

FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KLIZ-AM	Radio	Brainerd, MN	28653
KLIZ-FM	Radio	Brainerd, MN	28654
KUAL-FM	Radio	Brainerd, MN	60495
KVBR-AM	Radio	Brainerd, MN	60496
WJJY-FM	Radio	Brainerd, MN	5394
KBLB-FM	Radio	Nisswa, MN	4337

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
WJJY-FM.Account Executive	07/18/2018	P Except for: 2216 2221 2224 2236 2286	2261
WJJY-FM.Digital Media Director	06/12/2018	Internal,National,P Except for: 255 307 369 402 408 416 452 487 555 644 657 843 865 893 905 911 1092 1213 1270 1844 1845 1847 1848 2081 2082 2216 2221 2224 2236 2260 2286 2320	2220
WJJY-FM.Traffic Specialist	09/25/2018	S Except for: 2214 2216 2221 2224 2236 2258 2259 2260 2283	2266

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
2214	1	2220	1	2261	5	2266	3

List of Recruitment Sources that requested postings

No Recruitment Source requested postings.

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
National	Current: 255 452 487 644 657 1092 05/09/18: 2321 INACTIVE 2321 ADDED
P=Professional	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2261 2266 2283 2286 2332 09/25/18: 2332 ADDED
Paid	Current: 2215
S=Support	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2266 2283 2332 09/25/18: 2332 ADDED 07/18/18: 2214 ADDED 2258 ADDED 2259 ADDED 2260 ADDED 2266 ADDED
T=Technical	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2266 2283 2332 09/25/18: 2332 ADDED 07/18/18: 2214 ADDED 2259 ADDED 2260 ADDED 2266 ADDED 2283 ADDED

Recruitment Sources

ID	Source	ID	Source	ID	Source
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	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
452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141
865	KAAL-TV	893	KOB-TV	905	KOBR-TV

911	1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	1092	4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411	1213	124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888
1270	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1844	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	1845	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1847	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1848	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000	2081	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
2082	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	2214	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2215	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2216	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2220	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	2221	Zip Recruiter 1453 3rd Street Promenade #335 Santa Monica, CA 90401 n/a (877) 252-1062
2224	Disabled Veterans 204 Laurel Street Brainerd, MN 56401 John Gagnon (218) 825-6776	2236	Hubbard Radio Brainerd Website 13225 Dogwood Drive S Baxter, MN 56425 Michael Boen (218) 822-4444	2258	Job Fair x x, AL x x (123) 345-1234
2259	Minnesota Works.net 204 Laurel Street, Suite 21, Brainerd, MN 56401 Trudi Amundson (612) 963-1536	2260	On Air Announcement 13225 Dogwood Drive Baxter, MN 56425 Mike Boen (218) 822-4444	2261	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616
2266	Central Lakes College-Brainerd 501 W College Dr Brainerd, MN 56401 Deb Norlin (218) 855-8156	2283	Minnesota State Community and Technical College M State, 150 2nd St. SW, Suite B Perham, MN 56573 Rhonda Bahls (218) 347-6235	2286	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555
2320	Employee Referral Dogwood Dr Baxter, MN 56425 Justin Jerve (218) 828-1244	2321	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2332	Radio Online 3500 Tripp Ave Amarillo, TX 79121-163 Ron Chase (777) 777-7777
	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461		National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988		Bemidji State University-Career Svcs 1500 Birchmont Dr NE Box 18 Bemidji, MN 56601 Angela Schmidt (218) 755-2038

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 be in the 2017-2018 program.	
Station Tours	Various	12/01/2017 - 11/30/2018	Employees for the employment unit conducted tours in which groups or individuals learn about radio, career opportunities, and our facilities. The Brainerd Lakes Chamber of Commerce and a student from Bemidji State University toured the stations.	
Brainerd Community Job Fair	Jama Davidson	04/04/2018 - 04/04/2018	The Regional Controller and General Manager for the employment unit helped plan and promote the Brainerd Community Job Fair. The RMCEP/Brainerd Workforce Center and Brainerd Dispatch also assisted with planning and promotions.	
FCC EEO Training	Michelle Ott	11/15/2018 - 11/15/2018	Management from Brainerd 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.	
Student Job Shadow	Michael Francis	11/28/2018 - 11/28/2018	A student from Brainerd High School who is interested in a career in radio spent the morning with the WJYY morning show hosts. She observed the morning show from in studio and also observed ad production and the taping of WJYY's community focus show.	