

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2019 to 09/30/2020

Call Letter	Type of Station	Location:City/State	Facility ID
KPNT-FM	Radio	Collinsville, IL	56525
KSHE-FM	Radio	Crestwood, MO	19523
WARH	Radio	Granite City, IL	74577
WIL-FM	Radio	St. Louis, MO	72390
WXOS	Radio	East St. Louis, IL	56512

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WARH.Hubbard Radio St. Louis Production Assistant (Full-Time) (19-1491)	10/16/2019	379, 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1537, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1571, 1572, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1583, 1584, 1586, 1587, 1592, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2096	5000
WARH.Hubbard Radio STL Videographer(19-1547)	12/18/2019	401, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1537, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1571, 1573, 1574, 1575, 1578, 1581, 1582, 1584, 1585, 1586, 1587, 1592, 1594, 1595, 1596, 1597, 1598, 1599, 1601, 1603, 1607, 1609, 1610, 1865, 2096, 3000	3000
WARH.WARH On Air Talent(20-1102)	04/15/2020	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1581, 1582, 1584, 1586, 1587, 1592, 1595, 1596, 1597, 1598, 1599, 1603, 3000	2226, 3000
WARH.WARH Morning Show On Air Talent(20-1104)	03/14/2020	9000	3000
WIL-FM.New Country 92.3 On-Air Talent/Producer(20-1115)	04/08/2020	1443, 1494, 1504, 1573, 1580, 1597	5000
WXOS.101 ESPN Show Producer and Board Op (St. Louis)(19-1626)	01/30/2020	9000	2226

WXOS.WXOS Midday Show 03/16/2020 9000 2226
Co-Host(20-1101)

WXOS.101 ESPN Producer-Board Op (St. Louis)(20-1142) 09/17/2020 379, 1443, 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1583, 1584, 1586, 1587, 1592, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 5000 5000

WXOS.101 ESPN FT Overnight Board Operator(20-1149) 08/17/2020 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1574, 1575, 1578, 1581, 1582, 1584, 1586, 1587, 1592, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 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
401	Recruiter			9
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	0
1450	Indeed.com	Austin Texas,		4
1484	*SAG AFTRA Missouri Valley Local	1034 S Brentwood Blvd # 1310 Saint Louis Missouri, 63117	Tanya Cella 3142310824	0
1491	*Benedictine University Springfield	1500 N 5th St Springfield Illinois, 62702	Adonis Fuller 2175251420	0
1492	Blackburn College	700 College Ave Carlinville Illinois, 62626	Suzanne Krupica 2178543231	0
1494	*Bradley University	1501 W Bradley Ave Peoria Illinois, 61625	Janet Pesek 3096772510	0

1495	Broadcast Center	2360 Hampton St Louis Missouri, 63139	Don Jolaszewski 3146478181	1
1497	Christian Service Center	1000 North 19th Saint Louis Missouri, 63106	Roman Williamson 3142311515	0
1503	Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1504	*College of the Ozarks Career Center	PO Box 17 Point Lookout Missouri, 65726	Jim Freeman 4176903249	0
1506	Cotley College	1000 West Austin Nevada Missouri, 64772	Renee Hampton 4176678181	0
1508	Crowder College	601 Laclede Neosho Missouri, 64850	Abby Tribble 4174555618	0
1509	Columbia College	1001 Rogers St MOH 219 Columbia Missouri, 65216	Dan Gomez-Palachio 5738757425	0
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Jameson Dixon Jr. 3123625597	0
1511	Dominican University	7900 W Division St River Forest Illinois, 60305	Keli Wojciechowski 7085246786	0
1515	*Eastern Illinois University Career Services	286 7th St. Charleston Illinois, 61920	Lisa Hugg 2175812412	0
1517	Employment & Training	26 N Oaks Plaza Saint Louis Missouri, 63121	Alicia Rogers 3143812253	0
1518	Fontbonne College	6800 Wydown Saint Louis Missouri, 63105	Christine Keller 3148894516	0
1519	Family Forward	1167 Corporate Lake Dr Saint Louis Missouri, 63132-121	Cecily Whit-Mohammad 3145349350	0
1521	Gateway Homeless Services Inc	1000 N 19th St Saint Louis Missouri, 63106	Kathy Connors 3142311515	0
1523	Governor's State University			

