



**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, 2013 to and including May 31, 2014 (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 refereed the hire 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 sources 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 did not fill any 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 hire 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, 2013 to and including May 31, 2014

Job Title	Recruitment Source of Hire	Total Number of Interviews from All Sources for Position
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 44th 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

Development Exchange, www.deiworksite.org/job-line

Association of Fundraising Professionals, www.afpsoaz.org/job-postings

Craigslist, tucson.craigslist.org

Station website: www.kxci.org

Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2013 to and including May 31, 2014

Station: KXCI-FM Tucson, Arizona

Section 3: Supplemental (non-vacancy specific) Recruitment Activities Undertaken by KXCI

Description of the activities:

Job Fairs/Career Days:

On September 12, 2013, General Manager Randy Peterson participated in the Arizona Broadcasters Association Career Fair at Pima Community College in Tucson, Arizona. Randy worked the table at the event, answering questions about careers in radio broadcasting. He collected about 15 resumes and other materials for consideration in future job openings at the station.

On April 22, 2014, General Manager Randy Peterson spoke for 50 minutes, twice, to the students in the Professional Practices class at the University of Arizona's School of Theatre, Film and Television about careers and opportunities in radio broadcasting. There were about 25 students in each of the 50 minute sessions that afternoon.

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 program provides an opportunity for students to work in several areas, including production, editing recordings, marketing and promotional events, working the master control board, in-studio and field recordings, and various other activities that teach the skills needed for employment in the broadcast industry. Typical college internships last are 1 or 2 semesters and involve a minimum of 10 hours of work per school week. In the applicable period, one college student from the University of Arizona completed a one semester internship. Typical high school internships last 3-10 weeks and involve total hours between 75 and 100 hours. In the applicable period, one high school student (from St. Gregory's) started and completed an internship, and one additional high school student (from Andrada Polytechnic High School in Vail, Arizona) started an internship that continues through August, 2014.

Training Program:

KXCI offers free broadcasting classes in our community. While designed to provide volunteers for the station's pool of deejays, these trainings have led to employment in radio broadcasting for many participants over the years. In the applicable period, training was provided to 45 individuals in four different class sessions, each covering 8 hours of hands-on training in station operations, equipment usage, and FCC broadcast regulations.

Educational Outreach:

On April 3, 2014, General Manager Randy Peterson spoke to a group of students at Imago Dei Middle School in Tucson about careers in radio broadcasting.

(Appendix 3, continued)

On April 15, 2014, General Manager Randy Peterson was a featured speaker at Career Day at St. Elizabeth Ann Seton Catholic School in Tucson, Arizona. Randy spoke about career opportunities in radio broadcasting in a group setting to about 75 students, and met one-on-one with many of them at a station table over a 4-hour period.

KXCI Equal Opportunity Employment Narrative Statement

Prepared May 23, 2014 by KXCI General Manager Randy Peterson

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

As stated in our board-approved Employee Handbook (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 employees 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 announcements that appear in newspaper classifieds; on applicable websites such as the Corporation for Public Broadcasting and National Federation of Community Broadcaster 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" and via direct mail to job placement programs at the broadcasting/media arts departments of universities in the southwest west and nationwide.

Full-time vacancies are also posted at our website, announced on-air and posted prominently in the station so our volunteers will have the opportunity to explore paid careers in broadcasting.

KXCI has also reengaged with the Arizona Broadcasters Association to continue to participate in their annual broadcaster career fairs in the state.