



KXCI-FM Tucson, Arizona FY 2017/2018 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. The annual EEO report 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, 2017 to and including July 31, 2018 (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;
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 filled two full-time staffing positions 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.

KXCI Community Radio
220 S. Fourth Ave., Tucson, AZ 85701
520.623.1000
www.kxci.org

Appendix 1 to Annual EEO Public File Report:

Covering the period from June 1, 2017 to and including July 31, 2018

Job Title	Recruitment Source of Hire	Total Number of Interviews from All Sources for Position
Program Director	KXCI Website post	Ten email interviews Two phone interviews Six in person interviews 35 applicants

Appendix 2 to Annual EEO Public File Report:

EEO Job Notification Resource List

KXCI attempts to contact these organizations whenever it seeks to hire new employees. KXCI also 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 Executive Director Cathy Rivers at (520) 623-1000 or by email at Cathy@KXCI.org. KXCI is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

The Arizona Daily Star
4850 South Parle Avenue. Tucson Arizona 85714 Phone: (520) 573-4343

The Tucson Weekly and Inside Tucson Business (Wick Communications) 3280 East Hemisphere Loop. Suite 180. Tucson Arizona 85706 Phone:(520) 294-1200
classifieds@azbiz.com

KAMP Student Radio at the University of Arizona 615 North Parle Avenue #101. Tucson Arizona 85721 Phone:(520) 621-8002

National Federation of Community Broadcasters
1101 Pennsylvania Avenue, NW, Suite 600, Washington DC 20004 Phone: (202) 756-2268

Tucson Hispanic Chamber of Commerce
823 East Speedway Blvd., Tucson Arizona 85719 Phone:(520) 620-0005

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

Arizona Broadcasters Association
426 North 44 Street. Suite 310, Phoenix Arizona 85008 Phone: (602) 252-4833

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KXCI Community Radio values and accepts bequests and other planned gifts.

Websites:

Indeed.com

Linkedin.com

Craigslist tucson.craigslist.org

KXCI's website: kxci.org

Appendix 3 to Annual EEO Public File Report:

Covering the Period from June 1, 2017 to and including July 31, 2018

Section 3: Supplemental Recruitment Activities Undertaken by KXCI.

Job Fairs: none

Career Days: none

Internship Programs: 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. Typical high school internships last the senior year and involve total hours between 75 and 100 hours. In 2017/2018 KXCI had two College interns. Gabriela Yadegari from Bennington College and Hannah Golden Winter from Pima Community College.

Training Programs: KXCI offers regular broadcasting and podcasting classes for adults 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 20 individuals in four different class sessions, each covering 8 hours of hands-on training in station operations, equipment usage, and FCC broadcast regulations.

KXCI also offers youth and teen training camps over the summer months. Students learn public speaking, microphone technique and station operations, equipment usage, and FCC broadcast regulations. The youth camps conclude with each student hosting their own radio broadcast on KXCI. In the applicable period, training was provided to 25 individuals.

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KXCI Equal Opportunity Employment Narrative Statement
prepared May 10, 2017 by KXCI Executive Director Cathy Rivers

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 2017), 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.

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