



**Annual EEO Public File Report Form
KXCI-FM Tucson, Arizona
Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Foundation for Creative Broadcasting, Inc. dba KXCI-FM ("KXCI") of Tucson, Arizona and is required to be placed in the public inspection file of this station and posted on KXCI.org.

The information contained in this Report covers the time period beginning June 1, 2011 to and including May 31, 2012 (the "applicable period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

Appendices 1, 2 and 3 which follow have been designed in the aggregate to provide the required information. Please note that during the applicable period, KXCI only reached the five full-time employees mark (triggering EEO reporting) with the hiring that occurred on May 24, 2012.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether they were interviewed in person, over the phone or by e-mail.

**Appendix 1 to Annual EEO Public File Report
Covering the Period from June 1, 2011 to and including May 31, 2012**

<u>Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviews from All Sources for Position</u>
Special Projects Coordinator /afternoon host	Station web site	Four

Appendix 2 to Annual EEO Public File Report

EEO Job Notification Resource List

KXCI contacts these organizations whenever it seeks to hire new, full-time employees. In addition it notifies all current employees of any new, full-time job openings that they may want to apply for. Organizations can request to be added to this notification list by contacting KXCI General Manager Randy Peterson at (520) 623-1000 or by email at Randy@KXCI.org. KXCI is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

Arizona Daily Star

4850 South Park Avenue, Tucson Arizona 85714
Phone: (520) 573-4343

Tucson Weekly and Inside Tucson Business (Wick Communications)

3280 East Hemisphere Loop, Suite 180, Tucson Arizona 85706
Phone: (520) 294-1200
classifieds@azbiz.com

University of Arizona School of Journalism

Marshall Building Room 334
PO BOX 210158B, Tucson Arizona 85721
Phone: (520) 621-7556
Fax: (520) 621-7557
David Cuillier, Journalism School Director
journal@email.arizona.edu

University of Arizona School of Theatre, Film and Television

Marshall Building, Room 220
PO BOX 210158B, Tucson Arizona 85721
Phone: (520) 621-5520
Dr. Mary Beth Haralovich, Director of Internship Program
mbharalo@email.arizona.edu
Also: Yuri Makino, Associate Director, Film & Television
ymakino@email.arizona.edu

KAMP Student Radio at the University of Arizona

University of Arizona, 615 North Park Avenue #101, Tucson Arizona 85721
Phone: (520) 621-8002
Mike Camarillo, Student Advisor
camarill@u.arizona.edu

Cronkite School of Journalism and Mass Communications, Arizona State University

555 North Central Avenue, Suite 302, Phoenix Arizona 85004
Phone: (602) 496-5555
Mike Wong, Director of Career Services
mike.wong@asu.edu

(Appendix 2, continued)

National Federation of Community Broadcasters
1101 Pennsylvania Avenue, NW, Suite 600, Washington DC 20004
Phone: (202) 756-2268
Ginny Berson, Vice President and Director of Federation Services
ginnyz@nfcfb.org

Arizona Broadcasters Association
426 North 44th Street, Suite 310, Phoenix Arizona 85008
Phone: (602) 252-4833
Jennifer Latko, Executive Assistant/Office Manager
jlatko@azbroadcasters.org

Fred G. Acosta Job Corps Center
901 South Campbell Avenue, Tucson Arizona 85719
Phone: (520) 792-3015
Fax: (520) 628-1552

Tucson Hispanic Chamber of Commerce
823 East Speedway Blvd., Tucson Arizona 85719
Phone: (520) 620-0005
Fax: (520) 844-7071
Leslie Leon, Chief of Staff
office@TucsonHispanicChamber.org

Tucson-Southern Arizona Black Chamber of Commerce
1443 East Broadway Blvd., Tucson Arizona 85719
Phone: (520) 623-0099
Fax: (520) 623-1930
Clarence Boykins, President

Other Websites:

Corporation for Public Broadcasting, www.cpb.org/jobline
Development Exchange, www.deiworksites.org/job-line
Association of Fundraising Professionals, www.afpsoaz.org/job-postings
Craigslis, tucson.craigslis.org
Station website, www.kxci.org

Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2011 to and including May 31, 2012

Station: KXCI-FM Tucson, Arizona

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KXCI

Description of the Activities:

Internship Program:

KXCI offers college and high school students the opportunity to learn the day-to-day workings of radio stations, both for college credit and (for high school) senior project completion. The internship program provides an opportunity for students to work in several areas, including production, editing recordings, marketing and promotional events, working the control board, in-studio and field recordings, and various other activities which teach the skills necessary for employment in the broadcast industry. Typical college internships last one or two semesters and involve a minimum of ten hours of work per school week. In the applicable period, one college student from the University of Arizona completed a one semester internship. A second intern from Pima Community College completed a non-credited four-week job shadowing totaling approximately 40 hours. Typical high school internships last three to ten weeks and involve total hours between 75 and 100 hours. In the applicable period, two high school students (one each from St. Gregory's and City High School) completed multi-week internships.

Training Program:

KXCI offers free broadcasting classes in our community. While designed to provide volunteers for our station's pool of deejays, these trainings have consistently led to employment in radio broadcasting for many participants over the years. In the applicable period, training was provided to 26 individuals in three different class sessions, each session covering 8 hours of hands-on training in station operations, equipment usage, and FCC broadcast regulations.

Educational Outreach:

On October 14, 2011, seven students and two instructors from the Arizona School for the Deaf and Blind (ASDB) toured the station and spoke with various team members about both on- and off-air careers in broadcasting.

On April 4, 2012, five students and one teacher from Imago Dei Middle School toured the station and spoke with KXCI General Manager Randy Peterson, who also discussed his job and general careers in radio broadcasting.