

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2023 to 09/30/2024

Call Letter	Type of Station	Location:City/State	Facility ID
WRMF-FM	Radio	West Palm Beach, FL	20436
WIRK-FM	Radio	West Palm Beach, FL	1246
WMEN-AM	Radio	West Palm Beach, FL	61080
WEAT-FM	Radio	West Palm Beach, FL	1918
WMBX-FM	Radio	West Palm Beach, FL	25756
WFTL-AM	Radio	West Palm Beach, FL	29490

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WRMF-FM.Account Executive(23-1333)	11/06/2023	303, 379, 1450, 1457, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3054, 3055, 3095, 3097, 3098, 3099, 3111, 5000	1457, 3000
WRMF-FM.Sales Assistant(23-1523)	01/17/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 5000	5000
WRMF-FM.Account Executive(24-1023)	04/04/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 3128, 5000	1443, 1457
WRMF-FM.Brand and Content Director(24-1039)	04/01/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 3128, 5000	2226
WRMF-FM.IT Manager(24-1190)	06/04/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 3128, 5000	1450
WRMF-FM.Promotion Coordinator(24-1314)	08/08/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 3128, 5000	5000
WRMF-FM.Digital Content Specialist(24-1329)	08/19/2024	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3004, 3005, 3006, 3008, 3010, 3011, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3047, 3048, 3049, 3051, 3052, 3053, 3055, 3095, 3097, 3098, 3099, 3111, 3128, 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
303	Howard University	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Handshake 2028067513	0
379	Job Fair			0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	4
1450	Indeed.com	Austin Texas,		5
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		3
1837	Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Handshake 5137453140	0
2226	Employee Referral			8
3000	HBI Career Site			9
3001	Black Chamber of Commerce	400 Hibiscus Street, Suite 200 West Palm Beach Florida, 33401	Keely Gideon-Taylor	0
3002	Broward College	111 E Las Olas BLvd Ft Lauderdale Florida, 33301	Handshake	0
3004	Connecticut School of Broadcasting	3450 Northlake Blvd #110 North Palm Beach Florida, 33403	Jim York	0
3005	Florida A&M University	100 St Union Plaza MLK Blvd Tallahassee Florida, 32307	Brandi Milton	0
3006	Hispanic Human Resources Council	1427 S Congress Ave Palm Springs Florida, 33406	Judy pierman	0
3008	National Black Chamber of Commerce	601 Pennsylvania Ave NW, Suite 900 South Bldg. Washington Dist. Columbia, 20004	Kay Alvord	0
3010				

3011	Urban League of PBC	1700 N. Australian Ave West Palm Beach Florida, 33407	Joan Kennedy	0
3036	Barry University	11300 NE 2nd Ave Miami Florida, 33161	Handshake	0
3037	Flagler College	74 King St St. Augustine Florida, 32084	Handshake	0
3038	Florida Agricultural & Mechanical University	1601 S Martin Luther King Jr Blvd Tallahassee Florida, 32310	Handshake	0
3039	Florida Atlantic University	777 Glades Rd Boca Raton Florida, 33431	Handshake	0
3040	Florida Institute of Technology	150 W University Blvd, Melbourne Florida, 32901	Handshake	0
3041	Florida International University	11200 SW 8th St Miami Florida, 33199	Handshake	0
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801	Handshake	0
3044	Jacksonville University	2800 University Blvd N, Jacksonville Florida, 32211	Handshake	0
3045	Nova Southeastern University	3301 College Ave Davie Florida, 33314	Handshake	0
3046	Palm Beach Atlantic University	P.O. Box 24708 West Palm Beach Florida, 33416	Handshake 561-803-2386	1
3047	Palm Beach State College	4200 South Congress Avenue Lake Worth Florida, 33461	CollegeCentral	0
3048	Saint Leo University	33701 State Rd 52 Saint Leo Florida, 33574	Handshake	0
3049	Seminole State College of Florida	Sanford Florida,	Handshake	0

3051	University of Central Florida	4000 Central Florida Blvd orlando Florida, 32826	Handshake	0
3052	University of Miami	5225 Ponce De Leon Blvd Coral Gables Florida, 33146	Handshake	0
3053	University of North Florida	1 UNF Dr Jacksonville Florida, 32224	Handshake	0
3054	University of South Florida St. Petersburg	140 7th Ave S St. Petersburg Florida, 33701	Handshake	0
3055	Miami Media School	7955 NW 12th Street, Suite 119 Doral Florida, 33126	Angel S. Llamazares	0
3095	Spelman College	350 Spelman Ln SW Atlanta Georgia, 30314	Handshake	0
3097	Morehouse College	830 Westview Dr SW Atlanta Georgia, 30314	Handshake	0
3098	Clafin College	400 Magnolia St Orangeburg South Carolina, 29115	Handshake	0
3099	Clark Atlanta University	223 James P Brawley Dr SW Atlanta Georgia, 30314	Handshake	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
3128	Keiser University	2085 Vista Parkway West Palm Beach Florida, 33411	CollegeCentral	0
5000	Internal			3

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
BEA 2024 Career Fair and Graduate School Showcase	Michael Hammond	04/16/2024-04/16/2024	A Program Director from Hubbard Radio West Palm Beach attended the BEA Career Fair and Graduate School Showcase to represent Hubbard Broadcasting. The purpose of attending this event was to inform job candidates (primarily college students) about career opportunities at Hubbard Broadcasting and Hubbard Radio West Palm Beach.

Career Day at Citrus Cove Elementary School	Michelle Grabasch	03/15/2024-03/15/2024	On Air Talent from New Country spoke with students about working in radio during Career Day at Citrus Cove Elementary School in Boynton Beach.
Leadership Training	Julie Pomeroy	04/11/2024-08/14/2024	The Market Controller at Hubbard Radio West Palm Beach participated in leadership training during the year. The classes were: The 6 Critical Practices for Leading a Team and Multipliers: How the Best Leaders Ignite Everyone's Intelligence. Training was provided to grow and develop management/leadership skills.
West Palm Beach Career Fair	Mike Brown	09/12/2024-09/12/2024	The Hubbard Radio West Palm Beach Sales Managers attended the West Palm Beach Career Fair. The career fair was an opportunity to meet face-to-face with those looking for starting a new career and meet potential candidates for the sales department.
Youth Media Day w/Leadership PBC	Eddie Stephens	11/02/2023-11/02/2023	Hubbard Radio West Palm Beach participated in Youth Media Day with Leadership Palm Beach County. The Market hosted 50 high school juniors from 28 different Palm Beach County schools and introduced them to all the aspects of radio. Two Promotions Directors overviewed the promotions department, the Chief Engineer talked about engineering, Production Director discussed production, and senior leadership from programming talked about the magic of radio programming. In addition, the guests spent time in each studio and met the on-air teams.