

**Maricopa County Community College District (KJZZ and  
KBAQ) 2019-2020 EEO Annual Public File Report**

**KJZZ-FM and KBAQ-FM, Phoenix, Arizona (Station Employment Unit)  
LICENSEE: Maricopa County Community College District  
Period: 06/01/2019 to 05/31/2020**

This EEO Annual Public File Report is filed in compliance with Section 73.2080 (c)(6) of the FCC's EEO Rule. This report has been prepared on behalf of the station employment unit that consists of NCE stations KJZZ-FM and KBAQ-FM in Phoenix, Arizona and the translators for these stations. The stations are a community service of Rio Salado College and the Maricopa County Community College District (MCCCD) is the licensee of KJZZ and co-licensee (with the Arizona Board of Regents on behalf of Arizona State University) of KBAQ. Rio Salado College and MCCCD are equal opportunity employers, which value a diverse workforce and provide broad outreach regarding job vacancies. Employee recruitment and hiring for the stations is handled primarily through Rio Salado College and MCCCD human resources departments, which support equal employment opportunities and work against discrimination in employment.

Organizations that wish to receive information concerning vacancies at the stations should contact John Sage, Associate Vice President at 480-834-5627; visit the MCCCD Human Resources Department at [maricopa.edu/about?jobs](http://maricopa.edu/about?jobs) or the station web sites at [kjzz.org](http://kjzz.org) and [kbaq.org](http://kbaq.org).

Please note the following with respect to recruitment sources and job referral organizations used to fill vacant positions: The MCCCD and Rio Salado College human resources departments provide notices of all job vacancies within the MCCCD system-including job vacancies within the Station Employment Unit-to a variety of local and national job referral organizations. These sources and job referral organizations are listed in Parts 2 and 3 of this Report under the respective headings Part 2: Recruitment Sources and Part 3: Community Job Referral Organizations.

**Part 1: Job Vacancy Information and Chart**

Full Time Job Vacancies Filled (6/1/19 - 5/31/20): 11

Total number of persons hired: 11

Total number of interviewees: 54

For information regarding 2019-20 recruitments, please see Job Vacancies Chart below:

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Job ID Number	Job Title	Filled	Total # Interviews	Recruitment Sources for Interviewees	Recruitment Source for New Hire
312130	Technical Support Technician	6/15/2019	3	MCCCD Website (2); Employee Referral (1)	Employee Referral
312105	Broadcast Producer	7/15/2019	4	MCCCD Website (3); KJZZ.org/Jobs (1)	KJZZ.org
312294	Broadcast Producer	8/26/2019	3	KJZZ.org/Jobs (2) Employee Referral (1)	Employee Referral
312199	Broadcast Field Corespondent Sr.	9/23/2019	6	MCCCD Website (4); KJZZ.org/Jobs (2)	MCCCD Website
313202	Development Officer	11/4/2019	4	MCCCD Website (3); Employee Referral (1)	Employee Referral
312147	Broadcast Producer Sr.	11/18/2019	3	MCCCD Website (2); KJZZ.org/Jobs (1)	KJZZ.org
313390	Broadcast Field Corespondent Sr.	11/18/2019	5	KJZZ.org/Jobs (3); MCCCD Website (2)	MCCCD Website
313554	Program Coordinator	1/13/2020	7	MCCCD Website (5); KJZZ.org/Jobs (2)	MCCCD Website
313630	Broadcast Field Corespondent Sr.	3/9/2020	6	MCCCD Website (3); KJZZ.org/Jobs (3)	KJZZ.org
313920	Administrative Specialist	3/9/2020	8	MCCCD Website (7); Employee Referral (1)	Employee Referral
313922	Broadcast Field Correspondent Sr.	5/18/2020	5	MCCCD Website(3); KJZZ.org/Jobs (2)	KJZZ.org

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**Part 2: Recruitment Sources Used by KJZZ/KBAQ Station Employment Unit**

A. Rio Salado College, the MCCCCD HR # department, choose from the following recruitment sources to disseminate information about the 2019-2020 job vacancies at KJZZ and KBAQ.

