

## FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KDKB-FM	Radio	Mesa, AZ	41299
KUPD-FM	Radio	Tempe, AZ	65166
KDUS-AM	Radio	Tempe, AZ	65165
KSLX-FM	Radio	Phoenix, AZ	11282
KAZG-AM	Radio	Phoenix, AZ	11272

For the reporting period: 09/27/13 to 05/31/14

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KDKB-FM.Account Manager	01/13/2014	Internal,National,P Except for: 2081 2082 2087	2087
KDKB-FM.Assistant Promotion Manager KDKB	05/19/2014	Internal,National,S	369
KDKB-FM.Director of Sales	05/20/2014	Internal,National,P Except for: 2081 2082 2087	2087
KDKB-FM.Market Manager	03/06/2014	Internal,National,P Except for: 254 255 452 487 608 644 657 1092 1843 1962 1964 1967 1970 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1994 2000 2001 2002 2004 2005 2087	1961
KUPD-FM.Account Manager	12/30/2013	Internal,National,P Except for: 254 255 307 369 402 408 416 452 487 555 608 644 657 843 865 893 905 911 912 913 1092 1213 1270 1843 1844 1845 1846 1847 1848 1964 1969 1970 1991 2081 2082 2087	1972
KSLX-FM.Account Manager	02/18/2014	P Except for: 2087	2087
KSLX-FM.Account Manager	02/18/2014	P Except for: 2087	1968
KSLX-FM.Assistant Promotion Manager KSLX	05/21/2014	Internal,National,S	2081

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	10	1961	20	1963	5	1966	1
1968	20	1972	2	1985	1	1995	1
1996	3	2000	1	2004	1	2081	6
2087	15						

### List of Recruitment Sources that requested postings

1973 1978 1980 1981 1982 1983 1987

### Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082 <b>01/30/14:</b> 2081 ADDED <b>01/13/14:</b> 2082 ADDED
National	<b>Current:</b> 254 255 452 487 608 644 657 1092 1843 <b>01/30/14:</b> 2081 DELETED <b>01/13/14:</b> 2081 ADDED
P=Professional	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1969 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1994 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 <b>10/14/13:</b> 1961 DELETED 2006 DELETED <b>03/04/14:</b> 1993 DELETED <b>02/28/14:</b> 2087 ADDED
Paid	<b>Current:</b> 1961 1969 1993 1994 2006 2007 <b>10/14/13:</b> 1961 ADDED 1969 ADDED 1993 ADDED 1994 ADDED 2006 ADDED 2007 ADDED
S=Support	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 <b>10/14/13:</b> 1961 DELETED 1969 DELETED 1993 DELETED 2006 DELETED <b>03/04/14:</b> 1994 DELETED

02/28/14: 2087 ADDED

T=Technical **Current:** 1962 1963 1965 1966 1967 1968 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985  
 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087  
**10/14/13:** 1961 DELETED 1969 DELETED 2006 DELETED  
**03/04/14:** 1993 DELETED 1994 DELETED  
**02/28/14:** 2087 ADDED

## Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555
369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vivki Kaping (218) 279-7734	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000
555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cathy Potts (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	KTMV-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1846	Hubbard Radio-Salt Lake City 6985 Union Park Ave Suite 600 Cottonwood Heights, UT 84047 Mike Rawlings (801) 575-7565
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Amy Wicklund (312) 946-1019	1961	Publication 123 x, AZ 12345 xx (123) 456-7890
1962	Community Organization-General na na, AZ 11111 NA (111) 111-1111	1963	Employee-Current NA NA, AZ 11111 Employee (999) 999-9999	1965	Website na na, AZ 11111 NA (111) 111-1111
1966	Internal Applicant na na, AZ 111111 Self (111) 111-1111	1967	Job Fair NA NA, AZ 11111 Self (111) 111-1111	1968	Market Referral NA NA, AZ 11111 NA (999) 999-9999
1969	Recruiter x x, AZ 12345 x (123) 456-7890	1972	Self Inquiry NA NA, AZ 11111 Self (999) 999-9999	1973	Area Agency on Aging 1366 E. Thomas Rd. Phoenix, AZ 85016 Yolanda Locher (602) 264-2255
1974	Arizona Hispanic Chamber of Commerce 225 E. Osborn Rd Ste 201 Phoenix, AZ 85012 Susette Coumides (602) 279-8900	1975	Arizona OIC 39 E. Jackson Phoenix, AZ 85004 Angie Rubio (602) 254-5081	1976	Arizona Workforce Connection 4732 S Central AVE Phoenix, AZ 85040 Bob Buchanan (602) 506-9675
1977	AZ. Women's Education & Employment	1978	Chicano Por La Causa, Inc.	1979	Collins College

