

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2022 to 09/30/2023

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.On Air Brand Ambassador(22-1311)	12/14/2022	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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.Promotions Coordinator(22-1190)	10/03/2022	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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	3047
WRMF-FM.Accounting Assistant(22-1334)	10/04/2022	303, 1450, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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.On Air Talent(22-1363)	03/01/2023	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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	1457, 2226
WRMF-FM.Marketing Account Executive- Entry Level(22-1396)	10/14/2022	303, 1450, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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	3039
WRMF-FM.Marketing Account Executive- Entry Level(22-1552)	11/28/2022	303, 1450, 1457, 1837, 2226, 3000, 3001, 3003, 3004, 3005, 3006, 3008, 3010, 3011, 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.Account Executive(23-1108)	08/11/2023	303, 379, 1450, 1457, 1837, 2226, 3000, 3001, 3002, 3003, 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	5000

WRMF-FM.Integrated Sales Manager(23-1175)	05/10/2023	303, 379, 1450, 1837, 2226, 3000, 3001, 3002, 3003, 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	2226
WRMF-FM.On Air Talent(23-1241)	06/27/2023	303, 379, 1450, 1457, 1837, 2226, 3000, 3001, 3002, 3003, 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	2226
WRMF-FM.Business Manager(23-1270)	07/17/2023	303, 379, 1450, 1457, 1837, 2226, 3000, 3001, 3002, 3003, 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

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
379	Job Fair			1
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	9
1450	Indeed.com	Austin Texas,		18
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		14
1837	Xavier University	3800 Victory Pkwy Cincinnati Ohio, 45207	Handshake 5137453140	0
2226	Employee Referral			12
3000	HBI Career Site			2
3001	Black Chamber of Commerce	400 Hibiscus Street, Suite 200 West Palm Beach Florida, 33401	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	2
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
3035	Ave Maria University	5050 Ave Maria Blvd Ave Maria Florida, 34142	Handshake	1
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	4
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	1
3042	Florida Southern College	111 Lake Hollingsworth Dr Lakeland Florida, 33801	Handshake	0
3043	Florida State University	100 S Woodward Ave Tallahassee Florida, 32304	Handshake	1
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	2
3047	Palm Beach State College	4200 South Congress Avenue Lake Worth Florida, 33461	CollegeCentral	1
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	Claflin 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			3

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Boys & Girls Club of Palm Beach County	Kevin A. Brown Sr.	06/07/2023- 06/07/2023	Hubbard Radio West Palm Beach On-Air Talent spoke with teens of the Boys and Girls Club of West Palm Beach County during their Speak, Listen and Learn program. They spoke about the radio industry, being a part of a morning show and the other jobs in a radio station such as Sales, Production Directors, Producers, Programmers, Promotions and the Business Office. In addition to the 20 teens in attendance at the Delray location, several other Boys and Girls Club branches from the area joined the session via video conference.
Hubbard Morning Show Bootcamp	Don Anthony	08/09/2023- 08/11/2023	Morning Show Boot Camp is an 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. A Program Director who also handles an on-air shift attended the 2023 MSBC. He networked with other attendees who may be looking at other employment opportunities.

Hubbard NXT Leadership Program	Dan Seeman	10/01/2022-06/01/2023	In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders in the company, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Employees are first nominated by management to apply for the program. Following the formal applicant process, Hubbard Radio Market Managers select 1 participant per market. An Assistant Program Director was selected for the West Palm Beach market.
Internship	Randi West	06/06/2023-08/17/2023	The Market 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 administrative work, assisting promotions with paperwork plus working side by side the program directors in producing social media posts, videos and on-air bits.
Leadership Training	Julie Pomeroy	10/05/2022-05/23/2023	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 Role of Leadership and 5 Choices of Extraordinary Productivity. Training was provided to grow and develop management/leadership skills.
NAHJ Convention	Veronique Dodson, Director for Membership	07/12/2023-07/15/2023	The Market's Operations Manager represented Hubbard Radio West Palm Beach at the National Association of Hispanic Journalist's Career Fair along with others from Hubbard Broadcasting, Inc. He spoke with conference attendees about career opportunities.
Philanthropy Tank	Amy Brand	08/23/2023-08/23/2023	Hubbard Radio West Palm Beach sponsored and assisted five students from Philanthropy Tank prepare a podcast for Florida Climate Week. Philanthropy Tank empowers and inspires students in grades 8-11 to be CHANGEmakers by challenging and equipping students to implement sustainable service-driven solutions to problems impacting our community. In addition to helping the students to create and produce their podcast, staff presented a session on podcasting and the radio industry.

University of Central Florida Fall 2023 Internship & Career Expo	Erica Hutton	09/21/2023-09/21/2023	Hubbard Radio West Palm Beach's Sales Director attended the University of Central Florida's Fall 2023 Internship & Career expo in Orlando. The expo was an opportunity to meet with possible job candidates, including many college students, and discuss careers with Hubbard Radio.
West Palm Beach Champions of Diversity Job Fair	Jeannie Mok	09/14/2023-09/14/2023	Hubbard Radio West Palm Beach attended a virtual job fair hosted by CareerTown.net: West Palm Beach Champions of Diversity Job Fair. The virtual booth was manned by Sales management.
Youth Media Day with Leadership PBC	Mary Carhart	11/03/2022-11/03/2022	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 team.