Company	Address	Email	Point of Contact	Phone
KBAQ web site #	2323 W. 14th Street, Tempe, AZ 85281	<a href="http://kbaq.org/content/employment-and-eeo-information">http://kbaq.org/content/employment-and-eeo-information</a>	John Sage Assoc. VP	(480) 833-1122
KJZZ web site #	2323 W. 14th Street, AZ 85281	<a href="http://kjzz.org/jobs">kjzz.org/jobs</a>	John Sage Assoc. VP	(480) 834-5627

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Current + #	6930 Carroll Avenue, Suite 525, Takoma Park, MD 20912	<a href="http://www.curen.t.org/">http://www.curen.t.org/</a>	David Kramer	(301) 270-7240 X 35
Journalism Jobs + #		<a href="http://www.journalismjobs.com/post_job_new.cfm">http://www.journalismjobs.com/post_job_new.cfm</a>	Online Posting Entry	510-508-7386
Greater Public +	401 N. 3rd St Suite 370 Minneapolis, MN 55401	<a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>	Online Posting	202-879-9600
University of Arizona #	1303 e. University Blvd Ste 411 Tucson, AZ	Career.Arizona.edu	Online Posting	520-621-2588
Grand Canyon University #	330 W. Camelback Rd. Phoenix, AZ 85017	<a href="https://gcu-csm.symplicity.com/employers/Career%20services@gcu.edu">https://gcu-csm.symplicity.com/employers/Career services@gcu.edu</a>	Online Posting	602-639-6606
Society of Broadcast Engineers (SBE) National Website #	9102 N. Meridan St. Ste 150 Indianapolis, IN 46260	www.sbe.org	Online Posting	317-846-9000
Society Of Broadcast Engineers (Phoenix Chapter 9 - SBE #	P.O.Box 615 Phoenix, AZ 85001	<a href="http://www.sbe9.org">http://www.sbe9.org</a>	Online Posting	
Tucson Chapter of SBE #		www.sbe32.org	Online Posting	

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National Alliance of State Broadcaster Association (NASBA) #		<a href="http://www.nasbaonline.net/">http://www.nasbaonline.net/</a>	Online Posting	
San Diego Chapter of SBE #		<a href="http://www.sbe36.org">www.sbe36.org</a>	Online Posting	
Pub Tech #		<a href="mailto:pubtech@lists.pubtech.org">pubtech@lists.pubtech.org</a>	Online Posting	
Arizona Broadcasters Association #	426 N. 44th St. Ste 310 Phoenix, AZ 85008	<a href="http://www.azbroadcasters.org">http://www.azbroadcasters.org</a>	Online Posting	602-252-4833
Northern Arizona University #		<a href="http://nau.edu">http://nau.edu</a>	Online Posting	928-523-9011
ASU Lodestar Center for Philanthropy Nonprofit Innovation #	300 E. Lemon St. Tempe, AZ 85281	<a href="https://lodestar.asu.edu/jobs">https://lodestar.asu.edu/jobs</a>	Online Posting	480-965-2100
Arizona Interscholastic Press Association #	1001 N. Central Ave., Suite 670 Phoenix, Arizona 85004-1947	<a href="mailto:azstudentpress@gmail.com">azstudentpress@gmail.com</a>	Melanie Allen	602-261-7655
Journalism Education Association #	828 Mid-Campus Drive South 105 Kedzie Hall Manhattan, KS 66506-150	<a href="mailto:staff@jea.org">staff@jea.org</a>	Connie Fulkerson	<a href="tel:866-532-5532">866-532-5532</a>
LinkedIn #	2029 Stierlin Ct, Mountain View, CA 94043	<a href="mailto:press@linkedin.com">press@linkedin.com</a>	Online Posting	<a href="tel:1-855-655-5653">1-855-655-5653</a>

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SPOT 127 Social Media #	3701 W Thomas Rd Phoenix AZ 8501	<a href="mailto:lpastori@rioradio.org">lpastori@rioradio.org</a>	Linda Pastori	<a href="tel:480-834-5627">480-834-5627</a>
Corporation for Public Broadcasting (CPB) + #	401 9th St. NW, Washington, D.C. 20004	<a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>	Online Posting	202-879-9600
Northwestern Medill School of Journalism #	1845 Sheridan Rd. Evanston, IL 60208	<a href="http://www.medill.northwestern.edu/career-services/employers">http://www.medill.northwestern.edu/career-services/employers</a>	OnLine Posting	847-467-6231
Asian American Journalist Association (AAJA) + #	5 Thirds Street. Suite 1108. San Francisco, CA 94103	<a href="mailto:national@aja.org">national@aja.org/</a>	Online Posting	415-346-2051
National Association of Hispanic Journalist (NAHJ) + #	1050 Connicut Ave NW, 5th Floor, Washington, DC	<a href="http://nahj.org/">http://nahj.org/</a>	OnLine Posting	202-853-7754 Alberto A. Mendoza
MCCCD Website #	2414 W. 14th St. Tempe, AZ 85281	<a href="http://www.maricopa.edu">http://www.maricopa.edu</a>	Online Posting	480-731-8000
National Association of Black Journalists (NABJ) + #	8800 Lakewood Dr. #117 Windsor, CA 95492	<a href="http://www.nabj.org/">www.nabj.org/</a>	Online Posting	626-792-3846
Radio Ink #		<a href="http://www.radioink.com/jobs.asp">http://www.radioink.com/jobs.asp</a>	Online Posting	

