

# FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2020 to 09/30/2021

Call Letter	Type of Station	Location:City/State	Facility ID
KPNT-FM	Radio	Collinsville, IL	56525
KSHE-FM	Radio	Crestwood, MO	19523
WARH	Radio	Granite City, IL	74577
WIL-FM	Radio	St. Louis, MO	72390
WXOS	Radio	East St. Louis, IL	56512

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KPNT-FM.Account Executive 105.7 The Point KPNT St. Louis(20-1240)	11/17/2020	1443, 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1569, 1574, 1575, 1580, 1581, 1582, 1584, 1586, 1592, 1597, 1598, 1600, 1601, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	2226
KPNT-FM.Account Executive 105.7 The Point KPNT St. Louis(21-1213)	09/24/2021	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	2226
WARH.Assistant Creative Services Director(21-1322)	08/19/2021	1450, 1494, 1504, 1509, 1510, 1511, 1526, 1538, 1539, 1542, 1544, 1552, 1555, 1559, 1564, 1573, 1578, 1580, 1582, 1592, 1594, 1596, 1599, 1603, 1865, 2226, 3000, 5000	2226
WIL-FM.New Country 92.3 St. Louis Full Time On Air Music Director(20-1124)	10/07/2020	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1581, 1582, 1584, 1586, 1587, 1592, 1595, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 5000	1509
WIL-FM.Full Time Production Assistant - New Country 92.3 FM (St. Louis)(20-1207)	11/11/2020	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1569, 1573, 1574, 1575, 1580, 1581, 1582, 1584, 1586, 1592, 1597, 1598, 1600, 1601, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	1443

WIL-FM."KSHE, WARH, WIL Promotions Coordinator St. Louis"(21-1082)	05/25/2021	379, 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1511, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1539, 1541, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1556, 1560, 1562, 1565, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1597, 1598, 1600, 1601, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	1450
WIL-FM.WIL-FM Promotions Coordinator St. Louis(21-1397)	09/22/2021	1450, 1494, 1504, 1509, 1510, 1511, 1515, 1526, 1539, 1544, 1552, 1555, 1564, 1567, 1573, 1578, 1580, 1582, 1583, 1592, 1596, 1599, 1603, 1865, 2226, 3000, 5000	3000
WXOS.Hubbard Radio St. Louis Senior Accountant(20-1192)	10/13/2020	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	1450
WXOS.101 ESPN FT Producer-Board Operator St. Louis(21-1032)	03/16/2021	1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1569, 1573, 1574, 1575, 1580, 1581, 1582, 1584, 1586, 1592, 1597, 1598, 1600, 1601, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 5000	5000
WXOS.101 ESPN Midday Producer Board Operator(21-1153)	05/19/2021	9000	5000
WXOS.Accounting Manager Hubbard Radio St. Louis(21-1295)	09/16/2021	379, 1450, 1484, 1491, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 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
379	Job Fair			0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	6
1450	Indeed.com	Austin Texas,		21

1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		4
1484	*SAG AFTRA Missouri Valley Local	1034 S Brentwood Blvd # 1310 Saint Louis Missouri, 63117	Tanya Cella 3142310824	0
1491	*Benedictine University Springfield	1500 N 5th St Springfield Illinois, 62702	Adonis Fuller 2175251420	0
1492	Blackburn College	700 College Ave Carlinville Illinois, 62626	Suzanne Krupica 2178543231	0
1494	*Bradley University	1501 W Bradley Ave Peoria Illinois, 61625	Janet Pesek 3096772510	0
1495	Broadcast Center	9051 Watson Road, Suite C #235 Crestwood Missouri, 63126	Don Jolaszewski 3146478181	1
1497	Christian Service Center	1000 North 19th Saint Louis Missouri, 63106	Roman Williamson 3142311515	0
1503	Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1504	*College of the Ozarks Career Center	PO Box 17 Point Lookout Missouri, 65726	Jim Freeman 4176903249	0
1506	Cottey College	1000 West Austin Nevada Missouri, 64772	Renee Hampton 4176678181	0
1508	Crowder College	601 Laclede Neosho Missouri, 64850	Abby Tribble 4174555618	0
1509	Columbia College	1001 Rogers St MOH 219 Columbia Missouri, 65216	Handshake 5738757425	1
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Handshake 3123625597	0
1511	Dominican University	7900 W Division St River Forest Illinois, 60305	Handshake 7085246786	0
1515				