	1 University Pkwy A1120 University Park Illinois, 60484	Janet Wolske 7082353974	0
1524	Greenville College	315 E College Ave Greenville Illinois, 62246	Kelli Pryor 6186646655 0
1526	Harris Stowe State College	3025 Laclede Ave St Louis Missouri, 63103	LaTonia Collins Smith 3143403512 0
1530	*Illinois College	1101 W College Ave Jacksonville Illinois, 62650	Susie Drake 2172453041 0
1533	The International Institute of St Louis	3401 Arsenal St. Louis Missouri, 63118	Emma Richardson 3147739090 0
1537	Judson University	1151 N State St Elgin Illinois, 60123	Doris Haugen 8476281510 0
1538	Knox College	2 E South St Campus Box Galensburg Illinois, 61401	Terrie Saline 3093417494 0
1539	Lindenwood University	209 S Kingshighway Dr St Louis Missouri, 63301	Shannon Wright 6369494806 0
1541	LDS Employment Resource Service	12843 Pennridge Dr Bridgeton Mississippi, 63044	Fred & Suzanne Mertlich 3143440050 0
1542	Loyola University Chicago	1032 W Sheridan Chicago Illinois, 60660	Jim Connon 3129158840 0
1544	Maryville University	650 Maryville University Dr St Louis Missouri, 63141	Erin Boswell 3145299375 0
1545	*McKendree University	701 College Rd Lebanon Illinois, 62254	Jennifer Pickerell 6185376806 0
1546	MERS Goodwill St Charles	#1 Westbury Dr Building B St Charles Missouri, 63301	Marissa Hiatt 6369467559 0
1547	MERS Goodwill St Louis	1727 Locust St Louis Missouri, 63103	Joe Byrne 3149828825 0
1551	State of Missouri Career Center		

4040 Seven Hill Dr # 166 Florissant Missouri, 63033	Don Smith 3147371325	0
1552 Missouri Baptist University	One College Park Dr St Louis Missouri, 63141	Kim Grey 3143922241 1
1553 Missouri Southern State University	3950 E Newman Rd Joplin Missouri, 64801	Alex Gandy 4176259343 0
1554 *Missouri State University	901 S National Ave Springfield Missouri, 65897	Career Center 4178365636 0
1555 Monmouth College	700 E Broadway Monmouth Illinois, 61462	Jenny Sanberg 3094572115 0
1556 Moody Bible College	820 N LaSalle Blvd Chicago Illinois, 60610	Patrick Friedline 3123294414 0
1559 Northeastern Illinois Univ	5500 N St Louis Ave Chicago Illinois, 60625	Maria Lebron 7734424692 0
1560 Northern Illinois University	Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115	Cathy Doederlein 8157531000 0
1562 Near Southside Employment Coalition	2649 Pestalozzi Saint Louis Missouri, 63118	Ohala Ward 3148654453 0
1564 Olivet Nazarene University	One University Ave Bouonnais Illinois, 609141345	Carla Wolf 8159395243 0
1565 Patricia Stevens College	1521 Washington Ave Saint Louis Missouri, 63103	Steve Asher 3144210949 0
1567 Park University	8700 NW River Park Dr Parkville Missouri, 64152	Layne Prenges 8165846350 0
1569 Principia College	1 Maybeck Place Elsah Illinois, 62028	John Lane 6183745772 0
1571 Rockford College	5050 E State St Rockford Illinois, 61109	Kelly Cooper 8152264022 0

1572	Rockhurst University	1100 Rockhurst Rd Kansas City Missouri, 64110	Mike Theobald 8165014861	0
1573	*St Charles Community College	4601 Mid Rivers Mall Dr, Administration Bldg., 1113 Cottleville Missouri, 63376	Jenny Hahn Schnipper 6369228243	0
1574	St Louis ARC	1177 N Warson Road Saint Louis Missouri, 63132	Brian Hubler 3145692211	0
1575	*St Louis Community College FP	5600 Oakland St. Louis Missouri, 63110	Career Development	0
1578	Saint Louis University	30 North Grand #331 Saint Louis Missouri, 63103	Karl Aldrich 3149772828	0
1580	*State Fair Community College	3201 W 16th St Sedalia Missouri, 65301	Emily Westermier 660-530-5822	0
1581	St Louis Community College Flo Valley	3400 Pershall Rd St. Louis Missouri, 63135	Davis Moore 3145134543	0
1582	Southern Illinois University Carbondale	1263 Lincoln Dr, Room 128 Mail Code 4703 Carbondale Illinois, 62901	Sheila Colombo 6184531045	0
1583	Southeast Missouri State University	One University Plaza Cape Girardeau Missouri, 63701	Amy Aldridge	0
1584	Southwestern Illinois College	2700 Carlyle Ave Belleville Illinois, 62221	LaTasha Rodgers 6182225552	0
1585	Stephens College	1200 E Broadway Columbia Missouri, 65215	Amanda Wooden 5738767109	0
1586	St Louis Community College Meramec	11333 Big Bend Blvd AD 249 Kirkwood Missouri, 63122	Jacqueline Meaders-Booth 3149847578	0
1587	*Talent Plus	1222 Lucas St #300 St. Louis Missouri, 63103	Sharon Tucci 3144219400	0
1592	*University of Central Missouri	P.O. Box 800 Warrensburg Missouri, 64093	Tonya Hammons 6605434985	0

