

FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KKWS-FM	Radio	Wadena, MN	28650
KNSP (AM)	Radio	Staples, MN	30016
KWAD-AM	Radio	Wadena, MN	28649

For the reporting period: 12/01/17 to 11/30/18

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KWAD-AM.Account Executive	11/28/2018	P Except for: 2207 2208 2209 2212 2213 2223 2284	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	2240	10				

List of Recruitment Sources that requested postings

2222 2223

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 05/09/18: 2320 ADDED
P=Professional	Current: 2207 2208 2209 2210 2211 2212 2213 2222 2223 2228 2240 2284
Paid	Current: 2237
S=Support	Current: 2207 2208 2209 2211 2213 2222 2223 2228 2240 2284
T=Technical	Current: 2207 2208 2209 2211 2213 2222 2223 2228 2240

Recruitment Sources

ID	Source	ID	Source	ID	Source
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (651) 642-5555	369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734
408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2081	Hubbard Radio-Phoenix 1101 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2207	Minnesota Works.net Alexandria Alexandria, MN 56308 website (320) 763-5729	2208	Northland Community & Technical College 1101 Hwy 1 E Thief River Falls, MN 56701 Charlene Abrahamson (218) 683-8560
2209	Sanford Brown College 1345 Mendota Heights Rd St. Paul, MN 55120 Mary Leppi (651) 905-3402	2210	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	2211	Minnesota State Community & Technical College PO Box 309 Perham, MN 56573 Rhonda Bahls (877) 598-8523
2212	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2213	Radio1 Broadcast School 700 3rd St N La Crosse, WI 54601 Joe Deschler (218) 631-1803	2222	Hubbard Radio Wadena Website 201 1/2 South Jefferson Wadena, MN 56482 Kyle Glysen (320) 219-3504

2223	On Air Announcement 201 1/2 South Jefferson Wadena, MN 56482 Kyle Glysen (320) 219-3405	2228	Employee-Current NA NA, MN NA NA (999) 999-9999	2237	Wadena Pioneer Journal PO Box 6024 Fargo, ND 58107-602 Andi Thoreson (701) 451-5791
2240	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555	2284	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	The Hubbard Radio NextGen Leadership program was created in 2015 with the goal to identify and develop future leaders for the company. Employees were first nominated by management and department heads to apply for the program. Following the application process the Hubbard Radio market managers chose up to two participants in each market. The Regional Controller was selected to participate in the 2017-2018 program.	
Station Tours	Corey Tackmann	12/01/2017 - 11/30/2018	On-Air Host from the employment unit showed students from the CEO Class (Creating Entrepreneurial Opportunities from Wadena/Deer Creek, Staples/Motley and Verndale schools) general day-to-day operation of the radio stations with a tour of the three studios, and a question/answer session.	
Student Internship	Chad Baumgartner	05/24/2018 - 08/13/2018	The Market hosted an intern for the summer. The Intern worked with station employees in all departments as well as learned about commercial radio station operations, facilities, and career opportunities.	
FCC EEO Training	Michelle Ott	11/15/2018 - 11/15/2018	Management from Wadena received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the work place.	