

FCC EEO Combined Public File Report

For the Reporting Period: 10/01/2022 to 09/30/2023

Call Letter	Type of Station	Location:City/State	Facility ID
KPNT-FM	Radio	Collinsville, IL	56525
KSHE-FM	Radio	Crestwood, MO	19523
WARH	Radio	Granite City, IL	74577
WIL-FM	Radio	St. Louis, MO	72390
WXOS	Radio	East St. Louis, IL	56512

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
KPNT-FM.Hubbard Radio Videographer(22-1512)	12/22/2022	379, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 3111, 5000	5000
KPNT-FM.105.7 The Point Account Executive(22-1578)	03/06/2023	379, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 3111, 3115, 3118, 5000	1457
KPNT-FM.TMA Podcast Producer(22-1580)	12/20/2022	379, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 3111, 3115, 3118, 5000	1443
KPNT-FM.Marketing Support Specialist(22-1645)	01/04/2023	1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 3000, 3111, 3115, 5000	2226
KPNT-FM.Rizz Show Cast Member(23-1036)	03/16/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	2226

KPNT-FM.Promotion Coordinator(23-1056)	04/04/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	1509
KPNT-FM.Video Services Manager(23-1062)	03/17/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	2226
KPNT-FM.Hubbard Interactive Content Video Editor(23-1143)	04/25/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	2226
KPNT-FM.Hubbard Interactive Junior Videographer(23-1144)	04/27/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	1457
KSHE-FM.Broadcast Engineer(23-1031)	02/22/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	5000
KSHE-FM.Promotion Coordinator(23-1042)	02/13/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	5000
KSHE-FM.KSHE PM Drive On-Air Talent(23-1059)	03/14/2023	9000	9000
KSHE-FM."Producer/On Air Talent for The Josh Innes Show, KSHE 95 Afternoon Drive"(23-1104)	04/12/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 5000	5000

KSHE-FM.Sales/Traffic Coordinator(23-1223)	06/27/2023	379, 1443, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2114, 2226, 3000, 3111, 3115, 3118, 5000	1457
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WXOS.101 ESPN Morning Show On-Air Talent(22-1581)	02/09/2023	379, 1450, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 3111, 3115, 3118, 5000	5000
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WXOS.Accounting Manager(22-1642)	01/31/2023	379, 1443, 1450, 1457, 1484, 1492, 1494, 1495, 1497, 1503, 1504, 1506, 1508, 1509, 1510, 1511, 1515, 1517, 1518, 1519, 1521, 1523, 1524, 1526, 1530, 1533, 1538, 1539, 1541, 1542, 1544, 1545, 1546, 1547, 1551, 1552, 1553, 1554, 1555, 1556, 1559, 1560, 1562, 1564, 1565, 1567, 1569, 1573, 1574, 1575, 1578, 1580, 1581, 1582, 1584, 1586, 1592, 1594, 1596, 1597, 1598, 1599, 1600, 1601, 1603, 1607, 1609, 1610, 1865, 1866, 2226, 3000, 3111, 3115, 5000	1450
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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
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	2
1450	Indeed.com	Austin Texas,		10
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		8
1484	*SAG AFTRA Missouri Valley Local	1034 S Brentwood Blvd # 1310 Saint Louis Missouri, 63117	Maureen O'Brien 3142310924	0
1492	Blackburn College	700 College Ave Carlinville Illinois, 62626	Suzanne Krupica 2178543231	0
1494	*Bradley University	1501 W Bradley Ave Peoria Illinois, 61625	Janet Pesek 3096772510	0

1495	Broadcast Center	9051 Watson Road, Suite C #235 Crestwood Missouri, 63126	Don Jolaszewski 3146478181	0
1497	Christian Service Center	1000 North 19th Saint Louis Missouri, 63106	Roman Williamson 3142311515	0
1503	Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1504	*College of the Ozarks Career Center	PO Box 17 Point Lookout Missouri, 65726	Jim Freeman 4176903249	0
1506	Cotley College	1000 West Austin Nevada Missouri, 64772	Kim Severance 4176678181	0
1508	Crowder College	601 Laclede Neosho Missouri, 64850	Abby Tribble 4174555618	0
1509	Columbia College	1001 Rogers St MOH 219 Columbia Missouri, 65216	Handshake 5738757425	1
1510	DePaul University	1 E Jackson # 9500 Chicago Illinois, 60604	Handshake 3123625597	0
1511	Dominican University	7900 W Division St River Forest Illinois, 60305	Handshake 7085246786	0
1515	*Eastern Illinois University Career Services	2086 7th St. Charleston Illinois, 61920	Keli Walters 2175812412	0
1517	Employment & Training	26 N Oaks Plaza Saint Louis Missouri, 63121	Alicia Rogers 3143812253	0
1518	Fontbonne College	6800 Wydown Saint Louis Missouri, 63105	Christine Keller 3148894516	0
1519	Family Forward	1167 Corporate Lake Dr Saint Louis Missouri, 63132-121	Cecily Whit-Mohammad 3145349350	0
1521	Gateway Homeless Services Inc	1000 N 19th St Saint Louis Missouri, 63106	Kathy Connors 3142311515	0

