FM 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 Guilliame (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	1501	Central Methodist University 411 Central Methodist Square Fayette, IL 65248 Nicolette A. Yevich (660) 248-6255	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 Saint Louis, MO 63139 Terry Patton (314) 534-9350	1521	Gateway Homeless Services- Inc 1000 N 19th St Saint Louis, MO 63106 Martin Rafanan (314) 231-1515
1523	Governor's State University 1 University Pkwy A1120 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 3026 Laclede Ave Saint Louis, MO 63103 Wanda McNeil (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 Blake Hamilton (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	1561	Northwestern University 620 Lincoln St Evanston, IL 60208 Career Services (847) 491-3700
1562	Near Southside Employment Coalition 2649 Pestalozzi Saint Louis, MO 63118 Ohala Ward (314) 865-4453	1564	Olivet Nazarene University One University Ave Bouonnais, 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 Toeppen (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 McEneny (314) 516-5000	1599	University of St. Francis 500 Wilcox St Joliet, IL 60435 Danielle Benedict (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 Saint Louis, MO 63043 Nicole Gramlich (314) 291-0454
1603	Valparaiso University 1509 Chapel Drive Valparaiso, IN 46383 Tom Cath (219) 464-5005	1604	Vatterott College 12970 Maurer Industrial Dr Saint Louis, MO 63127 Mary Weber (314) 843-4200	1607	Washington University Campus Box 1091 - 1 Brookings Saint Louis, MO 63130 Sarah Jennings (314) 935-5930
1609	William Woods University One University Ave Fulton, MO 65251 Amy Dittmer (573) 592-4313	1610	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 Angereda Haynes (314) 983-6207
1612	WARH Web Site (1065thearch.com) 11647 Olive Blvd St Louis, MO 63141 Angereda Haynes (314) 983-6207	1613	WXOS Web Site 11647 Olive Blvd St Louis, MO 63141 Angereda Haynes (314) 983-6207	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
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	1865	Lincoln University 820 Chestnut St Jefferson City, MO 65101 Margo Gorton (573) 681-5162	1866	National Federation of the Blind 891 Tropical Ln Columbia, MO 65205 Gary Wunder (573) 874-1774
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	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	2239	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, Mike Fredrick	06/01/2015 - 09/30/2016	In 2015, Hubbard Radio launched the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees were first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market	

			Managers selected up to two participants per market. At Hubbard Radio St. Louis, two employees were selected and participated in the annual program.
FCC EEO Training	Michelle Ott, Hubbard Broadcasting Human Resources	10/20/2015 - 10/20/2015	Managers and supervisors of Hubbard Radio St. Louis, LLC received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.
Harris-Stowe State University Annual Career and Graduate School Fair	Latonia Collins Smith	03/15/2016 - 03/15/2016	Management from Hubbard Radio St. Louis attended the Harris-Stowe University Annual Career and Graduate School Fair. Students and alumni attended the event. Information about job openings was distributed and questions about working in radio were answered.
Job Shadow	Wesclin High School Student	03/29/2016 - 03/29/2016	A Wesclin High School Student participated in a job shadow with an Account Executive. The goal of the job shadow was to learn about marketing opportunities within Hubbard Interactive Radio. The Student learned how sales proposals are put together and what to do if a client has concerns.
Rockwood Summit High School Tour	Clay Zigler	03/31/2016 - 03/31/2016	Students from Rockwood Summit's Radio Production Class toured the Hubbard Radio St. Louis stations. They visited the promotions, programming and production departments. The tour also included several students reading the weather live over the air.
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Fredrick	06/01/2016 - 05/31/2017	In 2015, Hubbard Radio continued with the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees were first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. At Hubbard Radio St. Louis, two employees were selected and participated in the annual program.
St. Louis University Career and Graduate School Fair	Career Services	09/20/2016 - 09/20/2016	Hubbard Radio St. Louis management participated in St. Louis University's Career and Graduate School Fair. They spoke with several students about job openings, provided general station information. and answered questions about working in radio. In addition to gathering resumes, interested students were directed to apply for positions on the stations' websites.
UMSL Internship & Job Fair	Puapas Bueneman	09/23/2016 - 09/23/2016	Management from Hubbard Radio St. Louis attended UMSL Internship & Job 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 the stations' websites to apply for any open position.