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IRE - Investigative reporters and Editors #	141 Neff Annex, Missouri School of Journalism. Columbia, MO 65211	<a href="https://www.ire.org/jobs/post-job/">https://www.ire.org/jobs/post-job/</a>	Email job listing to jobpostings@nic ar.org	573-882-2042
National Association of Science Writers #	PO Box 7905 Berkeley, CA 94707	<a href="https://www.nasw.org/advertise-sciencewriters">https://www.nasw.org/advertise-sciencewriters</a>	Online Posting	
Jobing.com #		Jobing.com	Online Posting	
Journalism Next #		<a href="http://www.journalismnext.com">www.journalismnext.com</a>	Online Posting	
Online News Association +		<a href="http://journalists.org/">http://journalists.org/</a>	Online Posting	
Public Radio News Link (List Serve) +	480 Cedar Street. St. Paul, MN 55101	Newslink@mpr.org	Email sent out on a daily basis	651-290-1500
Social Media Linkedin #		<a href="https://www.linkedin.com/job/q-web-software-developer-jobs">https://www.linkedin.com/job/q-web-software-developer-jobs</a>	Online Posting	
Career Builder #		<a href="http://www.careerbuilder.com/jobs/keyword/software-developer">http://www.careerbuilder.com/jobs/keyword/software-developer</a>		
Indeed #		<a href="https://www.indeed.com/">https://www.indeed.com/</a>	Online Posting	
Livingston Associates' website and database +	3000 Chestnut Ave, Ste 208, Baltimore, MD, 21211	<a href="http://www.livingstonassociates.net/">http://www.livingstonassociates.net/</a>	Online posting Jobflash announcements - emails to targeted individuals in our candidate database	(410) 243-1974 – Livingston Associates' main phone number Contact: Adam Livingston; adam@livingstonassociates.net

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Mediabistro +	825 8th Avenue, 29th Floor, New York, NY 10019	<a href="https://www.mediabistro.com/jobs/">https://www.mediabistro.com/jobs/</a>	Online Posting	(800) 205-7792
National Educational Telecommunications Association (NETA) +	939 South Stadium Road, Columbia, SC 29201;	<a href="http://www.netaonline.org/jobs.htm">http://www.netaonline.org/jobs.htm</a>	Online Posting	Maryanne Schuessler; email positions to: maryanne@netaonline.org
Public Radio News Directors Incorporated (PRNDI) +	P.O. Box 838, Sturgis, SD 57785;	<a href="http://prndi.org/term/jobs-0">http://prndi.org/term/jobs-0</a>	Christine Paige Diers; email positions to: cpaigediers@gmail.com	(605) 490-3033
Radio Television Digital News Association (RTDNA) +	The National Press Building 529 14th Street, NW, Suite 1240 Washington, D.C. 20045	<a href="http://www.rtdna.org/">http://www.rtdna.org/</a>	Online Posting	(202) 662-7257 Karen Hansen; karenh@rtdna.org
Public Media Business Association (PMBA) +	7918 Jones Branch Drive, Suite 300, McLean, VA 22102	<a href="http://www.pbma.org/node/312">http://www.pbma.org/node/312</a>	Online Posting	info@pmbaonline.org
All Access +	24955 Pacific Coast Highway, C303, Malibu, CA, 90265;	<a href="http://www.allaccess.com/forum/viewforum.php?f=10">http://www.allaccess.com/forum/viewforum.php?f=10</a>	Online Posting	(310) 457-6616
Industry Listserv Announcement – Pubradio +		pubradio@lists.pubradio.org		email to the listserv
SPJ - Society of Professional Journalists +	Eugene S. Pulliam National Journalism Center 3909 N. Meridian St., Indianapolis, IN 46208	<a href="http://jobs.spj.org/jobs/">http://jobs.spj.org/jobs/</a>	Online Posting	(317) 927-8000

