

## Amended as of March 19th, 2019 FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KRWM-FM	Radio	Bellevue, WA	53870
KQMV-FM	Radio	Bellevue, WA	4630
KIXI-AM	Radio	Bellevue, WA	4629
KNUC-FM	Radio	Bellevue, WA	57843
KKNW-AM	Radio	Bellevue, WA	57834

For the reporting period: 10/01/17 to 09/30/18

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KRWM-FM.Warm 106.9 Account Executive - Entry Level	05/17/2018	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2015
KRWM-FM.Warm 106.9 FT Account Executive	09/24/2018	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186	2082
KRWM-FM.Warm 106.9 FT Promotion Coordinator	03/13/2018	Internal,National,S Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2095 2320	2082
KRWM-FM.WARM 106.9 Marketing/Promotions Director	02/26/2018	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2082
KQMV-FM.Hubbard Radio Seattle - FT Remote/Studio Engineer	05/09/2018	Internal,National,S Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2095 2320	2015
KQMV-FM.Hubbard Radio Seattle Digital Project Manager	11/15/2017	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2082
KQMV-FM.MOVIN 92.5 Account Executive - Entry Level	08/10/2018	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186	2082
KQMV-FM.MOVIN 92.5 Full Time Promotion Coordinator	11/09/2017	Internal,National,S Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2067 2068 2077 2084 2088 2089 2095 2320	2082
KQMV-FM.MOVIN 92.5 Street Hit Coordinator	11/16/2017	Internal,National,S Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2095 2320	2082
KNUC-FM.98.9 The Bull - Full Time Promotion Coordinator	08/29/2018	Internal,National,S Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2095	2015
KNUC-FM.Country 98.9 FM Program Director	01/29/2018	Internal,National,P,Paid Except for: 452 487 644 657 1092 2013 2022 2034 2042 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2185 2186 2320	369
KNUC-FM.Country 98.9 Marketing/Promotions Director	03/02/2018	Internal,National,P Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2085
KNUC-FM.Country 98.9 Morning Show On-Air Talent	03/13/2018		2082
KNUC-FM.Country 98.9 Morning Show On-Air Talent	03/13/2018		2082

KNUC-FM.Country 98.9 Morning Show On-Air Talent	03/13/2018			2082
KNUC-FM.Country 98.9 On-Air Talent	03/22/2018	Internal,National,P	Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2093
KNUC-FM.Country 98.9 On-Air Talent	03/22/2018	Internal,National,P	Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2082
KNUC-FM.Country 98.9 On-Air Talent	03/22/2018	Internal,National,P	Except for: 452 487 644 657 1092 2022 2034 2043 2045 2046 2051 2052 2055 2062 2064 2065 2066 2067 2068 2077 2084 2088 2089 2091 2093 2095 2112 2186 2320	2093

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	3	2015	9	2024	6	2051	1
2059	3	2060	1	2082	21	2085	18
2093	18	2112	1	2186	2		

### List of Recruitment Sources that requested postings

2043 2116

### Recruitment Source Groups

#### Group Name Ending Date: Members of this group

Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092
P=Professional	<b>Current:</b> 2014 2015 2019 2021 2022 2024 2025 2033 2034 2037 2041 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2088 2089 2091 2093 2095 2101 2112 2116 2178 2186 <b>09/06/18:</b> 2112 ADDED
Paid	<b>Current:</b> 2013 2042 2185
S=Support	<b>Current:</b> 2014 2015 2019 2021 2022 2024 2025 2033 2034 2037 2041 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2088 2089 2090 2095 2101 2116 2178
T=Technical	<b>Current:</b> 2014 2015 2019 2021 2022 2024 2025 2033 2034 2037 2041 2043 2045 2046 2051 2052 2053 2055 2056 2057 2058 2059 2060 2061 2062 2064 2065 2066 2067 2068 2077 2084 2085 2088 2089 2090 2095 2101 2116 2178 2186

### 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 Cayla McGurn (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 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	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776
1270	ReelzChannel	1844	Hubbard Radio - Washington, DC	1845	Hubbard Radio-Cincinnati

