

# FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
KDKB-FM	Radio	Phoenix, AZ	41299
KUPD-FM	Radio	Phoenix, AZ	65166
KDUS-AM	Radio	Phoenix, AZ	65165
KSLX-FM	Radio	Phoenix, AZ	11282
KAZG-AM	Radio	Phoenix, AZ	11272

For the reporting period: 06/01/15 to 05/31/16

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
KDKB-FM.Controller	12/17/2015	Internal,National,Paid,S Except for: 452 487 644 657 1092 1843 1961 1969 1970 1984 1985 1987 1988 1993 1994 2001 2002 2004 2005 2006 2007	1972
KDKB-FM.New Business Digital Account Executive	11/03/2015	Internal,National,S	1963
KDKB-FM.New Business Digital Account Executive	11/03/2015	Internal,National,S	1965
KUPD-FM.98KUPD Promotions Coordinator	06/29/2015	Internal,National,S	1995
KUPD-FM.Account Executive	12/21/2015	Internal,National,P Except for: 254 2239	2087
KUPD-FM.Digital Media Coordinator	12/21/2015	Internal,National,P Except for: 254	1963
KSLX-FM.Chief Engineer	04/06/2016	Internal,National,T Except for: 452 487 644 657 1092 1962 1964 1967 1970 1984 1985 1987 1988 2000 2001 2002 2005 2239	2087
KSLX-FM.KSLX FT Account Executive	08/31/2015	Internal,National,P	1963
KSLX-FM.KSLX Sales Coordinator	08/12/2015	Internal,National,S	2000
KSLX-FM.KSLX Sales Coordinator	03/18/2016	Internal,National,S Except for: 452 487 644 657 1092 1962 1964 1967 1970 1984 1985 1987 1988 2001 2002 2005 2239	1963
KSLX-FM.Program Director	03/18/2016	Internal,National,P,Paid Except for: 1961 1969 1993 1994 2000 2006 2007 2234 2239	1972

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1961	1	1963	10	1965	5
1966	1	1968	1	1972	5	1995	11
1996	2	1997	4	2000	3	2001	1
2002	3	2081	10	2087	5	2234	1

List of Recruitment Sources that requested postings

1973 1978 1980 1981 1983 1987 2098

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 <b>01/07/16:</b> 912 INACTIVE 913 INACTIVE
National	<b>Current:</b> 255 452 487 644 657 1092 2239 <b>11/17/15:</b> 254 ADDED <b>02/04/16:</b> 254 INACTIVE <b>01/12/16:</b> 1843 INACTIVE 2239 ADDED
P=Professional	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1969 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1994 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2098 2106 <b>01/27/16:</b> 1973 INACTIVE
Paid	<b>Current:</b> 1961 1969 1993 1994 2006 2007 2234 <b>12/14/15:</b> 2234 ADDED
S=Support	<b>Current:</b> 1962 1963 1965 1966 1967 1968 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106 <b>01/27/16:</b> 1973 INACTIVE

T=Technical **Current:** 1962 1963 1965 1966 1967 1968 1972 1974 1975 1976 1977 1978 1979 1980 1981 1983 1984 1985 1986 1987 1988  
 1989 1990 1991 1995 1996 1997 1998 1999 2000 2001 2002 2004 2005 2087 2106  
**01/27/16:** 1973 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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 Dixie Hansen (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 1320 Salem Rd SW Rochester, MN 55902 Andrew Browning (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (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	912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
913	KTMY-FM 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 Guillame (727) 535-6776
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (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
1961	Publication 123 x, AZ 12345 xx (123) 456-7890	1962	Community Organization-General na na, AZ 11111 NA (111) 111-1111	1963	Employee-Current NA NA, AZ 11111 Employee (999) 999-9999
1965	Website na na, AZ 11111 NA (111) 111-1111	1966	Internal Applicant na na, AZ 111111 Self (111) 111-1111	1967	Job Fair NA NA, AZ 11111 Self (111) 111-1111
1968	Market Referral NA NA, AZ 11111 NA (999) 999-9999	1969	Recruiter x x, AZ 12345 x (123) 456-7890	1972	Self Inquiry NA NA, AZ 11111 Self (999) 999-9999
1973	Area Agency on Aging 1366 E. Thomas Rd. Phoenix, AZ 85016 Yolanda Locher (602) 264-2255	1974	Arizona Hispanic Chamber of Commerce 225 E. Osborn Rd Ste 201 Phoenix, AZ 85012 Susette Coumides (602) 294-6082	1975	Arizona Opportunities Industrialization Center 39 E. Jackson Phoenix, AZ 85004 Janet Shines (602) 513-8311
1976	Arizona Workforce Connection 4732 S Central AVE Phoenix, AZ 85040 Bob Buchanan (602) 506-9675	1977	AZ Women's Education & Employment 640 N. 1st Ave. Phoenix, AZ 85003 Jaclyn Boyes (602) 223-4333	1978	Chicano Por La Causa, Inc. 1112 E. Buckeye Rd Phoenix, AZ 85034 Edmundo Hidalgo (602) 257-0700

