

## 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: 06/01/14 to 05/31/15

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KDKB-FM.Account Executive KDKB	07/16/2014	Internal,National,P Except for: 2098 2106	369
KDKB-FM.Account Executive KDKB	07/16/2014	Internal,National,P Except for: 2098 2106	2002
KDKB-FM.Alt AZ FT Account Executive	04/14/2015	Internal,National,P	2081
KDKB-FM.Alt AZ FT Account Executive	04/14/2015	Internal,National,P	2081
KDKB-FM.General Sales Manager	01/12/2015	Internal,National,P Except for: 2106	1968
KDKB-FM.KDKB Sales Coordinator	02/27/2015	Internal,National,S	2081
KDKB-FM.Music Director	04/28/2015	Internal,National,P	1963
KDKB-FM.On Air Talent	04/28/2015	Internal,National,P	1966
KDKB-FM.On Air Talent	04/28/2015	Internal,National,P	1963
KDKB-FM.Program Director	11/11/2014	Internal,National,P	1963
KDKB-FM.Promotion Director KDKB	06/17/2014	Internal,National,P	2081
KUPD-FM.Account Executive KUPD	07/16/2014	Internal,National,P Except for: 2098	1968
KUPD-FM.Digital Media Coordinator	01/12/2015	Internal,National,P	1968
KUPD-FM.IT Director	05/04/2015	Internal,National,S	1965
KSLX-FM.Account Executive	01/12/2015	Internal,National,P Except for: 2106	1968
KSLX-FM.Account Executive	01/12/2015	Internal,National,P Except for: 2106	2081
KSLX-FM.Digital Brand Strategy Specialist	03/06/2015	Internal,National,P	2081
KSLX-FM.KSLX Asst. Promotion Director	05/21/2015	Internal,National,S	1965
KSLX-FM.On Air Talent	11/11/2014	Internal,National,P	1963
KSLX-FM.Promotion Director KSLX	04/22/2015	Internal	1963
KSLX-FM.Sales Assistant	09/16/2014	Internal,National,S Except for: 2106	1968
KSLX-FM.Sales Assistant	06/19/2014	Internal,National,S	2098
KSLX-FM.Support Technician	02/04/2015	Internal	1963

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	5	1963	19	1965	3	1966	8
1967	1	1968	26	1972	11	1995	3
1996	1	1997	5	2000	6	2002	14
2006	1	2081	14	2087	5	2098	4

### List of Recruitment Sources that requested postings

1973 1978 1980 1981 1982 1983 1987 2098

### 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 1847 1848 2081 2082 <b>04/08/15:</b> 1846 INACTIVE
National	<b>Current:</b> 254 255 452 487 644 657 1092 1843 <b>08/21/14:</b> 608 INACTIVE
P=Professional	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1969 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1994 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2098 2106 <b>08/19/14:</b> 1982 INACTIVE 2106 ADDED

06/17/14: 2098 ADDED

Paid	<b>Current:</b> 1961 1969 1993 1994 2006 2007
S=Support	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106 <b>08/19/14:</b> 1982 INACTIVE 2106 ADDED
T=Technical	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106 <b>08/19/14:</b> 1982 INACTIVE 2106 ADDED

## Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	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 Vicki 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 1320 Salem Rd SW Rochester, MN 55902 Andrew Browning (507) 258-7229
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (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	KTMY-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 Liz Luptak (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	1975	Arizona OIC 39 E. Jackson	1976	Arizona Workforce Connection 4732 S Central AVE

	225 E. Osborn Rd Ste 201 Phoenix, AZ 85012 Susette Coumides (602) 279-8900		Phoenix, AZ 85004 Janet Shines (602) 254-5081		Phoenix, AZ 85040 Bob Buchanan (602) 506-9675
1977	AZ. Women's Education & Employment 640 N. 1st Ave. Phoenix, AZ 85003 Kathie Rudolph (602) 223-4333	1978	Chicano Por La Causa, Inc. 1112 E. Buckeye Rd Phoenix, AZ 85034 Edmundo Hidalgo (602) 257-0700	1979	Collins College 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 2400 N Central Ave #101 Phoenix, AZ 85004 Derek Jeske (602) 264-9891	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 Holly Schor (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	2098	Palmer Media Services 5912 E Oak St Scottsdale, AZ 85257-193 Polly Palmer (602) 397-7156
2106	East Valley Institute of Technology 1601 W Main Mesa, AZ 85201 Steve Grosz (480) 461-4000				

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
ASU Hubbard Radio Scholarship	Beth Steurer	06/01/2014 - 05/31/2015	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> <li>● Be a sophomore or above</li> <li>● Have a minimum GPA of 3.0</li> </ul>	

			<ul style="list-style-type: none"> <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 02/10/2015 for \$1,500 to a student who met the above criteria.</p>	
Northern Arizona University Hubbard Radio Scholarship	Vickie Campbell	06/01/2014 - 05/31/2015	<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) and an 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 05/05/2015 for \$1,500 to a student who met the above criteria.</p>	
ASU Cronkite School	Mark Lodato	06/02/2014 - 06/10/2014	<p>Members of station sales management along with NABEF's Media Sales Institute participated in the <i>Importance of Staying Client Focused</i> program at Arizona State University. The program provided students with information critical to their educational advancement and knowledge on today's ever changing media sales landscape. Students were presented with real-life case studies from which they worked on teams to research, write and ultimately present to industry recruiters. This was their final exam. Sales management discussed their perspective and knowledge of radio to help set the curriculum and create case studies for this year's program.</p>	
Tempe Job Fair Hosted by Goodwill of Central Arizona	Eleni Miachika	06/05/2014 - 06/05/2014	<p>Hubbard Radio-Phoenix was one of the sponsors for the Goodwill Job Preparation and Placement event. The Program Director for KUPD spoke with hundreds of participants about jobs in radio and directed them to the stations' website for current openings. He also had applications available for the individuals to complete or take with them.</p>	
Career Day Cactus Shadows High School	Michelle Taylor	03/20/2015 - 03/20/2015	<p>The Director of Sales spoke to high school marketing students at Cactus Shadow High School about working in radio and career opportunities.</p>	
Arizona Broadcasters Association Job Fair	ABA	05/13/2015 - 05/13/2015	<p>Hubbard Radio-Phoenix participated in the ABA Job Fair with other local broadcast companies. The Promotion Director for KUPD-FM and the Program Director from KSLX-FM spoke with attendees about current job openings and handed out company information.</p>	
Programming Internship	Rich Gray, Program Director KDUS	05/21/2015 - 08/31/2015	<p>KUDS-FM offered a summer internship in the Programming Department. The selected intern worked with on air talent and producers and assisted with production activities.</p>	<p>The student was from ASU, School of Broadcasting and recieved college credit for the internship.</p>