



**91.3 FM**

220 S. 4th Ave  
Tucson, AZ 85701  
(520) 623-1000  
Listen live at  
[www.kxci.org](http://www.kxci.org)

**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](http://KXCI.org).

The information contained in this Report covers the time period beginning June 1, 2012 to and including May 31, 2013 (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 KXCI had no full-time vacancies during the applicable period.

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, 2012 to and including May 31, 2013**

<u>Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviews from All Sources for Position</u>
No vacancies during applicable period	n/a	n/a

## 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)**

**San Diego State University, School of Journalism and Media Studies**  
College of Professional Studies & Fine Arts, SDSU, 5500 Campanile Dr., San Diego CA 92182  
Phone: (619) 594-5450  
Fax: (619) 594-6246  
Maggie Shoya, Administrative Coordinator  
mshoya@mail.sdsu.edu

**UCLA Department of Communications Studies**  
2303 Rolfe Hall, UCLA, Box 951538, Los Angeles California 90095  
Phone: (310) 206-8828  
Jane Bitar, Department Manager  
jbitar@ucla.edu

**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

**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

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

**(Appendix 2, continued)**

**Other Websites:**

Corporation for Public Broadcasting, [www.cpb.org/jobline](http://www.cpb.org/jobline)

Development Exchange, [www.deiworksite.org/job-line](http://www.deiworksite.org/job-line)

Association of Fundraising Professionals, [www.afpsoaz.org/job-postings](http://www.afpsoaz.org/job-postings)

Craigslist, [tucson.craigslist.org](http://tucson.craigslist.org)

Station website: [www.kxci.org](http://www.kxci.org)

## Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2012 to and including May 31, 2013  
Station: KXCI-FM Tucson, Arizona

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

#### Description of the Activities:

##### **Job Fair:**

On April 4, 2013, Community Engagement Director Amanda Shauger participated in the Arizona Broadcasters Association Career Fair at the East Valley Institute of Technology in Mesa, Arizona. Amanda worked at the KXCI booth at the event, answering questions about careers in radio broadcasting. She also collected approximately 20 resumes and other materials for consideration in future job openings.

On April 29, 2013, General Manager Randy Peterson was a featured speaker at Career Day at St. Elizabeth Ann Seton Catholic School in Tucson. Randy spoke about career opportunities in radio broadcasting in a group setting to approximately 80 students, and met one-to-one with them at a station table over a four-hour period.

##### **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 two semester internship. 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 Desert Christian) 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 37 individuals in four different class sessions, each session covering 8 hours of hands-on training in station operations, equipment usage, and FCC broadcast regulations.

##### **Educational Outreach:**

On January 14, 2013, Community Engagement Director Amanda Shauger spoke to the Youth Radio Production class at City High School in downtown Tucson.

**(Appendix 3, continued)**

On March 14, 2013, General Manager Randy Peterson spoke to a group of students at Imago Dei Middle School in Tucson about careers in radio broadcasting.

On April 19, 2013, General Manager Randy Peterson and Membership Director Michelle Boulet-Stephenson spoke to City High (Tucson) students, as well as students from area middle schools, about careers in radio broadcasting.

**Training Of Management Staff:**

On Tuesday, March 12, 2013, General Manager Randy Peterson distributed a memo to all station staff on the station's EEO policies and led a staff meeting discussion on the topic two weeks later (March 26, 2013).



## **KXCI Equal Opportunity Employment Narrative Statement**

Prepared May 17, 2013, by KXCI General Manager Randy Peterson.

As a community radio licensee, KXCI-FM and the Foundation for Creative Broadcasting (FCB) embrace the responsibilities inherent in the Broadcast Equal Employment Opportunity Program.

*As stated in our board-adopted employment handbook, as updated in 2009, we are "an Equal Employment Opportunity employer. It is against policy for any employee to discriminate against an applicant for employment or another employee on the basis of race, color, and religious creed, sex (including pregnancy), age, marital status, sexual orientation, national origin, or any other classification protected by applicable discrimination laws. Furthermore, no employee of FCB is to discriminate against any applicant or fellow employee on the basis of a disability or status as a disabled veteran or veteran of the Vietnam era. FCB will make reasonable accommodations, including modification of policies and procedures, in appropriate cases for qualified individuals with disabilities, if it can do so without undue hardship."*

We believe that the best applicants are reached by casting a wide net. We advertise all full-time vacancies locally, statewide and nationally through job announcements that appear in newspaper classifieds; on applicable websites such as the Corporation for Public Broadcasting and National Federation of Community Broadcasters sites; through direct contact with area employment agencies, job banks and Chambers of Commerce (including our local Hispanic and Black Chambers); via direct mail to our sister stations in the greater Southwest and via direct mail to job placement programs at the Media Arts departments of universities and colleges throughout the nation.

Vacancies are also posted on our website (KXCI.org), announced on-air and posted prominently at the station so our volunteers will have the opportunity to explore paid careers in broadcasting.

KXCI has also recently reengaged with the Arizona Broadcasters Association to participate in their annual broadcaster career fairs. We attended their career fair in Mesa, Arizona, in April 2013 and will attend their Tucson career fair in October, 2013.