

# FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2021 to 09/30/2022

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
WMBX-FM.Program Director WMBX/WMEN(22-1364)	07/28/2022	9000	3000
WRMF-FM.Overnight Cluster Producer WPB(21-1461)	12/06/2021	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 5000	5000
WRMF-FM.Promotion Director(21-1603)	04/27/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 5000	5000
WRMF-FM.Promotions Coordinator(22-1117)	03/28/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 3111, 5000	5000
WRMF-FM.Chief Engineer(22-1136)	05/10/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 5000	3000
WRMF-FM.Account Executive(22-1150)	09/15/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 3111, 5000	2226

WRMF-FM.Office Manager(22-1161)	05/17/2022	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 3111, 5000	1450
WRMF-FM.Business Manager(22-1304)	06/28/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 3012, 3035, 3036, 3037, 3038, 3039, 3040, 3041, 3042, 3044, 3045, 3046, 3048, 3049, 3050, 3051, 3052, 3053, 3054, 3055, 3095, 3096, 3097, 3098, 3099, 3111, 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 Career Services	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Handshake 2028067513	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	1
1450	Indeed.com	Austin Texas,		8
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		1
1837	Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Handshake 5137453140	0
2226	Employee Referral			3
3000	HBI Career Site			5
3001	Black Chamber of Commerce	400 Hibiscus Street, Suite 200 West Palm Beach Florida, 33401	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	National Black Chamber of Commerce	601 Pennsylvania Ave NW, Suite 900 South Bldg. Washington Dist. Columbia, 20004	Kay Alvord	0
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 N. 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	5050 Ave Maria Blvd Ave Maria Florida, 34142	Handshake	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 Unviersity	11200 SW 8th St Miami Florida, 33199	Handshake	0
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801	Handshake	0

3044	Jacksonville Unviersity	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	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
3050	State College of Florida, Manatee-Sarasota	5840 26th St W Bradenton Florida, 34207	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
3096	Tuskegee University	1200 W Montgomery Rod Tuskegee Alabama, 36088	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
5000	Internal			6
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
2022 Ascension Awards Black Chamber of Commerce	Grasford Smith, Chairman	04/16/2022- 04/16/2022	Hubbard Radio West Palm Beach was a sponsor and also attended the 2022 Black Business Awards put on by the Black Chamber of Commerce of Palm Beach County. These awards honored Black businesses in the county, standout individuals and groups honored for their business acumen, leadership, and inspiration to other business owners. During the event employment unit attendees networked with the CEO of Urban League and the President of Palm Beach State College. The employment unit's presence at the event illustrates support for diversity and inclusion.
BEA 2022 Career Fair	Mark Webster	04/26/2022- 04/26/2022	The Hubbard Radio West Palm Beach VP/MM attended and participated in the Broadcasters Educational Association Career Fair that was at the NAB Show in Las Vegas. The career fair was an opportunity to meet with possible job candidates, including many college students, and discuss careers with Hubbard Radio.
Career Day at North Congress Riviera Beach Library	Naidy Escobar	03/31/2022- 03/31/2022	WMBX-FM's Program Director attended the Career Day at the Riviera Beach Public Library. He spent time speaking with young adults about his career in the radio industry and other careers in radio.

Country Radio Mentoring Breakfast	Music Connection	02/24/2022-02/24/2022	WIRK-FM's Program Director attended the Programming Mentoring Breakfast at the annual Country Radio Seminar. This one-on-one session provided the opportunity for attendees to sit down with the Program Director who can help them build their skillset and learn fresh new ideas.
Diversity Roundtable	Dr. Larry Robinson	06/21/2022-06/21/2022	The Employment Unit's VP/MM attended the Florida Association of Broadcasters Convention. Among the events she participated in was the Diversity Roundtable which was an opportunity to discuss the importance of a diverse workplace and how to recruit within the college system. Relationships were built with the attending colleges to develop internships and recruitment opportunities.
Hubbard Morning Show Boot Camp	Don Anthony	08/18/2022-08/19/2022	Morning Show Boot Camp is the annual conference for On-Air Radio Talent, Program Directors and other industry professionals. The purpose is to learn about innovative ways to engage listeners on a variety of topics presented by subject matter experts in the radio industry. Two employees, a Program Director and an On Air Talent, from Hubbard Radio West Palm Beach attended the 2022 MSBC. They networked with other attendees who may be looking at other employment opportunities. The Employment Unit's On Air Talent also spoke on a panel at the conference.
Internship	Randi West	05/16/2022-07/28/2022	The Employment Unit hired two students for a summer internship. The students learned what it is like to work in radio by representing the stations at events, completing some administrative work, assisting promotions with winner paperwork/art/contests, plus producing, editing and writing for digital and on air segments. The students completed their internships for college credit. One of the interns was hired as a part time board operator at the end of her internship.
Leadership Training	Julie Pomeroy	04/26/2022-07/14/2022	Managers at Hubbard Radio West Palm Beach participated in leadership training during the year. The trainings were The 6 Critical Practices for Leading a Team and the 4 Essential Roles of Leadership and 5 Choices of Extraordinary Productivity. Training was provided to grow and develop management/leadership skills.
Media Career Fair and Workshop	Juan Diasgranados	04/09/2022-04/09/2022	The NABJ South Florida Chapter hosted a career fair at Broward College-Miramar Campus. Two of the Hubbard Radio West Palm Beach Program Directors attended the

event mostly made up of graduating seniors. They were able to meet and connect with job seekers in all career levels in the media industry.

North Palm Beach Chamber  
Business and Baseball Event

North Palm Beach Chamber

04/14/2022-  
04/14/2022

Hubbard Radio West Palm Beach staff attended the 2022 Business and Baseball event hosted by the North Palm Beach Chamber of Commerce. The event was comprised of 66 local businesses. The purpose was to interact with attendees and speak about hiring, business operations, and local opportunities. Job descriptions for positions we have available in sales, programming, promotions, and administration were given out.

Rising Above

Florida Association of  
Broadcasters

01/26/2022-  
01/27/2022

Hubbard Radio West Palm Beach leadership attended the Rising Above 3 Summit put on by the Florida Association of Broadcasters. The event was a day and a half virtual sales and management media summit that's purpose was to teach, coach, inspire and motivate.