1979	Collins College 1425 W. 14th Street, Suite 100 Tempe, AZ 85281 Joe Jeun (480) 966-3000	1980	DeVry University 2149 W. Dunlap Phoenix, AZ 85021 Dina Handler (602) 870-9222	1981	Family Service Agency 2400 N Central Ave #101 Phoenix, AZ 85004 Derek Jeske (602) 264-9891
1983	Goodwill of Central Arizona 2626 W. Beryl Ave. Phoenix, AZ 85021 Holly Schor (602) 535-4170	1984	L.U.L.A.C. 1604 E. Campus Dr. Tempe, AZ 85282 Frank Carrillo (480) 838-1849	1985	Maricopa Workforce Connection 163 N Dobson Rd Mesa, AZ 85201 M Bernard (480) 962-7678
1986	NAACP P.O. Box 20883 Phoenix, AZ 85036 Rev. Oscar Tillman (602) 252-4064	1987	Phoenix Job Corps 518 S. 3rd St. Phoenix, AZ 85004 Career Transition (602) 322-2847	1988	Phoenix Urban League 1402 S. 7th Ave. Phoenix, AZ 85007 Mel Hannah (602) 254-5611
1989	University of Arizona 1303 E. University Dr Ste 411 Tucson, AZ 85721 Karen Bartos (520) 621-4606	1990	Valle Del Sol, Inc. 1209 S. 1st Ave. Phoenix, AZ 85003 Grace Morales (602) 258-6797	1991	Howard University 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-5806
1993	Native American Journalists Association University of Oklahoma 395 W. Lindsey St. Norman, OK 73019 Rebecca Landsberry (405) 325-1649	1994	National Association of Hispanic Journalists 1050 Connecticut Ave NW Washington, DC 20036 Hugo Balta (202) 662-7145	1995	KUPD-FM 1900 West Carmen Tempe, AZ 85283 Susan Kaiser (480) 838-0400
1996	KDKB-FM 1167 W Javelina Ave Mesa, AZ 85210 Susan Kaiser (480) 897-9300	1997	KSLX-FM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	1998	KDUS-FM 1900 West Carmen Tempe, AZ 85283 Susan Kaiser (480) 838-0400
1999	KAZG-AM 4343 E Camelback Road Suite 200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	2000	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2001	AMFM Jobs PO Box 4116 Oceanside, CA 92052 Mark Holloway (800) 374-0119
2002	Arizona State University 1151 S. Forest Ave Tempe, AZ 85281 Career Services (480) 965-2100	2004	Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 NA (602) 252-4833	2005	Maricopa County Community Colleges 2411 West 14th Street Tempe, AZ 85281 Career Network (480) 731-8000
2006	10/13 Communications 1620 West Fountainhead Parkway, Suite 219 Tempe, AZ 85282 Lucille (480) 898-6504	2007	Arizona Republic 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 Advertising (602) 252-4833	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2087	Hubbard Radio Phoenix Websites 4343 E Camelback Rd #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007	2098	Palmer Media Services 5912 E Oak St Scottsdale, AZ 85257-193 Polly Palmer (602) 397-7156
2106	East Valley Institute of Technology 1601 W Main Mesa, AZ 85201 Steve Grosz (480) 461-4000	2234	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 Customer Service (000) 000-0000	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988

#### Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Programming Internship	Rich Gray, Program Director KDUS	05/21/2015 - 08/31/2015	KDUS-FM offered a summer internship in the Programming Department. The selected intern worked with on-air talent and producers and assisted with production activities.	The student was from ASU, School of Broadcasting and received college credit for the internship.
ASU Hubbard Radio Phoenix Scholarship	Beth Steurer	06/01/2015 - 05/31/2016	The Stations annually sponsor the Hubbard Radio Scholarship program at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe, AZ.  In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria: <ul style="list-style-type: none"> <li>• Have a focus in broadcast journalism.</li> <li>• Be a sophomore or above</li> <li>• Have a minimum GPA of 3.0</li> <li>• Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.</li> </ul>	