

**Maricopa County Community College District (KJZZ and KBAQ)
2009-2010 EEO Annual Public File Report**

**KJZZ-FM and KBAQ-FM, Phoenix, Arizona (Station Employment Unit)
LICENSEE: Maricopa County Community College District
Period: 06/01/2009 to 5/31/2010**

This EEO 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, Phoenix, Arizona, KBAQ-FM, Phoenix, Arizona, and the translators for these stations. The Maricopa County Community College District ("MCCCD"), licensee of KJZZ and K292CI, and co-licensee (with the Arizona Board of Regents on behalf of Arizona State University) of KBAQ, is an equal opportunity employer, which values a diverse workforce and provides broad outreach regarding job vacancies. Employee recruitment and hiring for these stations is handled primarily through the MCCCD Human Resources Department, which supports equal employment opportunities and works against discrimination in employment. MCCCD routinely seeks the help of a large network of local organizations and agencies to refer qualified job applicants to the stations.

Organizations that wish to receive information concerning vacancies at the stations should contact Carl Matthusen, General Manager, at 480-834-5627, or the MCCCD Human Resources Department at www.dist.maricopa.edu/jobs/, or see the notice on the website of either station (www.kjzz.org or www.kbaq.org).

Please note the following with respect to recruitment sources and job referral organizations utilized to fill vacant positions: The management of KBAQ-fm and KJZZ-FM utilizes a number of different recruitment sources when it engages in recruitment for job vacancies. A list of those sources is provided in part 2, Station Employment Unit Recruitment Sources. Additionally, the Human Resources Department of the stations' licensee, MCCCD, also routinely provides notice of all job vacancies within the MCCCD system – including job vacancies within the Station Employment Unit – to a wide variety of local referral organizations and national sources. These sources and organizations are listed in part 3 of this Report (MCCCD Recruitment Sources and Job Referral Organizations).

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Part 1: Job Vacancy Information and Chart:

KJZZ/KBAQ/SUN SOUNDS

Full Time Job Vacancies Filled

6/1/09 – 5/31/10

Job ID Number	Job Title	Date Filled	Recruitment Source for New Hire	Total Number Interviewees	Recruitment Sources for Interviewees
90240	Reporter/Host	7/1/2009	MCCCD Job Opps	6	MCCCD Job Opps; CPB Jobline (3); Employee referral (2)
90325	Administrative Assistant	7/27/2009	MCCCD External Job Opps	2	CCollegejobs.com;MCCCD website; MCCDD External Job Opportunities
90326	Coordinator, Special Events	9/28/2009	NPR - National Edition	5	Higheredjobs.com; MCCCD website; Employee referral; NPR-National Edition
90451	Systems Administrator II	2/1/2010	LDSJobs.org	8	LDSJobs.org(1); MCCCD; website(2); Dice.com(1); MCCCD Employment Dept.(3); Other (1)
90460	Administrative Secretary II	11/4/2009	MCCCD External Job Opps.	3	MCCCD External Job Opps (2); MCCCD Website (1)
10039	Budget Analyst II	01/25/2010	MCCCD Websiterral	1	MCCCD website

Total number of job vacancies filled: 6

Total number of applicants interviewed for all vacancies: 25

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**Part 2: Recruitment Sources Utilized by KBAQ-FM and KJZZ-FM
Management:**

**A. The following recruitment sources were utilized for all job vacancies at
the KBAQ/KJZZ Station Employment Unit:**

1. Station websites: www.kbaq.org and www.kjzz.org
2. Licensee website: www.dist.maricopa.edu/jobs/
(Referred to as “MCCCD Website” or “MCCCD Job
Opps” in chart]

The physical address of the MCCCD Human Resources Department is:

Maricopa County Community College District
Human Resources Department
2411 West 14th Street
Tempe, AZ 85281-6942

3. Jayson Anderson, Account Assistant
Inside Higher Ed
2121 K Street, NW
Suite 630
Washington, DC 20037
202-659-9208 x107
<http://insidehighered.com>
4. David J. Virenius, Account Executive
Yahoo! HotJobs (“Hotjobs.com)
Phone: 646-351-5879
Fax: 212-739-7758
virenius@hotjobs.com

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5. Tiffany Vandewege, Client Services Specialist
Jobing.com
4747 North 22nd Street
Phoenix, AZ 85016
602-200-6743 office; 602-200-6802 fax
tiffany.vandewege@jobing.com