	5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800		3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000		2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Kristi Carson (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2013	Publication NA NA, WA 12345 NA (123) 123-1234
2014	Community Organization-General NA NA, WA 12345 NA (123) 123-1234	2015	Employee-Current NA NA, WA 11111 Employee (999) 999-9999	2019	Job Fair NA NA, WA 12345 Self (123) 123-1234
2021	Recruiter n/a n/a, WA 11111 n/a (555) 555-5555	2022	Radio Ad 3650 131st Ave SE Bellevue, WA 98006 n/a (425) 653-9462	2024	Self Inquiry NA NA, WA 11111 NA (999) 999-9999
2025	Emma L. Bowen Foundation 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	2033	Asian American Journalists Assn. 333 Dexter Ave. N. Seattle, WA 98109 Lori Matsukawa (206) 448-3853	2034	Boulevard Consulting Group P.O. Box 31150 Spokane, WA 99223 Dan Petek (509) 328-7307
2037	Centro Latino 1208 S 10th Street Tacoma, WA 98405 Kate Smith (253) 572-7717	2041	Division of Vocational Rehabilitation 12063 15th Ave. NE Seattle, WA 98125 Lorrie Moe (206) 368-4538	2042	Employment Clearinghouse NAB 1771 N Street NW Washington, DC 20036 Karen Hunter (202) 429-5498
2043	Everett Community College 801 Wetmore Ave. Everett, WA 98201 Nidia Alqeeq (425) 388-9100	2045	Lake Washington Technical College 11605 132nd Ave NE Kirkland, WA 98034 Kate Conant (425) 739-8132	2046	Seattle Community College District 9600 College Way N Seattle, WA 98103 Kelly D. (206) 527-7656
2051	South Seattle Community College 6000 16th Avenue SW Seattle, WA 98106 Career Center (206) 764-5304	2052	Spokane Community College 1810 N. Greene St. Spokane, WA 99217 Career Services (509) 533-7000	2053	Tacoma Urban League 2550 South Yakima Tacoma, WA 98405 Shirl Gilbert (253) 383-2007
2055	Women's Center 11605 132nd Ave. NE Kirkland, WA 98034 Amy Purcell (425) 739-8100	2056	Green River Community College/KGRG-AM/FM 12401 SE 320th Auburn, WA 98002 Tom Evans Krause (253) 833-9111	2057	N.A.A.C.P. P.O. Box 22148 Seattle, WA 98122 Lacy Steel (206) 324-6600
2058	Pacific Lutheran University Career Connections Tacoma, WA 98447 Jody Horn (253) 535-8321	2059	Washington State University PO Box 642520 Pullman, WA 99164 Glenn Johnson (509) 335-1556	2060	Bellevue College 3000 Landerholm Circle SE Bellevue, WA 98007 Michael Reese (425) 564-1000
2061	Evergreen State College - CAB 101 2700 Evergreen Pkwy NW Olympia, WA 98505 Ruth Brownstein (360) 867-6888	2062	Pierce College 9401 Farwest Drive SW Tacoma, WA 98467 Agnes Steward (253) 964-6799	2064	Highline Community College 2400 S. 240th St Des Moines, WA 98198 Chris Panganiban (206) 878-3710
2065	Tacoma Community College 6501 South 19th Street Tacoma, WA 98466 R. L. Puebla (253) 566-5000	2066	University of Puget Sound 1500 N Warner St Tacoma, WA 98416 Leah L. Vance (253) 879-3100	2067	Western Washington University 516 High St Bellingham, WA 98225 Aaron Ignac (360) 650-3000
2068	WorkSource Seattle-King County-Eastside Division 3000 Landerholm Circle SE Bellevue, WA 98007 Mary Dolliver (425) 564-2279	2077	DeVry University- Federal Way Campus 3600 South 344th Way Federal Way, WA 98001 Career Services (877) 923-3879	2081	Hubbard Radio-Phoenix 1100 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	2084	Washington State Broadcasters Association 724 Columbia Street N.W., Suite 310 Olympia, WA 98501 Char Myers (360) 705-0774	2085	Hubbard Radio Seattle Websites 3650 131st Ave SE, Suite 550 Bellevue, WA 98006 Cliff N. Johnson (425) 653-9462
2088	Renton Technical College 3000 NE 4th St Renton, WA 98056 Michelle Iko (425) 235-2352	2089	Edmonds Community College 20000 68th Ave W Lynnwood, WA 98036 Career Action Center (425) 640-1256	2090	Northwest University 5520 108th Ave NE Kirkland, WA 98033 Levi Davenport (425) 822-8266
2091	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 Customer Service (202) 895-5027	2093	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2095	Cascadia Community College 18345 Campus Way nE Bothell, WA 98011 Katie Headlee (425) 352-8144
2101	Traffic Directors Guild of America 26000 Avenida Aeropuerto, Building 114 San Juan Capistrano, CA 92675 Larry Keene (949) 429-7063	2112	CWU-Career Services 400 E. University Way Ellensburg, WA 98926 Jo Ann Ryan (509) 963-2405	2116	Art Institutes of Seattle 2323 Elliott Ave Seattle, WA 98121 Renee Pasley (206) 239-2295
2178	2060 Digital Website 2060 Reading Road Cincinnati, OH 45202 Nicole Carvelli (513) 699-5012	2185	National Association of Broadcasters Education Foundation 1771 N St NW Washington, DC 200362891 Nate Mann (202) 429-5498	2186	Indeed 177 Broad Street, 6th Floor Stamford, CT 06901 Job Coordinator (203) 328-2691
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, Mike Fredrick	06/01/2017 - 09/30/2018	In 2017, Hubbard Radio continued with the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees were first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. In the Hubbard Radio Seattle market, three employees were selected and participated in the annual program.	
Hubbard Radio Seattle Promotions Internships	Cynthia Gilsdorf	10/01/2017 - 09/30/2018	Hubbard Radio Seattle offers internships focusing on promotions. The selected interns assisted at station promotional events, and helped with marketing initiatives. Each internship is completed for college credit.	Students are generally from Central Washington University, Green River College, Pacific Lutheran University, Bellevue College and Washington State University.
Hubbard Radio Seattle Social Media Internships	Roderick Villa	10/01/2017 - 09/30/2018	Hubbard Radio Seattle offers internships focusing on Social Media. The selected interns assisted at station promotional events, and helped with social media and web posts. Each internship is completed for college credit.	Students are generally from Central Washington University, Green River College, Pacific Lutheran University, Bellevue College and Washington State University.
Bellevue College Internship Job Fair	Chiew Jones	02/09/2018 - 02/09/2018	Two Promotion Coordinators from Hubbard Radio Seattle participated in the Bellevue College Internship Fair. They met with students, alumni and community members during the event to talk about employment opportunities at Hubbard Radio Seattle, particularly the promotions departments PT positions. They also received resumes and handed out information about openings at the stations.	
FCC & EEO Program Compliance Training 2018	Michelle Ott, HBI Corporate Human Resources	02/22/2018 - 02/22/2018	Managers and supervisors of the Hubbard Radio Seattle market 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.	
Job Shadow (KQMV)	Cindy Gilsdorf	03/08/2018 - 03/08/2018	An employee already within our promotion department job shadowed in the sales department. She met with staff members and learned about what goes into selling the events that the promotions department presents to the public.	
Green River Comm. College Mass Media Talk	Professor John Knowlton	04/27/2018 - 04/27/2018	A Sales Manager participated in discussions with Mass Media Classes about the past, present, and future of radio. During the discussions, he also talked about working in the radio industry and encouraged students to apply for open positions and internships at Hubbard Radio Seattle.	After the presentations and discussions, students requested more information regarding internship opportunities with Hubbard Radio Seattle.
Green River Community College Job Fair	Tom Evan Krause	05/01/2018 - 05/01/2018	Two Promotion Coordinators attended the Green River Community College Job Fair. They spoke with attendees about careers in broadcasting and distributed information regarding current open positions.	
Seattle University	Andrea Holton	05/22/2018 - 05/22/2018	The Digital Sales Manager of Hubbard Radio Seattle was a guest lecturer at Seattle University. There were two separate lectures, with approximately 35 students in attendance in each class. The Sales Manager covered topics such as Marketing, Buyer Behavior, Technology in Marketing, etc.	
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Frederick	06/01/2018 - 09/01/2019	In 2018, Hubbard Radio continued with the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees were nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers selected up to two participants per market. In the Hubbard Radio Seattle market, two employees were selected and participated in the annual program.	