\*Eastern Illinois University  
Career Services

286 7th St.  
Charleston Illinois, 61920

Lisa Hugg  
2175812412

0

1517	Employment & Training	26 N Oaks Plaza Saint Louis Missouri, 63121	Alicia Rogers 3143812253	1
1518	Fontbonne College	6800 Wydown Saint Louis Missouri, 63105	Christine Keller 3148894516	0
1519	Family Forward	1167 Corporate Lake Dr Saint Louis Missouri, 63132-121	Cecily Whit-Mohammad 3145349350	0
1521	Gateway Homeless Services Inc	1000 N 19th St Saint Louis Missouri, 63106	Kathy Connors 3142311515	0
1523	Governor's State University	1 University Pkwy A1120 University Park Illinois, 60484	Janet Wolske 7082353974	0
1524	Greenville College	315 E College Ave Greenville Illinois, 62246	Kelli Pryor 6186646655	0
1526	Harris Stowe State College	3025 Laclede Ave St Louis Missouri, 63103	Handshake 3143403512	0
1530	*Illinois College	1101 W College Ave Jacksonville Illinois, 62650	Susie Drake 2172453041	0
1533	The International Institute of St Louis	3401 Arsenal St. Louis Missouri, 63118	Emma Richardson 3147739090	0
1538	Knox College	2 E South St Campus Box Galensburg Illinois, 61401	Handshake 3093417494	0
1539	Lindenwood University	209 S Kingshighway Dr St Louis Missouri, 63301	Handshake 6369494806	0
1541	LDS Employment Resource Service	12843 Pennridge Dr Bridgeton Mississippi, 63044	Fred & Suzanne Mertlich 3143440050	0
1542	Loyola University Chicago	1032 W Sheridan Chicago Illinois, 60660	Handshake 3129158840	0
1544	Maryville University			

	650 Maryville University Dr St Louis Missouri, 63141	Handshake 3145299375	0
1545	*McKendree University	701 College Rd Lebanon Illinois, 62254	Jennifer Pickerell 6185376806 0
1546	MERS Goodwill St Charles	#1 Westbury Dr Building B St Charles Missouri, 63301	Marissa Hiatt 6369467559 0
1547	MERS Goodwill St Louis	1727 Locust St Louis Missouri, 63103	Joe Byrne 3149828825 0
1551	State of Missouri Career Center	4040 Seven Hill Dr # 166 Florissant Missouri, 63033	Don Smith 3147371325 0
1552	Missouri Baptist University	One College Park Dr St Louis Missouri, 63141	Handshake 3143922241 0
1553	Missouri Southern State University	3950 E Newman Rd Joplin Missouri, 64801	Alex Gandy 4176259343 0
1554	*Missouri State University	901 S National Ave Springfield Missouri, 65897	Career Center 4178365636 0
1555	Monmouth College	700 E Broadway Monmouth Illinois, 61462	Handshake 3094572115 0
1556	Moody Bible College	820 N LaSalle Blvd Chicago Illinois, 60610	Patrick Friedline 3123294414 0
1559	Northeastern Illinois Univ	5500 N St Louis Ave Chicago Illinois, 60625	Handshake 7734424692 0
1560	Northern Illinois University	Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115	Cathy Doederlein 8157531000 0
1562	Near Southside Employment Coalition	2649 Pestalozzi Saint Louis Missouri, 63118	Ohala Ward 3148654453 0
1564	Olivet Nazarene University	One University Ave Bouonnais Illinois, 609141345	Handshake 8159395243 0