1523	Governor's State University	1 University Pkwy A1120 University Park Illinois, 60484	Janet Wolske 7082353974	0
1524	Greenville College	315 E College Ave Greenville Illinois, 62246	Kelli Pryor 6186646655	0
1526	Harris Stowe State College	3025 Laclede Ave St Louis Missouri, 63103	Handshake 3143403512	0
1530	*Illinois College	1101 W College Ave Jacksonville Illinois, 62650	Susie Drake 2172453041	0
1533	The International Institute of St Louis	3401 Arsenal St. Louis Missouri, 63118	Emma Richardson 3147739090	0
1538	Knox College	2 E South St Campus Box Galensburg Illinois, 61401	Handshake 3093417494	0
1539	Lindenwood University	209 S Kingshighway Dr St Louis Missouri, 63301	Handshake 6369494806	0
1541	LDS Employment Resource Service	12843 Penridge Dr Bridgeton Mississippi, 63044	Fred & Suzanne Mertlich 3143440050	0
1542	Loyola University Chicago	1032 W Sheridan Chicago Illinois, 60660	Handshake 3129158840	0
1544	Maryville University	650 Maryville University Dr St Louis Missouri, 63141	Handshake 3145299375	0
1545	*McKendree University	701 College Rd Lebanon Illinois, 62254	Jennifer Pickerell 6185376806	0
1546	MERS Goodwill St Charles	#1 Westbury Dr Building B St Charles Missouri, 63301	Marissa Hiatt 6369467559	0
1547	MERS Goodwill St Louis	1727 Locust St Louis Missouri, 63103	Joe Byrne 3149828825	0
1551	State of Missouri Career Center	4040 Seven Hill Dr # 166 Florissant Missouri, 63033	Don Smith 3147371325	0

1552	Missouri Baptist University	One College Park Dr St Louis Missouri, 63141	Handshake 3143922241	0
1553	Missouri Southern State University	3950 E Newman Rd Joplin Missouri, 64801	Alex Gandy 4176259343	0
1554	*Missouri State University	901 S National Ave Springfield Missouri, 65897	Career Center 4178365636	0
1555	Monmouth College	700 E Broadway Monmouth Illinois, 61462	Handshake 3094572115	0
1556	Moody Bible College	820 N LaSalle Blvd Chicago Illinois, 60610	Patrick Friedline 3123294414	0
1559	Northeastern Illinois Univ	5500 N St Louis Ave Chicago Illinois, 60625	Handshake 7734424692	0
1560	Northern Illinois University	Northern Illinois University 220 Campus Life Building DeKalb Illinois, 60115	Cathy Doederlein 8157531000	0
1562	Near Southside Employment Coalition	2649 Pestalozzi Saint Louis Missouri, 63118	Ohala Ward 3148654453	0
1564	Olivet Nazarene University	One University Ave Bouonnais Illinois, 609141345	Handshake 8159395243	0
1565	Patricia Stevens College	1521 Washington Ave Saint Louis Missouri, 63103	Steve Asher 3144210949	0
1567	Park University	8700 NW River Park Dr Parkville Missouri, 64152	Handshake 8165846350	0
1569	Principia College	1 Maybeck Place Elsah Illinois, 62028	John Lane 6183745772	0
1573	*St Charles Community College	4601 Mid Rivers Mall Dr, Administration Bldg., 1200 Cottleville Missouri, 63376	Jenny Hahn Schnipper 6369228243	0
1574	St Louis ARC	1177 N Warson Road Saint Louis Missouri, 63132	Brian Hubler 3145692211	1

1575	*St Louis Community College FP	5600 Oakland St. Louis Missouri, 63110	Career Development	0
1578	Saint Louis University	30 North Grand #331 Saint Louis Missouri, 63103	Handshake 3149772828	0
1580	*State Fair Community College	3201 W 16th St Sedalia Missouri, 65301	Emily Westermier 660-530-5822	0
1581	St Louis Community College Flo Valley	3400 Pershall Rd St. Louis Missouri, 63135	Davis Moore 3145134543	0
1582	Southern Illinois University Carbondale	1263 Lincoln Dr, Room 128 Mail Code 4703 Carbondale Illinois, 62901	Handshake 6184531045	0
1584	Southwestern Illinois College	2700 Carlyle Ave Belleville Illinois, 62221	LaTasha Rodgers 6182225552	0
1586	St Louis Community College Meramec	11333 Big Bend Blvd AD 249 Kirkwood Missouri, 63122	Jacqueline Meaders-Booth 3149847578	0
1592	*University of Central Missouri	P.O. Box 800 Warrensburg Missouri, 64093	Tonya Hammons 6605434985	0
1594	University of IL at Chicago	1200 West Harrison #3050 Chicago Illinois, 60607	Handshake 3129962382	0
1596	University of IL at Urbana/Champaign	715 S Wright St Champaign Illinois, 61820	Handshake 2173330820	0
1597	*University of IL at Springfield	One University Plaza MS SAB 50 Springfield Illinois, 62703	Doug Brackney 2172066508	0
1598	*University of Missouri St Louis	278 Millennium Student Center St. Louis Missouri, 63121	Emily Rapko McEneny 3145165100	0
1599	University of St Francis	500 Wilcox St Joliet Illinois, 60435	Handshake 8157403440	0
1600	*Urban League of Metro St Louis	8960 Jennings Station Rd St Louis Missouri, 63136	Hollis R. Whiting 3143889840	0