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Poynter Institute +	The Poynter Institute, 801 Third Street South, St. Petersburg, FL 33701	<a href="http://careers.poynter.org/">http://careers.poynter.org/</a>	Online Posting	(727) 821-9494 Poynter's job board hosted by mediajobsconnection / RealMatch, part of TheJobNetwork™ RealMatch Inc., HQ, 205 Lexington Ave, 8th Floor, NY, NY 10016 732-659-6410
National Association for Multi-Ethnicity in Communications (NAMIC) +	50 Broad Street, Suite 1801 New York, NY 10004	<a href="http://namic.com/job-bank/">http://namic.com/job-bank/</a>	Online Posting	(212) 594.5985; info@namic.com
NAMAC – National Alliance for Media Arts + Culture +	145 9th St #250, San Francisco, CA 94103	<a href="http://www.namac.org/job-bank/">http://www.namac.org/job-bank/</a> As of 01.01.17 is now The Alliance - The ALLIANCE for Media Arts + Culture <a href="http://www.thealliance.media/job-bank/">http://www.thealliance.media/job-bank/</a>	Online Posting	(415) 431-1391
TV and Radio Jobs +	PO Box 7049, Charlottesville VA 22906 US	<a href="http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi?add_item_button=on">http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi?add_item_button=on</a>	Online Posting	
RADIO ONLINE +	3500 Tripp Avenue, Amarillo TX 79121-1637	<a href="http://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list">http://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list</a>	Online Posting	

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Radio and Production Magazine +	PO Box 630071, Irving, TX 75063-0071	<a href="https://www.rapmag.com/">https://www.rapmag.com/</a>	Online Posting	(972) 432-8100
Radio & Television Business Report +	PO Box 6633, Woodbridge, VA 22195	<a href="http://rbr.com/classifieds/submit-a-media-job/">http://rbr.com/classifieds/submit-a-media-job/</a>	Online Posting	(703) 490-3099
National Hispanic Media Coalition +	55 S Grand Avenue, Pasadena, CA 91105	<a href="http://www.nhmc.org/">http://www.nhmc.org/</a> <a href="http://www.nhmc.org/jobs">http://www.nhmc.org/jobs</a>	email job listings to info@nhmc.org	(626) 792-6462
Social Media Job Posting – LinkedIn +	(410) 243-1974 – Livingston Associates		Ad set up by Adam Livingston or Julie Anderson	<a href="mailto:adam@livingstonassociates.net">adam@livingstonassociates.net</a> or <a href="mailto:julie@livingstonassociates.net">julie@livingstonassociates.net</a>
Social Media Platforms- Paid Ads Twitter Facebook +	(410) 243-1974 – Livingston Associates		Ad set up by Adam Livingston or Julie Anderson	<a href="mailto:adam@livingstonassociates.net">adam@livingstonassociates.net</a> or <a href="mailto:julie@livingstonassociates.net">julie@livingstonassociates.net</a>
Online News Association +	1111 North Capitol Street NE, Sixth Floor, Washington, DC 20002	<a href="http://journalists.org/resources/career-center/">http://journalists.org/resources/career-center/</a>	Online Posting	202-503-9222; support@journalists.org

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**Part 3: Community Job Referral Organizations**

WRCBAA - Western Region Council on Black American Affairs - Maricopa Chapter- 2411 W. 14th St.- Tempe, AZ 85281 (480) 731-8000
Walter Cronkite School of Journalism and Mass Communications (ASU) * 555 N. Central Ave, Phoenix, AZ 85004 (602) 496-5555
Devry University - 2149 W. Dunlap Ave. Phoenix,AZ 85021 Diana Navarro 602-749-4554 dnavarro@devry.edu
Grand Canyon University - 330 W. Camelback Rd. Phoenix,AZ 85017 <a href="https://gcu-csm.symplicity.com/employers/Careerservices@gcu.edu">https://gcu-csm.symplicity.com/employers/Careerservices@gcu.edu</a> 602-639-6606
University of Arizona - 1303 e. University Blvd Ste 411 Tucson, AZ Career.Arizona.edu 520-621-2588
MCCCD - 2414 W. 14th St.Tempe, AZ 85281 <a href="http://www.maricopa.edu">http://www.maricopa.edu</a> 480-731-8000
Northwestern Medill School of Journalism 1845 Sheridan Rd. Evanston, IL 60208 <a href="http://www.medill.northwestern.edu/career-services/employers">http://www.medill.northwestern.edu/career-services/employers</a> 847-467-6231
Northern Arizona University <a href="http://nau.edu">http://nau.edu</a> 928-523-9011
ASU Lodestar Center for Philanthropy Nonprofit Innovation 300 E. Lemon St. Tempe, AZ 85281 480-965-2100