	640 N. 1st Ave. Phoenix, AZ 85003 Kathie Rudolph (602) 223-4333		1112 E. Buckeye Rd Phoenix, AZ 85034 Edmundo Hidalgo (602) 257-0700		1140 S. Priest Dr Tempe, AZ 85281 Joe Jeun (480) 446-1111
1980	DeVry University 2149 W. Dunlap Phoenix, AZ 85021 Dina Handler (602) 870-9222	1981	Family Service Agency 943 S. Gilbert Rd. Ste 204 Mesa, AZ 85204 Julie Montoya (480) 507-8619	1982	Family Service Agency 411 N. Central Ste 700 Phoenix, AZ 85004 Dee Agnew (602) 250-0918
1983	Goodwill of Central Arizona 2626 W. Beryl Ave. Phoenix, AZ 85021 Victor Carbajal (602) 535-4170	1984	L.U.L.A.C. 1604 E. Campus Dr. Tempe, AZ 85282 Frank Carrillo (480) 838-1849	1985	Maricopa Workforce Connection 163 N Dobson Rd Mesa, AZ 85201 M Bernard (480) 962-7678
1986	NAACP P.O. Box 20883 Phoenix, AZ 85036 Rev. Oscar Tillman (602) 252-4064	1987	Phoenix Job Corps 518 S. 3rd St. Phoenix, AZ 85004 Career Transition (602) 322-2847	1988	Phoenix Urban League 1402 S. 7th Ave. Phoenix, AZ 85007 Mel Hannah (602) 254-5611
1989	University of Arizona 1303 E. University Dr Ste 411 Tucson, AZ 85721 Karen Bartos (520) 621-4606	1990	Valle Del Sol, Inc. 1209 S. 1st Ave. Phoenix, AZ 85003 Grace Morales (602) 258-6797	1991	Howard University 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-5806
1993	Native American Journalists Association University of Oklahoma 395 W. Lindsey St. Norman, OK 73019 Rebecca Landsberry (405) 325-1649	1994	National Association of Hispanic Journalists 1050 Connecticut Ave NW Washington, DC 20036 Hugo Balta (202) 662-7145	1995	KUPD-FM 1900 West Carmen Tempe, AZ 85283 Jen Daurham (480) 838-0400
1996	KDKB-FM 1167 W Javelina Ave Mesa, AZ 85210 Jen Daurham (480) 897-9300	1997	KSLX-FM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Jen Daurham (480) 941-1007	1998	KDUS-FM 1900 West Carmen Tempe, AZ 85283 Jen Daurham (480) 838-0400
1999	KAZG-AM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Jen Daurham (480) 941-1007	2000	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2001	AMFM Jobs PO Box 4116 Oceanside, CA 92052 Mark Holloway (800) 374-0119
2002	Arizona State University 1151 S. Forest Ave Tempe, AZ 85281 Career Services (480) 965-2100	2004	Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 NA (602) 252-4833	2005	Maricopa County Community Colleges 2411 West 14th Street Tempe, AZ 85281 Career Network (480) 731-8000
2006	10/13 Communications 10102 Sante Fe Dr Sun City, AZ 85351 Advertising (623) 977-8351	2007	Arizona Republic 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 Advertising (602) 252-4833	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Christine Hanley (425) 653-1160	2087	Hubbard Radio Phoenix Websites 4343 E Camelback Rd #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007		

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Madison Traditional Academy	Mrs. Stilwell	02/21/2014 - 02/21/2014	A KUPD-FM Morning Show Host met with Mrs. Stilwell's class and talked about all the different jobs in radio. The class invites mystery readers to read to the class then talk about what type of work the guest reader does for a living.	
Zaharis Elementary	Principal, Mike Oliver	03/01/2014 - 03/01/2014	The KUPD-FM Morning Show Hosts met with the K-6 grade special education students at Zaharis Elementary. They answered questions about how they got their start in radio and the steps the students needed to take for a career in radio.	
ASU Hubbard Radio Scholarship	Beth Steurer	04/01/2014 - 06/01/2015	The Stations annually sponsor the Hubbard Radio Scholarship program at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe, AZ.  In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria:  <ul style="list-style-type: none"> <li>• Have a focus in broadcast journalism.</li> </ul>	

			<ul style="list-style-type: none"> <li>● Be a sophomore or above</li> <li>● Have a minimum GPA of 3.0</li> <li>● Have filled out an application which asks the students career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.</li> </ul> <p>The annual scholarship was issued 4/9/14 for \$1,500 to a student who met the above criteria.</p>	
Northern Arizona University Hubbard Radio Scholarship	Vickie Campbell	04/01/2014 - 06/01/2015	<p>The Stations annually sponsor the Hubbard Radio KJACK Scholarship program at Northern Arizona University (NAU) Flagstaff, AZ.</p> <p>In order to receive the Hubbard Radio KJACK Scholarship, the student must meet or exceed the following criteria:</p> <ul style="list-style-type: none"> <li>● Must be a full-time student (12 credit hours per semester) Electronic Media &amp; Film Major who intends on pursuing a career in broadcast.</li> <li>● Be currently in the operation of the student radio station, KJACK</li> <li>● Have a minimum GPA of 2.5</li> <li>● Preference will be given to out of state students who hold a management position at KJACK radio.</li> <li>● The scholarship may be used for out of state students for recruitment purposes.</li> </ul> <p>The annual scholarship was issued 4/18/14 for \$1,500 to a student who met the above criteria.</p>	
Arizona Broadcasters Association	NA	04/03/2014 - 04/03/2014	<p>Hubbard Radio-Phoenix attended the ABA Job Fair with other local broadcast companies. Promotion Director for KSLX-FM, Program Director and General Sales Manager from KDKB-FM all spoke with attendees about current job openings and handed out company information.</p>	
Goodwill of Central Arizona Career Expo	Victor Carbajal	04/10/2014 - 04/10/2014	<p>Four station managers from the Hubbard Radio-Arizona market met with interested job seekers at the Goodwill of Central Arizona Career Expo. Information was given on how to apply for the current openings within the company. The stations also aired promotional spots for the event.</p>	Over 6000 people attended the Career Expo.
Phoenix Country Club Career Day	John Spensieri	04/30/2014 - 04/30/2014	<p>The Vice President/Market Manager for Hubbard Radio-Arizona attended the Phoenix Country Club Career Day for students to meet with business leaders in the community. The Vice President/Market Manager spoke about the radio industry and jobs available at the stations.</p>	