



KXCI FM
Tucson, Arizona
EEO Public File Report
June 1, 2024, to May 31, 2025

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, 2024, to and including May 31, 2025 (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, 2024, to May 31, 2025.

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, 2024, to May 31, 2025, there were zero (0) full-time positions filled, and zero (0) 30-hour/week vacancies that were filled.

Positions Recruited For and Hired

1. TITLE: n/a

FLSA STATUS:

REPORTS TO:

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.

Recruitment Sources

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

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

The Tucson Weekly: Tucson Local Media, 3275 W. Ina Road, Suite 160, Tucson, AZ
85741, Phone: (520) 797-4384

Inside Tucson Business (Tucson Local Media)

KAMP Student Radio/University of Arizona 615 North Park Avenue #101. Tucson Arizona
85721 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, 2024, to and including May 31, 2025:

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 offers students the opportunity to work in various areas, including production, editing recordings, marketing, and promotional events, as well as operating the master control board, conducting in-studio and field recordings, and engaging in other activities that develop the skills necessary 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 are between 75 and 100 hours.

Interns: KXCI had one (1) University of Arizona Journalism student intern from August 26, 2024, to December 11, 2025. The internship was 9 hours a week for 15 weeks, and the intern produced 6 radio pieces and learned about conducting interviews, field recording, audio production, and editing.

Training Programs:

KXCI offers regular adult broadcasting and community DJing 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.

KXCI also offers station orientations for community members who want to get more involved with the station. This is also the first step in becoming an on-air volunteer DJ. During this time period KXCI held 3 (three) orientations with 65 participants.

In 2024/2025, KXCI trained 13 incoming volunteers to be community DJs to attend events, serve as ambassadors for KXCI, and operate mobile DJ equipment at events with partner organizations.

During this time period KXCI taught 3 (three) hands-on adult broadcasting courses to 18 participants.

Youth and Teen Trainings/Classes:

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.

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.

KXCI conducted 6 sessions in Summer 2024 with 48 participants, 3 sessions in Fall of 2024 with 24 youth, and 2 sessions in Spring 2025 with 16 participants for a total of 11 sessions and 88 youth served.

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.