

FCC EEO Combined Public File Report

For the Reporting Period: 08/01/2021 to 07/31/2022

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.Brand and Content Director - 97.1 The Drive(22-1089)	03/30/2022	1158, 1226, 1443, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	2226
WSHE-FM.On-Air Talent / Music Director(21-1527)	05/23/2022	1158, 1226, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	2226
WTMX-FM.Digital Account Executive(21-1062)	09/15/2021	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, 2226
WTMX-FM.Integrated Solution Strategist(21-1360)	11/23/2021	1158, 1226, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	1457
WTMX-FM.Integrated Account Executive(21-1391)	11/04/2021	1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	1450, 1457, 5000
WTMX-FM.On-Air Morning Host/On-Air Morning Show(21-1529)	01/18/2022	1158, 1226, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	5000
WTMX-FM.Controller(21-1606)	02/21/2022	1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	5000

WTMX-FM.Sales Assistant(21-1616)	03/14/2022	1158, 1226, 1450, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 5000	2226
WTMX-FM.On Air Talent - 101.9 The Mix Afternoons(22-1067)	03/16/2022	1158, 1226, 1443, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	1443
WTMX-FM.Digital Content Coordinator(22-1074)	03/14/2022	1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	2226
WTMX-FM.Promotion and Marketing Coordinator(22-1075)	03/16/2022	1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	5000
WTMX-FM.Social Media Manager(22-1076)	03/14/2022	1158, 1226, 1450, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	5000
WTMX-FM.Business Manager(22-1107)	03/17/2022	1158, 1226, 1457, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 3111, 5000	1457
WTMX-FM.Traffic Manager(22-1182)	04/22/2022	1158, 1226, 1503, 1515, 1560, 1677, 1679, 1680, 1681, 1683, 1688, 1694, 1697, 1699, 1700, 1704, 1706, 2105, 2226, 2243, 2245, 2246, 2247, 2248, 2251, 2252, 2302, 3000, 3078, 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			1
1158	Luther College	700 College Dr Decorah Iowa, 52101	Career Center 5633871025	0
1226	Illinois Media School	455 Eisenhower Lane South, Suite 200 Lombard Illinois, 60148	Dustin Lingemann 6305191394	1
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	3

1450	Indeed.com	Austin Texas,		11
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		6
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			5
3078	Michigan State University	556 E Circle Drive, 113 Student Services Bldg East Lansing Michigan, 48824	Jeff Beavers 5178841301	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			19

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Antioch Community High School Storytellers Series	Jamie D'Andrea	03/24/2022- 03/24/2022	The Morning Show Host for WTMX spoke to the students of Antioch Community High School as a part of the Antioch Community High School Storytellers Series. During the event, the Host and students discussed career paths within the radio industry.
Illinois Media School - Master Class	Alison Rodriguez (AE Media Group: Buyer)	11/30/2021- 11/30/2021	The WTMX Music Director/On Air Talent presented a master class about working in radio put on by the Illinois Media School. Participants in the master class learned the ins and outs of working in the the radio industry and had the opportunity to ask questions. The event was broadcast on 101.9 The MIX, viewed on Social Media and posted at wtmx.com. The event also created awareness about the Illinois Media School and career opportunities in the employment unit.
Illinois Media School - Meeting	Jamie Hambrick	04/28/2022- 04/28/2022	The Hubbard Radio Chicago VP/Market Manager is a Program Advisory Member for the Illinois Media School. He attends meetings and events during the year highlighting the importance of media and education and creating interest around careers in broadcasting. One meeting involved an Illinois Media School accreditor.

This meeting was an opportunity for the school to showcase the importance of media in education.

Illinois Media School - Visit	Jamie Hambrick; Campus Director	08/02/2021-08/02/2021	Students from the Illinois Media School were given a tour of the WTMX, WSHE & WDRV studios. They met with various on-air talent, asked industry-related questions and got a brief tutorial of the boards/equipment. They also had a chance to meet with the Promotion Manager to discuss current job openings.
Informational Interviews & Networking	Students and Community	08/02/2021-07/29/2022	On a regular basis, staff at Hubbard Radio Chicago speak directly with students for the purpose of informational interviews and career networking. During the reporting period, staff spoke with students from Millikin University, Glasgow Calendonian University, University of Tampa, and Michigan State University. Each discussion included careers in radio and guidance on post-graduation employment.
Internal Job Shadow Opportunities	Elizabeth Luptak	04/01/2022-06/30/2022	The employment unit created job shadow opportunities for promotions assistants with the goal of encouraging career growth within the radio industry. Opportunities during the reporting period were learning about the role of the Music Director as well as the duties of On Air Talent. Participants asked question and learned about the day to day activites of the roles.
Lewis University - Guest Speakers	Professor Nahny Hyong	04/27/2022-04/27/2022	At the invitation of Professor Nahny Hyong of Lewis University, the Social Media Manager & Digital Content Coordinator of Hubbard Radio - Chicago served as guest speakers for her Business Communication class. They presented ideas on branding, talked about their experiences working at the radio station(s) and how to develop digital content.
Notre Dame College Prep - Visit	Shay Boyle (President)	11/22/2021-11/22/2021	Hubbard Radio Chicago's General Sales Manager met with 20 high school students and 3 faculty members to discuss career paths in media, the impact of social media and life choices.
Talent Masters Annual Morning Show Boot Camp	Don Anthony (President/Owner: Talentmasters)	08/12/2021-08/13/2021	The Morning Show Boot Camp is radio's first and foremost event designed exclusively for high-profile talent and the people behind it. Hubbard Radio Chicago On Air Talent staff participated as featured presenters in sessions including the Talent on The Rise, Managing Content in a PC Charged World, and Tuning up your Brand Etiquette.

The Hubbard Chicago Mentor Program

Cristina Giannini Farrell

01/25/2022-06/30/2022

The Hubbard Chicago Mentor Program is a 6-month program designed to build connectivity and relationships between employees throughout the employment unit and beyond. The program is built to expand upon the network of each individual and advance his or her skillsets beyond their day-to-day job duties. Everyone is invited to join the program as a Mentor or Mentee. Every 6 months, the program will refresh and new mentors/mentees will be assigned.

Workforce Forward

Jamie Hambrick

08/16/2021-08/16/2021

Workforce Forward brings together a community of students, schools, corporate partners, high school principals and guidance counselors, as well as local and national policy makers. The event serves as a networking opportunity and allows students to showcase their successes in career and technical education. The Hubbard Radio Chicago VP/Market Manager attended the Workforce Forward event. He spoke with students about potential careers and to see their skills in action.