

FCC EEO Combined Public File Report

For the Reporting Period: 01/23/2019 to 09/30/2019

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
WEAT-FM.Director of Sales - West Palm Beach(19-1093)	05/01/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	2226
WEAT-FM.Digital Brand Strategist - West Palm Beach(19-1098)	04/26/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	1457
WFTL-AM.Account Executive West Palm Beach(19-1082)	05/06/2019	379, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	2226
WIRK-FM.WIRK Morning Show Host West Palm Beach(19- 1076)	06/13/2019	379, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	5000
WIRK-FM.WIRK Account Executive West Palm Beach(19- 1087)	03/26/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	5000
WIRK-FM.Program Director West Palm Beach(19-1103)	06/17/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	2226
WIRK-FM.WIRK On-Air Talent(19-1346)	08/21/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	5000
WMEN-AM.Account Executive West Palm Beach(19-1199)	09/23/2019	1443, 1457, 3001, 3002, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054	1450

WRMF-FM.WPB Sales Assistant(19-1137)	04/24/2019	379, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	2226
WRMF-FM.WPB Receptionist(19-1139)	05/01/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	1450
WRMF-FM.Accounting Manager(19-1236)	05/20/2019	1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	1450
WRMF-FM.Overnight Cluster Producer WPB(19-1290)	06/27/2019	3001, 3002, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3047, 3048, 3049, 3050, 3051, 3052, 3053, 3054	3000
WRMF-FM.WPB Receptionist(19-1297)	06/21/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	5000
WRMF-FM.WPB-WRMF On-Air Talent(19-1328)	09/06/2019	3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012	5000
WRMF-FM.Promotion Coordinator(19-1358)	07/19/2019	9000	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			2
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	28
1450	Indeed.com	Austin Texas,		38
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		25
2226	Employee Referral			21

3000	HBI Career Site			10
3001	Black Chamber of Commerce	PO Box 223356 West Palm Beach Florida, 33422	Keely Gideon-Taylor	0
3002	Broward Community College	111 E Las Olas BLvd Ft Lauderdale Florida, 33301	Keidi Schwartz	0
3003	Chinese Cultural Assoc of SF	PO Box 2272573 Boca Raton Florida, 33427	Anna Wong	0
3004	Connecticut School of Broadcasting	3450 Northlake Blvd #110 North Palm Beach Florida, 33403	Harley Rhodes & Danny Doyle	1
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	4400 Jenifer St NW Suite 331 Washington Dist. Columbia, 20015	Kay Alvord	0
3009	Palm Beach Atlantic University	PO Box 24708 Career Ctr West Palm Beach Florida, 33401	Career Center	2
3010	The Assoc of Indians in America SF	2298 NW 56th Street Boca Raton Florida, 33496	Ujvala Bhuta	0
3011	Urban League of PBC	1700 Australian Ave West Palm Beach Florida, 33407	Joan Kennedy	0
3012	Worforce Alliance of PBC	3400 Belvedere Rd West Palm Beach Florida, 33406	Mary Fleming	0
3035	Ave Maria University	Ave Maria Florida,		0
3036	Barry University	11300 NE 2nd Ave Miami Florida, 33161		0
3037	Flagler College	74 King St St. Augustine Florida, 32084		0

3038	Florida Agricultural & Mechanical University	1601 S Martin Luther King Jr Blvd Tallahassee Florida, 32310	0
3039	Florida Atlantic University	777 Glades Rd Boca Raton Florida, 33431	0
3040	Florida Institute of Technology	150 W University Blvd, Melbourne Florida, 32901	0
3041	Florida International University	Miami Florida,	0
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801	0
3043	Florida State University	100 S Woodward Ave Tallahassee Florida, 32304	0
3044	Jacksonville University	2800 University Blvd N, Jacksonville Florida, 32211	0
3045	Nova Southeastern University	3301 College Ave Davie Florida, 33314	0
3046	Palm Beach Atlantic University	West Palm Beach Florida,	0
3047	Palm Beach State College	4200 South Congress Avenue Lake Worth Florida, 33461	0
3048	Saint Leo University	Saint Leo Florida,	0
3049	Seminole State College of Florida	Sanford Florida,	0
3050	State College of Florida, Manatee-Sarasota	5840 26th St W Bradenton Florida, 34207	0
3051	University of Central Florida	4000 Central Florida Blvd Orlando Florida, 32826	0
3052	University of Miami	5225 Ponce De Leon Blvd Coral Gables Florida, 33146	0

3053	University of North Florida	Jacksonville Florida,	0
3054	University of South Florida St. Petersburg	140 7th Ave S St. Petersburg Florida, 33701	0
5000	Internal		7
9000	Exigent Circumstance		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
FAU Career Center	FAU	03/27/2019- 03/27/2019	A Hubbard West Palm Beach Sales Manager attended a Career Day at Florida Atlantic University to speak with Media Students about our radio stations and industry as a whole.
Hubbard Radio Next Gen Leadership Program 2019-2020	Dan Seeman	07/15/2019- 06/01/2020	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 West Palm Beach market two employees were selected to participate.
Job Fair	Job Fair	02/05/2019- 02/05/2019	Management attended the City of Riviera Beach Job Fair.
Media Career Day Broward College	Broward College	02/09/2019- 02/09/2019	A Hubbard Radio West Palm Beach Program Director attended the Media Career Day at Broward College. He spoke to students about careers in the radio industry.
Station Tour	Public Affairs	06/12/2019- 06/12/2019	Station tours are offered and conducted for schools and community organizations interested in learning about the radio industry, including jobs. The following groups participated in a tour this reporting period: BAK Middle School of the Arts, Village of Palm Springs Teen Summer Camp, Lighthouse for the Blind.