6. CCollegeJobs.com
2713 Delorean Street
Amelia Island, FL 32034

7. *Empower* listserv

8. *Sun Sounds of Arizona* (website, Job Opportunities broadcast, Bulletin Board for volunteers)
Located at studio location and also at:
7290 Broadway
Suite 166
Tucson, AZ 85710

9. *Current*
6930 Carroll Avenue
Suite 350
Takoma Park, MD 20912
Loreal Lynch

10. *The Arizona Republic*
200 E. Van Buren St.
P.O. Box 1950
Phoenix, AZ 85004
Main Phone: 602-444-8000
Print and CareerBuilder website

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11. *Asian-American Times*
2011 S. Herkel Circle
Mesa, AZ 85202
12. *Sun News*
7217 North 6th Way
Phoenix, AZ 85020
13. *Arizona Informant*
1746 East Madison, Suite 2
Phoenix, AZ 86034
14. *Arizona Yellow Pages*
1839 S. Alma School Road
Mesa, AZ 85201
15. *Diverse Issues in Higher Education*
10520 Warwick Avenue, Suite B-8
Fairfax, VA 22030
16. *Hispanic Outlook*
80 Route 4 East
Suite 203
Paramus, NJ 07652
17. *Indian Country*
3059 Seneca Turnpike
Canastota, NY 13032
18. *La Voz*
4428 N. 12th Street
Phoenix, AZ 85014

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19. *Latino Future*
320 E. McDowell Road, Suite 222
Phoenix, AZ 85004

20. *Latino Perspectives*
3877 N. 7th Street, Suite 200
Phoenix, AZ 85014

21. *Chronicle of Higher Education*
1255 23rd Street, NW
Washington, D.C. 20037

22. *Community College Times*
1 Dupont Circle, NW. Suite 410
Washington, D.C. 20036

23. AMATYC (Mathematics)
5983 Macon Cove
Memphis, TN 38134

24. Mathematics Association of America
1539 18th Street, NW
Washington, D.C. 20036

25. American Geological Institute
4220 King Street
Alexandria, VA 22302-1502

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Part 3: Job Referral Organizations.

The Human Resources Department of Maricopa County Community College District (“MCCCD”), the licensee of KBAQ and KJZZ, routinely sends notice of all job vacancies that occur within MCCCD, including job vacancies in the KJZZ/KBAQ SEU, to the following community and national job referral organizations and recruitment sources:

By Mail:

Chandler Voc Rehab Dept. Of Employment Services (“DES”)
Attention: Angelia Thurber
2018 N Arizona AVE
STE #D116
Chandler, AZ 85225-3493
Phone: 480-917-0493; Fax: 480-917-3512

Central Arizona Shelter Service, Inc.
Project Help
Attention: Rhonda Blake
1209 West Madison
Phoenix, Arizona 85007
Phone: 602- 252-8405 X3045; Fax: 602-252-8408

Lamson Junior College
Career Services - Attention: Angela
1126 North Scottsdale Road, Suite 17
Tempe, Arizona 85281-7017
Phone: (480) 898-7000; Fax: 480-967-6645

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Phoenix Indian Center
Native Workforce Service
Attention: Anita Brown
4520 N Central Ave. Suite 250
Phoenix, Arizona 85012
Phone: 602-264--6768; Fax: 602-274--7486

Univ. of Advancing Computer Tech
Attention: Career Services- Nate Bealor
2625 WEST BASELINE ROAD
TEMPE, ARIZONA 85283-1042
Phone: 602-383-8228; Fax: 602-383-8222

Salt River Pima Maricopa Indian Community
Attention: Jennifer Webster
10005 East Osborn Road
Scottsdale, AZ 85256-9722
Phone: 480- 850-8450; Fax: 480-850-7275

By fax:

Please see the following Organizations Chart on the following three pages for a list of all job referral organizations to which notice of all KJZZ/KBAQ SEU job vacancies is sent by fax by the MCCCD Human Resources Department.

