

# FCC EEO Combined Public File Report

For the Reporting Period: 08/01/2020 to 07/31/2021

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
WTMX-FM.Digital Account Executive(20-1213)	02/03/2021	1158, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 3078, 5000	1457, 1457
WTMX-FM.General Sales Manager(20-1285)	02/02/2021	1158, 1450, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3078, 5000	1457
WTMX-FM.Client Success Coordinator(21-1015)	02/18/2021	1158, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3078, 5000	2226
WTMX-FM.Sales Assistant(21-1028)	05/20/2021	1158, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 3078, 5000	1450
WTMX-FM.WTMX On Air Midday Talent(21-1058)	04/26/2021	1158, 1443, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 3078, 5000	2226
WTMX-FM.Digital Account Executive(21-1062)	07/26/2021	1158, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 3078, 5000	2226, 5000
WTMX-FM.Director of Sales(21-1195)	06/24/2021	1158, 1443, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1686, 1688, 1694, 1697, 1698, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 2313, 3000, 3078, 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
1158	Luther College	700 College Dr Decorah Iowa, 52101	Career Center 5633871025	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	7
1450	Indeed.com	Austin Texas,		6
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		15
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	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
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	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
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	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			15
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 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
2313	Illinois Media School	455 Eisenhower Ln # 200 Lombard Illinois, 60148	AnneMarie Cicero 2169304339	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
5000	Internal			6

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Covid-19 Business Fellowship Program	Alex Littleton	06/01/2020- 08/31/2020	A Social Media Strategist is part of a mentorship program through Covalent. During the COVID-19 pandemic, she was assigned as a Senior Mentor to recent college graduates. She guided them on career paths and shared work experience. They met twice a week and regularly conversed about Marketing and Social Media positions as well as future job-shadowing/internship opportunities with Hubbard Radio Chicago.
Illinois Media School Advisory Board	Jamie Hambrick (Campus Director)	11/17/2020- 11/17/2021	The Illinois Media School opened in 1986 to respond to the needs of area radio and television stations for entry-level positions in their industry. They have two locations currently operating in Lombard and Downtown Chicago. The mission of the Illinois Media School is to provide hands-on

broadcasting and online media training in fully-equipped radio & TV studios and web-based computer labs. Their instructional staff consists of broadcast media professionals with many years of broadcast and online media experience and includes local on-air radio and TV personalities. Hubbard Radio Chicago's Vice President/Market Manager serves as an advisory member to help determine new opportunities for student and alumni.

In-Studio Visit/Job-Shadowing	John Aubert	10/07/2020-10/07/2020	A Northern Illinois University student job-shadowed the Chris & Lisa show on WTMX. They discussed radio life, their career path/goals and Hubbard Radio - Chicago job-openings.
Job Shadowing - Promotions	Michelle Mortimer	01/12/2021-01/12/2021	The Assistant for 2060 Digital expressed an interest in working in the Promotion Department to help create digital content. He job-shadowed the Promotion Manager (and her team) to experience their day-to-day duties and work with Social Media.
Job-Shadowing (Production)	Kevin Koske	01/13/2021-01/13/2021	A Sales Assistant interested in learning about production and voice-over work spent time with a Creative Services Director. She learned where to find/download agency spots, how to attach agency spots to creative for production and was able to do voice-over spots for WTMX station imaging.
Networking - Virtual Meeting	Elliot Reibman	09/19/2020-09/19/2020	The WTMX & WSHE Director of Marketing held a call with a Marketing/Accounting major who is out of work looking to reinvent himself and break into the Marketing industry. They discussed ways to approach the industry, gain contacts and reformat a resume.
Segment for Illinois State University's TV10 Campus News	Laura Trendle Polus	03/31/2021-03/31/2021	A journalism student from Illinois State University visited Hubbard Radio - Chicago to job-shadow our WDRV Social Media person and produce a feature video about her, as she is an alum of the school. The objective was for the student to learn about careers in the broadcast industry and practice her video/editing skills.
Senior Project	Henry Scheltens	03/24/2021-03/24/2021	A student at Concordia University of Chicago reached out to our Director of Marketing regarding his senior communications project. They discussed how Chicago radio stations determine what music is played and when.

Spring 2021 Promotion  
Internship

Michelle Mortimer

03/20/2021-  
06/20/2021

A Promotion Assistant worked with her college Academic Advisor and her supervisor to create a Spring Internship. The internship included attending podcast ideation meetings, observing our production team and job-shadowing a different employee/department each month - starting with the Chris & Lisa show on WTMX.

Training Sessions

Matt Bisbee

02/11/2021-  
02/25/2021

The Creative Services Director created a training plan for a new Board Operator to learn on how to produce weekend programming production using the Pro-Tools software. The Board Operator is interested in assisting the Production team in the future with various projects.