

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
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.WPB Sales Assistant(19-1302)	10/16/2019	3000, 3001, 3003, 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	1457, 3000
WFTL-AM.Account Executive West Palm Beach AM's(19-1524)	08/25/2020	379, 1450, 2226, 3000, 3001, 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, 3055, 5000	2226
WFTL-AM.F/T Producer-Board Operator(19-1575)	11/04/2019	9000	5000
WIRK-FM.WIRK Assistant Program Director Music Director Afternoon Personality(19-1493)	10/29/2019	1443, 2226, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055	2226
WIRK-FM.WIRK Morning Show Producer(19-1533)	10/29/2019	379, 1450, 2226, 3000, 3001, 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, 3055, 5000	5000
WRMF-FM.WPB Graphics Designer(19-1417)	10/14/2019	1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3043, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054	2226
WRMF-FM.Account Executive West Palm Beach(19-1497)	08/25/2020	3000, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055	3000
WRMF-FM.Overnight Cluster Producer WPB(19-1536)	12/18/2019	9000	5000

WRMF-FM.WRMF Program
Director(19-1604)

01/15/2020 1443, 3001, 3003, 3004, 3005, 3006, 3008, 3009, 3010, 3011, 3012, 3055

1443

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
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	11
1450	Indeed.com	Austin Texas,		24
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		9
2226	Employee Referral			20
3000	HBI Career Site			11
3001	Black Chamber of Commerce	PO Box 223356 West Palm Beach Florida, 33422	Keely Gideon-Taylor	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	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				

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	1
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		1
3040	Florida Institute of Technology	150 W University Blvd, Melbourne Florida, 32901		0
3041	Florida International Unviersity	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		1
3044	Jacksonville Unviersity	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		1
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		1
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
3055	Miami Media School	7955 NW 12th Street, Suite 119 Doral Florida, 33126	Angel S. Llamazares	0
5000	Internal			4
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative

Contact Person

Date

Description of Initiative

Hubbard Radio NextGen Leadership Program	Dan Seeman	08/31/2019-05/31/2020	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. Two employees of Hubbard Radio WPB participated in the program.
Station Tour	Media Program instructor	11/01/2019-11/01/2019	Hubbard Radio WPB hosted students in the Media Program at FAU for the day. The students learned about the radio industry and spoke with leaders in programming, sales, and digital. They also received a tour and the opportunity to watch live programming.
Station Tour	Leadership Palm Beach County's Youth Media Day	11/07/2019-11/07/2019	Hubbard Radio WPB hosted youth from Leadership Palm Beach County's Youth Media Day. The youth learned about the radio industry and spoke with leaders in programming, sales, and digital. They also received a tour and the opportunity to watch live programming.
Station Tour	Renaissance Charter School @ Central Palm in Lake Worth	12/10/2019-12/10/2019	Hubbard Radio WPB hosted a station tour for students from Renaissance Charter School at Central Palm in Lake Worth. In addition to the tour, there was a question and answer session.