1565	Patricia Stevens College	1521 Washington Ave Saint Louis Missouri, 63103	Steve Asher 3144210949	0
1567	Park University	8700 NW River Park Dr Parkville Missouri, 64152	Handshake 8165846350	0
1569	Principia College	1 Maybeck Place Elsah Illinois, 62028	John Lane 6183745772	0
1573	*St Charles Community College	4601 Mid Rivers Mall Dr, Administration Bldg., 1113 Cottleville Missouri, 63376	Jenny Hahn Schnipper 6369228243	0
1574	St Louis ARC	1177 N Warson Road Saint Louis Missouri, 63132	Brian Hubler 3145692211	1
1575	*St Louis Community College FP	5600 Oakland St. Louis Missouri, 63110	Career Development	0
1578	Saint Louis University	30 North Grand #331 Saint Louis Missouri, 63103	Handshake 3149772828	0
1580	*State Fair Community College	3201 W 16th St Sedalia Missouri, 65301	Emily Westermier 660-530-5822	0
1581	St Louis Community College Flo Valley	3400 Pershall Rd St. Louis Missouri, 63135	Davis Moore 3145134543	0
1582	Southern Illinois University Carbondale	1263 Lincoln Dr, Room 128 Mail Code 4703 Carbondale Illinois, 62901	Handshake 6184531045	0
1583	Southeast Missouri State University	One University Plaza Cape Girardeau Missouri, 63701	Amy Aldridge	0
1584	Southwestern Illinois College	2700 Carlyle Ave Belleville Illinois, 62221	LaTasha Rodgers 6182225552	0
1586	St Louis Community College Meramec	11333 Big Bend Blvd AD 249 Kirkwood Missouri, 63122	Jacqueline Meaders-Booth 3149847578	0
1587	*Talent Plus	1222 Lucas St #300 St. Louis Missouri, 63103	Sharon Tucci 3144219400	0

1592	*University of Central Missouri	P.O. Box 800 Warrensburg Missouri, 64093	Tonya Hammons 6605434985	0
1594	University of IL at Chicago	1200 West Harrison #3050 Chicago Illinois, 60607	Handshake 3129962382	0
1595	*Univ of IL Alumni Career Ctr	200 S Wacker Dr Chicago Illinois, 60606	Bernice Allegretti 3125757836	0
1596	University of IL at Urbana/Champaign	715 S Wright St Champaign Illinois, 61820	Handshake 2173330820	0
1597	*University of IL at Springfield	One University Plaza MS SAB 50 Springfield Illinois, 62703	Doug Brackney 2172066508	0
1598	*University of Missouri St Louis	278 Millennium Student Center St. Louis Missouri, 63121	Emily Rapko McEneny 3145165100	0
1599	University of St Francis	500 Wilcox St Joliet Illinois, 60435	Handshake 8157403440	0
1600	*Urban League of Metro St Louis	8960 Jennings Station Rd St Louis Missouri, 63136	Hollis R. Whiting 3143889840	0
1601	Urban League of Metro St Louis	935 Vandeventer St. Louis Missouri, 63108	Lawrence Prograis, III 3146153642	0
1603	Valparaiso University	1509 Chapel Dr Valparaiso Indiana, 46383	Handshake 2194645005	0
1607	Washington University	Campus Box 1091 1 Brookings Saint Louis Missouri, 63130	Sarah Jennings 3149355930	0
1609	William Woods University	One University Ave Fulton Missouri, 65251	Amy Dittmer 5735924313	0
1610	Women in Charge	1483 82nd Blvd University City Missouri, 63132	Victoria Sharp 3144327300	1
1865	Lincoln University	820 Chestnut St Jefferson City Missouri, 65101	Handshake 5736815166	0
1866	National Federation of the Blind			

