FCC EEO Public File Report

For the Reporting Period: Aug 1, 2025 - Jul 31, 2026

Call Letter	Type of Station	City/State	Facility ID
WDRV-FM	Radio	Chicago, IL	49552
WTBC-FM	Radio	Chicago, IL	10059
WTMX-FM	Radio	Skokie, IL	6377
WWDV-FM	Radio	Zion, IL	49547

Full Time Positions Filled

Req Number	Position	Date Filled	Recruitment Sources Utilized	Candidate Hired by Source ID
25-1217	Videographer	Aug 25, 2025	1158, 1226, 1450, 1457, 1503, 1515, 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	1450
25-1233	Integrated Account Executive	Mar 20, 2026	1158, 1226, 1457, 1503, 1515, 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, 1457, 2226
26-1101	Sales Assistant	Apr 14, 2026	1158, 1226, 1503, 1515, 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

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	Candidates Interviewed
1158	Luther College	700 College Dr, Decorah, Iowa 52101	Handshake	0
1226	Illinois Media School	455 Eisenhower Lane South, Suite 200, Lombard, Illinois 60148	Dustin Lingemann	0
1450	Indeed.com			7
1457	LinkedIn	2029 Stierlin Ct, Mountain View, California 94043		3
1503	Chicago State University	9501 S King Dr CRSU 18, Chicago, Illinois 60628	Xavier Thaxter	0
1515	Eastern Illinois University Career Services*	2086 7th St., Charleston, Illinois 61920	Keli Walters	0
1677	Central Michigan University School of Communication, Journalism, and Media	333 Moore Hall, Central Michigan University, Mount Pleasant, Michigan 48859	Alicia Booms	0
1679	The Chicago Lighthouse	1850 W Roosevelt Rd, Chicago, Illinois 60608	Kayode Adodo	0
1680	Center for New Horizons	226 E 43rd St, Chicago, Illinois 60654	Katika Neal	0
1681	City of Harvey Municipal Bldg	15320 S Broadway, Harvey, Illinois 60426	Sonye London	0
1683	City of Evanston	2100 Ridge Ave, Evanston, Illinois 60602	Henry Colquitt	0
1688	Kaleidoscope Inc	1901 W. Carroll Ave. #205, Chicago, Illinois 60612	Tricia Coleman	0
1694	Oakton Community College	1600 E Golf Rd, Des Plaines, Illinois 60016	Ella Whitehead	0
1697	Rainbow Push Coalition	930 E 50th St, Chicago, Illinois 60615	Felicia Neal	0
1699	Spanish Coalition For Jobs In	2011 W Pershing Rd, Chicago, Illinois 60609	Victor Herrera	0
1700	Southern IL University MC6603	1048 Communications Building, Carbondale, Illinois 62901	Krissi Geary-Boehm	0
1704	University of Illinois	810 S Wright St 20 A Gregory Hall, Urbana, Illinois 61801	Lynn Holley	0
1706	Vietnam Veterans of America	2122 W Taylor # 107, Chicago, Illinois 60612	Dorothy LeClear	0
2105	Hispanic Heritage Organization	233 E Wacker Dr #406, Chicago, Illinois 60601	Rachel Cordero	0
2226	Employee Referral			3
2243	WZND Fuzed Radio	007 Fell Hall, Normal, Illinois 617904481	Casey Bridge	0
2245	WONC FM 89.1*	30 North Brainard Street, Naperville, Illinois 60540	Zach DeWitz	0
2246	WQNA FM	2201 Toronto Road, Springfield, Illinois 62712	Paul LaMantia	0
2247	Southern IL University Carbondale	1263 Lincoln Dr # 179, Carbondale, Illinois 62901	Douglas Reichenberg	0
2248	Lake Land College	5001 Lakeland Blvd, Mattoon, Illinois 61938	Greg Powers	0
2251	Saint Xavier University	3700 W 103rd St, Chicago, Illinois 60655	Peter Kreten	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	0
3000	HBI Career Site			2
3078	Michigan State University	556 E Circle Drive, 113 Student Services Bldg, East Lansing, Michigan 48824	Jeff Beavers	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate, Fort Eustis (JBLE), Virginia 23604	Samuel Armstrong	0
5000	Internal			5
Total Number of Interviews				**20**