Organization	Fax	ADDRESS:	City	Zip
LDS Employment Center	480/234-3613	235 S El Dorado	Mesa, AZ	85202
AIGSM - Thunderbird Campus	623/978-7594	15249 N 59th AVE	Glendale, AZ	85306
DES - Job Service	602/253-2316	438 W Adams	Phoenix, AZ (central Phoenix)	85003

Organization	Fax	ADDRESS:	City	Zip
Arizona Institute of Business & Technology (Charter School)	602/973-2572	6049 N 43rd AV	Phoenix, AZ	85019
Chicanos Por La Causa	602/257-5529	1402 S Central	Phoenix, AZ	85003
Center For New Directions	602/253-2628	1430 N 2nd Street	Phoenix, AZ	8500
AZ Women's Education and Employment, Inc.	602/223-4338	640 N 1st AV	Phoenix, AZ	85003
AZ DPS - Human Resources	602/223-2921	2102 W Encanto BLVD	Phoenix, AZ	85009
DES - Job Service	602/678-1865	9801 N 7th ST	Phoenix, AZ (north Phoenix)	85040
Vocational Rehabilitation	602/239-5256	1012 E Willetta 1B	Phoenix, AZ	85006
Goodwill Industries	602/258-7047	417 16th Street	Phoenix, AZ	85006
Central AZ Shelter Svc, Inc.	602/252-8408	1209 W Madison	Phoenix, AZ	85007
DES - Job Service	623-247-6435	3406 N 51st AVE	Phoenix, AZ (west valley)	85031
DES - Rehabilitation Service	602/542-3778	1789 W Jefferson, #930A	Phoenix, AZ	85007
Lutheran Social Ministry Job Net	602/248-4968	2020 W Indian School rd #e26	Phoenix, AZ	85015
Plus 50 Placement Center, Inc.	602/246-9625	5119 N 19th AVE, STE E	Phoenix, AZ	85018
Nova Eon, Inc.	602/997-2096	10851 N Black Canyon HWY	Phoenix, AZ	85029
DES - Vocational Rehabilitation	602/264-7819	4620 N 16th Street,STE B106	Phoenix, AZ	85016

Organization	Fax	ADDRESS:	City	Zip
Grand Canyon University Career Center	602/589-2890	3300 W Camelback	Phoenix, AZ	85017
DES - Vocational Rehabilitation	623/873-6210	4136 N 75th AVE	Phoenix, AZ (west valley)	85033
DES - (Dave Eaton, Counselor)	602/678-1865	POBOX 9369	Phoenix, AZ	85068
ASU West - Dept 1507	480/543-8412	POBOX 371000-A Smith	Phoenix, AZ	85069
Neuro Care	602/943-2075	7227 N 16th Strteet #a170	Phoenix, AZ	85020
ASU - Center for Bilingual Education & Research	480/965-5164	POB 8715110	Tempe, AZ	85287
DES - Vocational Rehabilitation	602/564-0627	4150 W Peoria AV	Phoenix, AZ (northwest valley)	85029
Northland Pioneer College	520-524-7312	POB 610	Holbrook, AZ	86025
Veterans Job Services	602/640-4768	3225 N Central	Phoenix, AZ	85012
Maricopa Workforce Development Center	623/932-2731	1300 S Litchfield Rd, BLDG 11	Goodyear, AZ	85338
Center For New Directions	623/435-2392	6010 W Northern AV, STE 304	Glendale, AZ	85301
Gompers Center for the Handicapped	602/336-0249	6601 N 27th AV	Phoenix, AZ	85019
ASU West - Career Service & Personal Counseling Center	602/543-8070	POB 37100	Phoenix, AZ	85096
DES - Job Service	623/486-3915	6666 W Peoria AVE, STE 101	Glendale, AZ	85302
Sky Harbor Family Center	602/534-2786	1818 S 16th Street	Phoenix, AZ	85034
West Side Family Services Center	602/262-6991	3454 N 51st AV	Phoenix, AZ	85031

