

# FCC EEO Combined Public File Report

For the Reporting Period: 08/01/2019 to 07/31/2020

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.WDRV Morning Show Associate Producer(18-5522)	08/13/2019	379, 1158, 1503, 1515, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000	2226
WTMX-FM.Account Executive(19-1248)	10/08/2019	379, 1158, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000	1457, 2226
WTMX-FM.Manager Multi Media(19-1349)	11/06/2019	379, 1158, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 5000	1450
WTMX-FM."Promotion Manager, WTMX and WSHE"(19-1414)	09/10/2019	379, 1158, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 5000	5000
WTMX-FM.Sales Assistant(19-1649)	02/12/2020	379, 1158, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 5000	2226
WTMX-FM.WTMX: Creative Services Director(20-1096)	06/04/2020	379, 1158, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1690, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 5000	5000

## 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
1158	*Luther College Career Center	700 College Dr Decorah Iowa, 52101	Career Center 5633871025	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	2
1450	Indeed.com	Austin Texas,		4
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	0
1515	*Eastern Illinois University Career Services	286 7th St. Charleston Illinois, 61920	Lisa Hugg 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	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
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
1686	*Illinois Media School	530 S State St Chicago Illinois, 60603	Don Clark 3312154733	0

1688	*Kaleidoscope Inc	1340 S Damen Chicago Illinois, 60608	Tricia Coleman 7732924027	0
1690	Northwestern College	7725 S Harlem Ave Bridgeview Illinois, 60455	Amy Buoscio 7082375000	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
1698	Robert Morris College	401 S State St Chicago Illinois, 60605	Arlene Regnerus 3129354077	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	1
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			7
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
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 Macomb Illinois, 61455	Dr. Buzz Hoon 3092982888	0
2302	Southern Illinois University - College of Mass Communication & Media Arts	1100 Lincoln Dr Carbondale Illinois, 62901	Rita Medina 6184537713	0
2313	Illinois Media School	455 Eisenhower Ln # 200 Lombard Illinois, 60148	AnneMarie Cicero 2169304339	0
3000	HBI Career Site			6
5000	Internal			9

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Digital Job Shadowing	Arizona State student	08/06/2019- 08/06/2019	A student majoring in Digital Media at Arizona State spent the day job shadowing some members of the digital team in Chicago. The student learned detailed information about front & back end analytics, the ins & outs of the social platforms, gained a better understanding of how an agency presents to clients, learned how to set up an Ad campaign in a DSP and gained a better understanding of overall roles & functions in the digital space so he could better understand career opportunities.
Fan Visit	Peter Canalia	11/11/2019- 11/11/2019	A listener reached out to the Market seeking a station tour for his next door neighbor, a 21 year old young man with special needs. The Market agreed and gave the young man a tour, had a meet and greet with talent and watched the WTMX morning show in person.

Hubbard Radio Next Gen Leadership Program 2019-2020	Dan Seeman	07/15/2019-06/20/2020	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, Hubbard Radio Chicago selected two (2) employees to participate in the program.
IC Catholic Prep in Elmhurst, IL - School Visit	Ms. Recchia	10/15/2019-10/15/2019	The Public Affairs Manager spoke to a journalism class about working in radio. The news division & internships were of particular interest to the students as they work on their school newspaper. Podcasting, writing and producing were also discussed.
Job Shadowing - Programming	Student at Oak Park River Forest High School	10/25/2019-10/25/2019	A freshman from Oak Park River Forest High School spent the day learning the process of covering Social Media for a radio station. She was able to record video and audio and learn about the editing process before content was posted to our outlets. She was also able to meet with other MIX staffers to discuss working in video production, and photography and becoming a social media influencer.
Job Shadowing - Programming	Melissa Dever	10/25/2019-10/25/2019	A part time intermittent Promotions Intern at WDRV with an interest in social media, spent the morning with the WTMX Social Media Manager at the Eric in the Morning learning about the job. She was able to be in the studio and see Facebook and Instagram Live in action and what it is like to be on-air and interact with listeners.
Job Shadowing - Video Production	Michelle Mortimer	11/18/2019-11/18/2019	A WDRV Promotion Assistant had expressed an interest in Video Production. The Video Production Coordinator brought him in to job shadow the morning show duo Sherman & Tingle. He got to see how a video production project goes from conception to completion.
Morning Show Bootcamp 2019	Don Anthony	08/09/2019-08/09/2019	VP of Brand & Content spoke on a panel about working in radio. After the panel discussion, he talked to individuals about positions at Hubbard Radio Chicago.
Multi-Media Training Session	Michelle Mortimer	06/24/2020-06/24/2020	Two Promotions Assistants were provided the opportunity to learn to create content for Social Media. The Multi-Media Manager shared his experience and knowledge of the field during the training session - consisting of shooting, producing, editing, and other techniques that assist with content creation.

New Tier High School Studio Visit	New Trier High School	08/13/2019-08/13/2019	Staff at Hubbard Radio Chicago gave a tour of the facilities to a family interested in broadcasting and careers.
South Elgin High School Beacon Academy	South Elgin High School Students	09/23/2019-09/23/2019	Hubbard Radio Chicago hosted 3 students for a station tour and Q&A with the Marketing & On-Air Talent staff for a class project.
WDRV Promotion Intern Summer 2019	Heather K. Torrey	06/23/2019-09/23/2019	The Promotion Interns assist with the execution of station marketing plans and events, contests, and other promotional activities. During the summer of 2019 the Market hired two interns. The student interns gained experience in the radio industry and college credit for their experience.