891 Tropical Ln Columbia Missouri, 65205	Gary Wunder 5738741774	0	
2114 Country Aircheck	914 18th Ave S Second Floor Nashville Tennessee, 37212	Kelley Hampton 6153201450	0
2226 Employee Referral			11
3000 HBI Career Site			3
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
Business Marketing Project - University of Dayton	Carolyn Kroupa	12/01/2020- 12/01/2020	The Hubbard Radio St. Louis VP/Market Manager participated in a one-hour interview with a University of Dayton Ohio student for a student project. Topics of discussion included the history of the company, successful sales practices, and career opportunities within the broadcasting industry.
Harris Stowe State University (HBCU) Career Fair	Victoria Harris	09/22/2021- 09/22/2021	Market Management participated in the Harris Stowe State University (HBCU) Virtual Career Fair on September 22, 2021, via Handshake. Management hosted two group sessions sharing information about the company, current job openings, and career opportunities within the general industry. The employment unit also hosted virtual one-on-one sessions between hiring managers and potential candidates.
Howard University Spring 2021 Virtual Career Fair	Kyle Danzey, M.S. Ed. - Director	02/25/2021- 02/25/2021	Hubbard Radio St. Louis attended Howard University's Spring 2021 Virtual All Majors Career Fair on Thursday, Feb. 25 held from 1p - 4p. The employment unit talked with individual candidates and during a group session regarding currently available positions and career opportunities with Hubbard Radio St. Louis and Hubbard Broadcasting, Inc.



Lincoln University Jefferson City MO Career Fair	Gabrielle Hodges	03/25/2021- 03/25/2021	Hubbard Radio St. Louis attended Lincoln University, Jefferson City, MO Virtual Career Fair via Handshake on March 25, 2021. The employment unit spoke with candidates regarding current job openings and offer advise on future opportunities and job growth with Hubbard Broadcasting Inc.
Lindenwood University Fall Career and Internship Fair	Elizabeth Ashcraft	09/23/2021- 09/23/2021	Hubbard Radio St. Louis Management attended the Spring 2020 Career and Internship Fair on Thursday, September 23, 2021. In addition to a networking opportunity for students and potential candidates, Management discussed internship and employment opportunities with the company and general information and opportunities within the industry.
McKendree University, Communications and PR Class	Rich Murphy - Communications and PR Assistant Professor	02/05/2021- 03/05/2021	Hubbard Radio St. Louis On-Air Talent was invited by the Associate Professor of Communications and PR Director to speak to the Communications and PR Class at McKendree College. The On Air Talent spoke with the class about the radio broadcast industry and about career opportunities at Hubbard Radio St. Louis.
Missouri Broadcaster's Assoc. EEO Webinar/G. Skall	Mark Gordon	02/05/2021- 02/05/2021	Staff member participated in the one-hour EEO webinar presented Gregg Stall on behalf of the Missouri Broadcaster's Association. Participant received training/education related to EEO. Compliance, policies and programs. (Recorded)
University of Dayton Student Interview: Business to Business Marketing & Careers/John Kijowski	Student: Carolyn Kroupa. Teacher: Tony Krystofik.	12/01/2020- 12/01/2020	The Hubbard Radio St. Louis VP/Market Manager was the subject of the Outside B2B Sales Person - Video Conference Interview for the Reflective Paper writing by a University of Dayton student. The project was conjunction with the University of Dayton's Principles of Selling MKT 310 01.
Washington University, St. Louis Mo - Micro Mentorship	Patrick Rische - Dir. of Sports Business Program	02/11/2021- 02/11/2021	Hubbard Radio St, Louis On-Air Talent was contacted by Washington University Dir. of Sports Business Program to arrange a micro-mentorship with a sophomore student. The talent and student met via digital teleconference where the talent answered questions about the radio broadcasting industry, the sports industry, and provided guidance regarding launching a successful career.