1601	Urban League of Metro St Louis	935 Vandeventer St. Louis Missouri, 63108	Lawrence Prograis, III 3146153642	0
1603	Valparaiso University	1509 Chapel Dr Valparaiso Indiana, 46383	Handshake 2194645005	0
1607	Washington University	Campus Box 1091 1 Brookings Saint Louis Missouri, 63130	Sarah Jennings 3149355930	0
1609	William Woods University	One University Ave Fulton Missouri, 65251	Amy Dittmer 5735924313	0
1610	Women in Charge	1483 82nd Blvd University City Missouri, 63132	Victoria Sharp 3144327300	0
1865	Lincoln University	820 Chestnut St Jefferson City Missouri, 65101	Handshake 5736815166	0
1866	National Federation of the Blind	891 Tropical Ln Columbia Missouri, 65205	Gary Wunder 5738741774	0
2114	Country Aircheck	914 18th Ave S Second Floor Nashville Tennessee, 37212	Monta Vaden 8655181229	0
2226	Employee Referral			14
3000	HBI Career Site			5
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
3115	Webster University	470 E Lockwood Ave Webster Groves Missouri, 63119	Handshake	0
3118	MOJobs	1520 Market Street Room 3050 St. Louis Missouri, 63103	State job bank	0
5000	Internal			11
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		1

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Covey Leadership Training	Julie Pomeroy, Senior Manager, Learning, Training & Development	10/03/2022- 10/26/2022	The Marketing Manager participated in leadership training. She attended Developing Emotional Intelligence. Training was provided to grow and develop management/leadership skills.
Employee Training	Megan Clappe	03/27/2023- 06/21/2023	A Market Broadcast Engineer studied for, passed, and received the Certified Broadcast Networking Technologist Certification from the Society of Broadcast Engineers. The certification is designed for persons who wish to demonstrate a basic familiarity with networking hardware as utilized in business and audio/video applications in broadcast facilities. The exam questions are about wiring standards and practices, maintenance, troubleshooting and connectivity issues and challenges unique to broadcast-based networks.
Employee Training	New Horizons Computer Learning Center	08/16/2023- 08/16/2023	A member of the Business Office attended an 8 hour training course on Microsoft Excel for Office 365. The training is to enhance and learn new necessary Excel skills required for the job.
HubbardNXT	Dan Seaman	10/01/2022- 06/22/2023	In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders in the company, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Employees are first nominated by management to apply for the program. Following the formal applicant process, Hubbard Radio Market Managers select 1 participant per market. An Account Executive was selected to participate.
Job Shadow Program	Carolyn Smith	08/23/2023- 08/28/2023	The job shadowing program is a short-term learning experience that allows participants to follow employees during a typical day while observing daily activities and asking questions about a career in media. The experience can help participants formulate a more realistic impression of whether they are compatible regarding their individual interests and abilities. Job Shadowing is a good way to assist in building lasting partnerships among participants, educators, and our company. 9

employees and 1 non-employee participated in the job shadow program.

Morning Show Boot Camp	Don Anthony	08/10/2023-08/11/2023	Morning Show Boot Camp is an annual conference and gathering for on-air radio talent, program directors and other industry professionals to learn about innovative ways to engage listeners on a variety of topics presented by subject matter experts in the radio industry. The Operations Manager for the Market attended and networked with other industry professionals about employment opportunities.
Sales Training and Development	Doug Lotierzo	02/20/2023-10/06/2023	Sandler Solutions is a leading global Sales Training and Professional Development organization. The Business Unit's Sales Managers and Account Executives attended a total of eight (8) 90-minute virtual sessions over the course of 4+ weeks for the purpose of building sales skills. The sessions were a mix of group discussions, training, and real world situational problem solving covering many topics.
Summer Internship Program	Mike Rider	06/05/2023-08/18/2023	The employment unit hired an undergraduate student attending a post-secondary institution for a summer internship. The intern learned about and helped with board operations, production, show planning and producing, play-by-play automation, traffic logs, affidavits, and scheduling. The intern also shadowed several live shows, sat in on sales meetings, and attended a station event.