

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: 12/01/16 to 11/30/17

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WJJY-FM.Account Executive	12/28/2016	P Except for: 2216 2221	2236
WJJY-FM.General Manager	05/30/2017	P Except for: 2216 2221 2224 2236 2259 2260	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	2236	1				

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
National	Current: 255 452 487 644 657 1092 01/26/17: 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	Current: 2214 2216 2220 2221 2224 2236 2258 2259 2260 2261 2266 2283 2286 06/15/17: 2286 ADDED 04/27/17: 2283 ADDED
Paid	Current: 2215
S=Support	Current: 2216 2220 2221 2224 2236 2283 04/27/17: 2283 ADDED
T=Technical	Current: 2216 2220 2221 2224 2236 2258

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 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (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	1092	Hubbard 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 5650 University Blvd SE	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW	1845	Hubbard Radio-Cincinnati 2060 Reading Rd

1847	Albuquerque, NM 87106 Lori Lung (505) 212-8800 Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Washington, DC 20016 Sue Rushkowsky (202) 895-5000 Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2081	Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102 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	2214	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, MN 55416 Linda LaSere (612) 926-8123	2215	Zip Recruiter 1453 3rd Street Promenade #335 Santa Monica, CA 90401 n/a (877) 252-1062
2216	Disabled Veterans 204 Laurel Street Brainerd, MN 56401 John Gagnon (218) 825-6776	2220	Hubbard Radio Brainerd Website 13225 Dogwood Drive S Baxter, MN 56425 Michael Boen (218) 822-4444	2221	Job Fair x x, AL x x (123) 345-1234
2224	Minnesota Works.net 204 Laurel Street, Suite 21, Brainerd, MN 56401 Trudi Amundson (612) 963-1536	2236	On Air Announcement 13225 Dogwood Drive Baxter, MN 56425 Mike Boen (218) 822-4444	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
2254	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2258	All Access 28955 Pacific Coast Highway #210 Malibu, CA 90265 N/A (310) 457-6616	2259	Central Lakes College-Brainerd 501 W College Dr Brainerd, MN 56401 Deb Norlin (218) 855-8156
2260	Minnesota State Community and Technical College M State, 150 2nd St. SW, Suite B Perham, MN 56573 Rhonda Bahls (218) 347-6235	2261	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 N/A (555) 555-5555	2266	Employee Referral Dogwood Dr Baxter, MN 56425 Justin Jerve (218) 828-1244
2283	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2286	Radio Online 3500 Tripp Ave Amarillo, TX 79121-163 Ron Chase (777) 777-7777		

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Station Tours	Various	12/01/2016 - 11/30/2017	Employees for the employment unit conducted tours in which groups learn about radio, career opportunities, and our facilities. Groups that toured include Central Lakes College, Crosby-Ironton High School, Quality Enterprises and Brainerd Lakes Chamber of Commerce.	
St. Cloud Technical & Community College Job Fair	Jacqueline Bauer	03/28/2017 - 03/28/2017	The Regional Controller of the employment unit attended the St. Cloud Technical and Community College Job Fair and spoke to students about current openings and careers in radio.	
Midwest Journalism Conference Career Fair	Christine Diers	04/01/2017 - 04/01/2017	The Regional Controller for the employment unit attended the career fair and spoke to attendees about current openings and careers in broadcasting.	
Brainerd Community Job Fair	Johanna Dziengel	04/05/2017 - 04/05/2017	The Regional Controller and Business Manager for the employment unit attended the Brainerd Community Job Fair and provided information on radio careers to attendees. The market also co-sponsored the event.	
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.	
EEO Training Webinar	Lauren Lynch Flick	10/18/2017 - 10/18/2017	The Regional Controller for the employment unit attended FCC EEO training presented by Pillsbury Law.	