Hubbard Radio Talent Institute	Dan Vallie	06/16/2018 - 06/25/2018	Hubbard Radio Seattle sponsored the National Radio Talent Institute at Central Washington University June 16-25, 2018. The National Radio Talent Institute is a system of talent incubator programs on college campuses across the US for the purpose of discovering and coaching entry-level talent for the industry. Members of the Hubbard Radio Seattle team led sessions and provided feedback to attendees.	
Hubbard Radio-Green River College Scholarship Foundation	Tom Krause Evans, Director of Broadcast Operations & Instructor	08/01/2018 - 08/31/2018	Hubbard Radio Seattle donated \$2500 to the Green River Community College Foundation to provide a scholarship to a deserving student in the Communications program. The Business Manager for the employment unit and the GRCC Board of Directors selected a scholarship recipient using the following criteria: <ul style="list-style-type: none"> <li>• A second year GRCC student enrolled in the Radio Broadcasting program</li> <li>• Have a minimum of 2.8 cumulative GPA</li> <li>• Display merit and need</li> <li>• Display a motivation to continue their education</li> </ul>	
Green River College Annual Banquet	Tom Krause	08/15/2018 - 08/15/2018	Hubbard Radio Seattle VP/MM attended the Green River College Annual Banquet to be the Keynote speaker and award the Hubbard Scholarship to the recipient of this years award.	
Station Tours	Lisa Adams-Rosendahl	08/15/2018 - 08/15/2018	Station tours are conducted as requested for schools and community organizations interested in learning about the radio industry and careers in broadcasting. Tour participants speak with on air personalities, producers, as well as sales and promotions personnel about their jobs and what it takes to work in the industry. They also see what happens behind the scenes at the stations.	This was in tandem with the Green River College/Hubbard scholarship banquet, where approximately 25 Green River students toured the Hubbard Radio Seattle stations.