Outreach Activities

Name of Event/Initiative	Contact	Date(s)	Description
British International School - Internship Week	Mia Florence	Jun 12, 2026	A student from the British International School job-shadowed at Hubbard Radio - Chicago for a day in programming & production. She got a behind the scenes look at the music selection process, how commercials are made and what it takes to produce a show. She was encouraged to apply for the Intern and/or Promotion Assistant job positions - as that is how most of the employees got their start in the radio business.
Columbia College Visit	Micky York	Apr 20, 2026	The WTMX Host of The Morning Mix (& HRC: Digital Content Advisor) visited Columbia College's radio/music production class to discuss the importance of radio in the music business.
IBF - Audio Media Career Academy Visit	Dennis Lyle (IBA: President & CEO)	May 14, 2026	The 25 college students from the Illinois Broadcasters Foundation's Audio Media Career Academy visited Hubbard Radio - Chicago. Members of staff in Programming, Sales & Promotions spoke with the students about their roles, job opening and answering questions. The students also toured the studios.
Intern - Summer 2026	Elizabeth Luptak	Jun 8, 2026 - Aug 28, 2026	Hubbard Radio – Chicago hired two interns for the summer of 2026. The interns assisted various departments including promotions along with administration, digital, marketing, production, podcasting, programming, sales, IT & engineering. They learned about radio business operations and worked in the areas to gain experience.
Job Networking	Madison Corey	Dec 12, 2025	A graduate of Illinois Wesleyan University met with the employment unit's Director of Marketing to learn more about the media industry, potential careers, and network.
Job Shadowing - Production	Kevin Koske	May 7, 2026	A Promotion Assistant met with the Creative Services Director to learn more about his role. The Creative Services Director provided him with a deeper insight into the production department's workflow, processes and operations. The experience allowed the Production Assistant for a close up view of a creative services role.
Job Shadowing - Programming	Jennifer ("Jenny V") Hintz	Jan 9, 2026	A Promotion Assistant job-shadowed the WTMX midday show to better understand the role and duties of the on-air personality. The Promotion Assistant created an air-check for future job opportunities in radio.
Job Training	Jonah Elbaum	Dec 8, 2025 - Dec 15, 2025	A Promotion Assistant with the employment unit underwent training to oversee morning show production for WTMX and WDRV. The training included learning station operations, including Zetta management, traffic and weather systems, and main control room board operations. The training provided additional job opportunities and career advancement for the Promotion Assistant.
Meeting with College Student	Ryan Goebel	Mar 19, 2026	An Eastern Illinois University student met with the WTMX: Host of The Morning Mix (& HRC: Digital Content Advisor) to discuss career aspirations in radio.
Rising Lights Project	Jaime Valentini	Oct 23, 2025 - Mar 20, 2026	Rising Lights Group is a local non-profit organization dedicated to creating inspiring environments for young adults impacted by disability. Zoom meetings were held on three occasions with participants of organization and Hubbard Radio On Air Talent to discuss The Behind The Song podcast, the stations recent Marconi Radio Award wins, the departments within a radio station and the job opportunities available in the market. Meetings were held on 10/23/2025, 1/29/2026 and 3/20/2026.
School Project	Charles Karwowski	Mar 19, 2026	A student from Landmark College in Putney, VT interviewed the Market President for a better understanding of the industry for his senior project.
The Future of Media - Career Fair	David Plier	Apr 11, 2026	The Market President, Senior Promotion Assistant and a Promotion Assistant attended The Future of Media Career Fair. The Museum of Broadcast Communications' Future of Media Career Fair was a strategic recruitment and industry engagement initiative designed to connect television stations, radio groups, networks, and media organizations directly with the next generation of broadcasters, journalists, producers, and digital media professionals. High school and college students actively pursuing careers in media attended the event. By participating, our stations connected with future interns and employees while strengthening our leadership and visibility within the industry.
Tour - Programming	Jennifer ("Jenny V") Hintz	Jan 16, 2026	A student from Louisiana State University studying mass communications was given a tour of the stations. She met with various programming employees for a Q&A, gained a better understanding of their duties/roles and got a behind the scenes look at the studios in which they work.
Trinity Services	Natalie Tomblin	May 27, 2026	Trinity Services is a non-profit organization that provides services and support to people with developmental disabilities and mental health needs. A group from the organization was given a tour, met with one of the market's On Air Talent, and had a discussion about job openings as well as public service announcements.
University of Illinois - Intro to Sports Journalism	Mike Carpenter	Mar 12, 2026	The Host of 312 Sports spoke with journalism students at the University of Illinois. They talked about podcasting and career possibilities in the industry.