1594	University of IL at Chicago	1200 West Harrison #3050 Chicago Illinois, 60607	Michael Kimball-Bryant 3129962382	0
1595	*Univ of IL Alumni Career Ctr	200 S Wacker Dr Chicago Illinois, 60606	Bernice Allegretti 3125757836	0
1596	University of IL at Urbana/Champaign	715 S Wright St Champaign Illinois, 61820	Jennifer Neef 2173330820	0
1597	*University of IL at Springfield	One University Plaza MS SAB 50 Springfield Illinois, 62703	Doug Brackney 2172066508	0
1598	*University of Missouri St Louis	278 Millennium Student Center St. Louis Missouri, 63121	Emily Rapko McEneny 3145165100	1
1599	University of St Francis	500 Wilcox St Joliet Illinois, 60435	Betty Kohl 8157403440	0
1600	*Urban League of Metro St Louis	8960 Jennings Station Rd St Louis Missouri, 63136	Hollis R. Whiting 3143889840	0
1601	Urban League of Metro St Louis	935 Vandeventer St. Louis Missouri, 63108	Lawrence Prograis, III 3146153642	0
1603	Valparaiso University	1509 Chapel Dr Valparaiso Indiana, 46383	Tom Cath 2194645005	0
1607	Washington University	Campus Box 1091 1 Brookings Saint Louis Missouri, 63130	Sarah Jennings 3149355930	0
1609	William Woods University	One University Ave Fulton Missouri, 65251	Amy Dittmer 5735924313	0
1610	Women in Charge	1483 82nd Blvd University City Missouri, 63132	Victoria Sharp 3144327300	0
1865	Lincoln University	820 Chestnut St Jefferson City Missouri, 65101	Marnita Stovell-Brown 5736815166	0
1866	National Federation of the Blind	891 Tropical Ln Columbia Missouri, 65205	Gary Wunder 5738741774	0
2096	*Judson University + ISCPA			

1151 N State St Elgin Illinois, 60123		Doris Haugen 8476281510		0
2114	Country Aircheck	914 18th Ave S Second Floor Nashville Tennessee, 37212	Kelley Hampton 6153201450	0
2226	Employee Referral			9
3000	HBI Career Site			3
5000	Internal			9
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
ContinuitySTL.org InMotion Filmmaking Conference	Dan Parris	11/02/2019- 11/02/2019	Hubbard Radio St. Louis participated in the planning committee and sponsored the Inaugural InMotion Filmmaking Conference - Expanding Diversity in Media hosted by ContinuitySTL. On event day, 11/2/2019, Hubbard Radio St. Louis staff spoke with attendees regarding careers in radio/TV broadcasting and Hubbard Broadcasting.
EEO Management Training	Michelle Ott, Corp Human Resources	08/17/2020- 08/17/2020	Managers and supervisors of Hubbard Radio St. Louis received training on the FCC's rules regarding equal employment opportunities. They also reviewed employment and non-discrimination laws and Hubbard's policy and program to ensure equal employment opportunities in the work place. Managers selected either Aug 17, 2020 or September 14 to attend.
Erik Therwanger Leadership/Sales Training	Erik Therwanger	01/31/2020- 01/31/2020	Hubbard Radio St. Louis hosted a one-day leadership and sales training session hosted by Think Great founder - Erik Therwanger. Consisting of two training sessions and lunch, the training provides enhancement of leadership development, strategic planning, and sales excellence for current and future career endeavors.

Hubbard Radio Next Gen Program	Dan Seeman	08/17/2019-05/31/2020	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 market managers select up to two (2) participants per market. In the St. Louis market two employees were selected to participate.
Job Shadow Program	Emma Pawlitz	06/25/2020-06/25/2020	Hubbard Radio St. Louis hosted a student interested in sports journalism on June 25, 2020 for a one-day job shadowing event. While following CDC recommended guidelines for prevention and mitigation of COVID-19, the student was given a tour of the broadcast facility and allowed to shadow during the morning show program, followed by a Q & A session with Hubbard Radio St. Louis staff members regarding careers in broadcasting.
Job Shadow Program	Paul Reddy	01/06/2020-01/06/2020	Hubbard Radio St. Louis hosted a St. Louis University College freshman who has career aspirations in Sports Journalism for a job shadow. The student received a tour of the broadcast facility and conversed with key staff members regarding skill sets, preparation, production, and execution of a sports talk show.
JournalismSTL Spring Conference - St. Louis University	Carrie Rapp	03/09/2020-03/09/2020	Hubbard Radio St. Louis staff spoke with journalism students at St. Louis University regarding Broadcasting and Journalism careers during the JournalismSTL Spring Conference held on March 9, 2020.