



KXCI FM  
Tucson, Arizona  
EEO Public File Report  
June 1, 2022, to May 31, 2023

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 by the Foundation for Creative Broadcasting, Inc. dba 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, 2022, to and including May 31, 2023 (the "applicable period").** The FCC's 2002 EEO Rule requires that this report contain the following information:

A list of all full-time vacancies filled by the Station during the applicable period of June 1, 2022, to May 31, 2023.

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. The recruitment source that referred the hire for each full-time vacancy during the applicable period, 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.

A list and a brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

From June 1, 2022, to May 31, 2023, there was one (1) full-time position filled, and zero (0) 30-hour/week vacancy that was filled.

### **Positions Recruited For and Hired**

**1. TITLE:     Production Coordinator hired on March 20, 2023<sup>1</sup>**

**FLSA STATUS:**     Exempt, Full Time

**REPORTS TO:**     Executive Director

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<sup>1</sup> This position was not a planned hire but a person with special skills and substantial production and broadcast experience became available and this was created to fill the needs we had in their area of expertise.

## **KXCI Job Notification Resource List**

KXCI contacts 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 Elva De La Torre at (520) 623-1000 or by email at [elva@KXCI.org](mailto:elva@KXCI.org).

### **Recruitment Sources**

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

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

The Tucson Weekly: 3280 East Hemisphere Loop. Suite 180 8S706 Phone:(520) 294-1200

Inside Tucson Business (Wick Communications)

KAMP Student Radio/University of Arizona 615 North Parle Avenue #101. Tucson Arizona 8S721 Phone:(520) 621-8002

Tucson Metro Chamber of Commerce

Tucson Hispanic Chamber of Commerce

Indeed.com

Zip Recruiter

CPB.com

NFCB.com

Linkedin.com

Facebook Nonprofit Happy Hour

### **Supplemental Recruitment Activities Undertaken Covering the Period from June 1, 2022, to and including May 31, 2023:**

**Job Fairs:** none

**Career Days:** In April, KXCI spoke on panel to Junior League membership about jobs in media.

**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 on 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 for 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.

**Interns:** One (1) University of Arizona Student completed a summer internship and one (1) a fall internship in August of 2022. One (1) high school student began a year-long internship in August 2022 which ended in May 2023.

### **Training Programs:**

KXCI offers regular adult broadcasting and podcasting classes in our community. These trainings provide hands-on training in station operations, equipment usage, and FCC broadcast regulations. While designed to provide volunteers for the station's pool of deejays, these trainings have led to employment in radio broadcasting for some participants over the years.

**Adult Trainings/Classes:** 7 adults completed the May 2023 training.

KXCI offers youth and teen training camps over the summer months and school breaks. 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.

### **Youth and Teen Trainings/Classes:**

KXCI conducted 5 sessions in the Summer 2022, 2 sessions in all 2022, and 2 sessions in spring 2023 for a total of 40 youth broadcasters.

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

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, 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 are 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."

KXCI makes its best attempt to advertise all full-time vacancies locally, statewide, and nationally through announcements that appear in newspapers and on applicable industry websites. Full-time vacancies are also posted on our website and announced on-air so our volunteers will have the opportunity to explore paid careers in broadcasting.