

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2021 to 05/31/2022

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

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KDKB-FM.Morning Show On-Air Talent(21-1546)	01/25/2022	379, 1450, 1974, 1975, 1976, 1977, 1978, 1980, 1981, 1983, 1990, 1991, 2098, 2106, 2226, 3000, 3077, 5000	3000

## 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
1450	Indeed.com	Austin Texas,		0
1974	Arizona Hispanic Chamber of Commerce	1020 E. Missouri Ave Phoenix Arizona, 85014	Susette Coumides 6022791800	0
1975	Arizona Opportunities Industrialization Center	39 E Jackson St Phoenix Arizona, 85004	Janet Shines 6025138311	0
1976	Arizona Workforce Connection	4732 S Central Ave Phoenix Arizona, 85040	Bob Buchanan 6025069675	0
1977	AZ Women's Education & Employment	326 E Coronado Rd # 105 Phoenix Arizona, 85004	Jaclyn Boyes 6026017200	0

1978	Chicanos Por La Causa	1112 E Buckeye Rd Phoenix Arizona, 85034	Edmundo Hidalgo 6022570700	0
1980	DeVry University	2149 W Dunlap Ave Phoenix Arizona, 85021	Dina Handler 6027494500	0
1981	Family Service Agency	2400 N Central Ave #101 Phoenix Arizona, 85004	Derek Jeske 6022342639	0
1983	Goodwill of Central Arizona	2626 W Beryl Ave Phoenix Arizona, 85021	Ron Mack 6025354170	0
1990	Valle Del Sol, Inc	1209 S 1st Ave Phoenix Arizona, 85014	Lidia Arrazola 6022586797	0
1991	Howard University	2400 Sixth St NW Washington Dist. Columbia, 20059	Career Services 2028067513	0
2098	Palmer Media Services	5912 E Oak St Scottsdale Arizona, 85257	Polly Palmer 6023977156	0
2106	East Valley Institute of Technology	1601 W Main St Mesa Arizona, 85201	Steve Grosz 4804614049	0
2226	Employee Referral			1
3000	HBI Career Site			2
3077	Conservatory of Recording Arts & Sciences	1205 N Fiesta Blvd Gilbert Arizona, 85233	Rachel Ludeman	0
5000	Internal			0

## Outreach Activities

**Name of Event/ Initiative**  
ASU Hubbard Radio Phoenix  
Scholarship

**Contact Person**  
Susan Kaiser

**Date**  
05/01/2022-  
05/02/2023

**Description of Initiative**  
The Market continues their annual  
sponsorship of the Journalism Scholarships  
Fund at the Walter Cronkite School of

Journalism and Mass Communication at Arizona State University (ASU) in Tempe. The scholarship recipient meets with the representatives of the Market. In order to receive the Hubbard Radio Scholarship, the student must meet or exceed the following criteria: 1) Have a focus in broadcast journalism 2) Be a sophomore or above 3) Have a minimum GPA of 3.0 4) Have filled out an application which asks the students' career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need

East Valley Institute of Technology Career Fair	Jake Hansen	04/27/2022-04/27/2022	Hubbard Radio Phoenix participated in a career fair for students at the East Valley Institute of Technology. Students in attendance were part of the radio, IT, graphic design, video production and 3D animation programs at the school. Information about job opportunities was given out.
Franklin Covey Leadership Training	Julie Pomeroy	03/01/2021-02/28/2022	Hubbard Radio Phoenix management staff participated in leadership training. The two programs were: The 4 Essential Roles of Leadership and The 6 Critical Practices for Leading a Team. Each program consisted of a series of sessions spanning over several weeks. The program is designed to develop leadership skills for managers.
Mentoring Program	Julie Pomeroy	04/01/2022-03/31/2023	Hubbard has developed a mentoring program to facilitate the sharing of knowledge, skills, expertise, insights and experiences through dialogue and collaborative learning between two people. Participation in the program provides benefits to both the mentor and mentee. Mentees are responsible for finding their mentor based on their professional development needs and desired outcomes. Staff from the Market are motivated to participate as mentors and mentees. The program is available to all employees.
Northern Arizona University Hubbard Radio Scholarship	Susan Kaiser	05/01/2022-05/01/2023	Hubbard Radio Phoenix sponsors, annually, the Hubbard Radio Phoenix Scholarship program at Northern Arizona University (NAU) in Flagstaff. In order to receive the scholarship, the student must meet or exceed the following criteria: 1) Declared major in Creative Media and Film 2) Actively involved with the KJACK Radio program