**Recruitment Sources/Referral Organizations for Interviewees:**

34 MCCCD Website,  
16 KJZZ.org/Jobs,  
4 Employee Referral

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**Part 4: Outreach Initiatives**

**1. Job Fairs/Non-Specific Employment Recruitment**

September 16, 2019 - Arizona Broadcasters Association Broadcast served as co-sponsors for the Broadcasters Career Fair on September 16, 2019 at the University of Arizona located in Tucson Arizona. KJZZ and KBAQ hosted an employer outreach table for prospective staff to meet student and veteran broadcasters to talk about the mission, goals and employment opportunities at the stations; the process of applying for employment; and career paths to consider. KJZZ and KBAQ aired public service announcements to increase awareness about this event. Spots ran twice a day, one week prior to the event (28 total rotations). The total number of attendees was around 250 during the three-hour event. Associate Vice President John Sage served as station representative.

**2. Internships and Part-time Students**

KJZZ has recruited and hired several college students, interns, and new graduates to serve the stations in a variety of capacities. Here are a few details about the newest recruits:

**A. KJZZ Interns**

KJZZ staff work with Arizona State University career counselors, Rio Salado College, and various program partners to fill paid and unpaid internship positions. The following students and recent-graduate interns have worked under the direction of News Director Al Macias and Vice President/GM Jon Hoban.

1. May to August Summer 2019 - Production - Arizona State University
2. August to December Fall 2019 - Production - Arizona State University
3. January to May Spring 2020 - Production - Arizona State University
4. May to August Summer 2019 - News - Arizona State University
5. May to August Summer 2019 - News - Arizona State University
6. May to August Summer 2019 - News - Arizona State University
7. August to December Fall 2019 - News - Arizona State University
8. August to December Fall 2019 - News - Arizona State University
9. August to December Fall 2019 - News - Arizona State University
10. January to May Spring 2020 - News - Arizona State University
11. January to May Spring 2020 - News - Arizona State University
12. January to May Spring 2020 - News - Arizona State University

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**B. SPOT 127 Interns**

During the 2019-20 school year, SPOT 127 hired ten high school students. Their primary role was to help with instruction to younger students as well as to actively report on stories through the use of video, audio, and online publishing. The students were selected through a formal application and interview process which provided them with the real world experience of interviewing for employment.

1. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2020).
2. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2020).
3. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2020).
4. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2020).
5. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2020).
6. Production Asst. - Spot127 West; Thomas Rd, Phx, (Aug 1 - May 31, 2020).
7. Production Asst. - Spot127 West; Thomas Rd, Phx, (Aug 1 - May 31, 2020).
8. Production Asst. - Spot127 West; Thomas Rd, Phx, (Aug 1 - May 31, 2020).
9. Production Asst. - Spot127 West; Thomas Rd, Phx, (Aug 1 - May 31, 2020).
10. Production Asst. - Spot127 West; Thomas Rd, Phx, (Aug 1 - May 31, 2020).

**3. Station Tours**

Station personnel host dozens of tours throughout the year with members, community groups, students, and program partners. From 06/01/2019 to 5/31/2020, the station had more than 300 visitors tour the studios. We have a log of these visits in our public file for review. Among our primary objectives is to educate visitors about the mission, goals, history, operations and community impact of public radio. We freely offer advice on career path strategies for those interested in careers in journalism and broadcasting.

Find photos and information about some of our station tours, events and community outreach initiatives by visiting KJZZ and KBAQ Facebook pages: <https://www.facebook.com/kjzzphoenix> and <http://facebook.kbach.org>

**4. SPOT 127**

SPOT 127, KJZZ's Youth Media Center is an innovative program for youth ages 14-24 that is designed to engage students in education through digital media and journalism. Students are inspired and empowered to find news stories in their community, research topics, develop stories, record interviews, and then produce original digital media pieces. In 2019-2020 the program provided extra-curricular learning opportunities to nearly 250 high school students in Maricopa County at both its Spot127-East and Spot127-West locations.

**A Paid Internship Program** - During the 2019-20 school year, SPOT 127 hired ten high school students. Their primary role was to help with instruction to younger students as well as to actively report on stories through the use of video, audio, and online publishing. The students were selected through a formal application and interview process which provided them with the real world experience of interviewing for employment.

**5. Job Postings with Multi-Ethnic Associations**

Posting of all upper-level job openings on the website job bank ads of national organizations the membership of which tends to be minority or female prospective candidates which includes the AAJA, NAHJ, NABJ, NAMIC, and NHMC.