Organization	Fax	ADDRESS:	City	Zip
Maricopa County Library - Microforms Department	602/506- 4689	17811 N 32nd Street	Phoenix, AZ	85032
St. Timothy Catholic Community Employment Ministry	480/730- 6953	1730 W Guadalupe Rd	Mesa, AZ	85202
Arizona Institute of Business & Technology (2-yr Tech School)	623/849- 0110	4136 N 75th AVE, STE 211	Phoenix, AZ	85033
Phoenix Urban League	602/253- 7359	1402 S 7th AV	Phoenix, AZ	85007
NAACP Education Chair	602/252- 6749	POB 20883	Phoenix, AZ	85036
Center For New Directions -Julie	480/507- 8618	943 S Gilbert RD, STE 204	Mesa, AZ	85204
NTI, Inc	602/266- 769	4745 n 7th Street, STE 140	Phoenix, AZ	85014
Volunteer Center	602/631- 4870	1515 E Osborn	Phoenix, AZ	85014
Frances Long	602/495- 4689	1441 N 12th Street	Phoenix, AZ	85006
New Mexico Highlands University	505/454- 3469	Campus Drawer S	Las Vegas, NM	87701
University of the District of Columbia	202/274- 6225	4200 Connecticut AVE NW	Washington, DC	20008
Dillard University	504/286- 4846	2601 Gentilly BLVD	New Orleans, LA	70122
Roxbury Community College	517/541- 5365	1234 Columbus AV	Roxbury, MA	2120
Bowie State College	301/464- 6069	Jericho Park Rd	Bowie, MD	20715
Wayne County Community College	313/577- 4995	801 Fort Avenue	Detroit, MI	48226
Harris-Stowe State College	314/340- 3389	3026 Laclede Avenue	St. Louis, MO	63103
Carl F. Braendle	315/829- 3196	5935 Skinner RD	Vernon Center, NY	13477

Organization	Fax	ADDRESS:	City	Zip
Morris College	803/773-3687	100 W College Street	Sumter, SC	29150
Corpus Christi State University	512/944-5729	6300 Ocean Drive	Corpus Christi, TX	78412
Jarvix Christian College	903/769-5834	Highway 80 West Drawer G	Hawkins, TX	75765
University of Alabama at Birmingham	205/934-8180	532 Hill University Center	Birmingham, AL	35294
University of California, Santa Barbara	805/893-8023	University of California, SB	Santa Barbara, CA	93106
California Institute of Technology	626/793-9853	1201 E California BLVD	Pasadena, CA	91125
University of Chicago	773/834-2277	5801 S Ellis Avenue	Chicago, IL	60637
Princeton University	609/258-2919	201 Nassau Street	Princeton, NJ	8544
Fordham University	718/817-8155	East Fordham Road	Bronx, NY	10458
Community College of Rhode Island	401/455-6180	1 Hilton Street	Providence, RI	2905
California State University - Los Angeles	213/343-3649	5151 State University Drive	Los Angeles, CA	90032
Minnesota Community Colleges	612/832-6571	10339 Scarborough RD	Bloomington, MN	55437
University and Community College System of Nevada	702/784-1127	2601 Enterprise Rd	Reno, NV	89512

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Part 4: Outreach Activities and Initiatives

1. Job Fairs and Job-related Station Tours (Outreach Initiative #1 and #11).

For the second year in a row, KJZZ/KBAQ co-sponsored an Arizona Broadcasters Association Broadcasters Career Fair on the MCCCDC Scottsdale Community College campus. The date of the job fair was April 7, 2010. The event was promoted on-air by both KJZZ and KBAQ, and by other stations in the greater Phoenix area. Attendees numbered 203, of which 21 identified our stations as the source of their information about the fair. These 21 attendees represented the largest number of attendees citing any station, radio or television, as their notification source. Carl Matthusen, former General Manager and now special consultant, represented the MCCCDC stations.

2. Fronteras: The Changing America Desk (Outreach Initiatives # 5, 6, 7, 8, 9, and 16 – this project has elements of each)

Last summer, MCCCDC submitted an application on behalf of the stations to the Corporation for Public Broadcasting (CPB) to create a new approach to public radio journalism: a Local Journalism Center. This application was in competition with 105 other applications from other public radio stations throughout the U.S. Recently, MCCCDC and the licensees of four other public radio stations were selected to receive a grant to launch five local journalism centers. CPB has awarded a grant of \$1.35 M over the next two years to create our Local Journalism Center, which will be in partnership with fellow NPR stations KPBS, San Diego; KNAU, Flagstaff; KUAT, Tucson; KNPR, Las Vegas, NV; KRWG, Las Cruces, NM; and KSTX, San Antonio, TX. The goal of the Center will be to tell stories that will help new listeners and existing audiences make sense of the cultural shifts that are transforming the American Southwest. The premise behind a Changing America Desk is that in the 21st century, people are striving to understand the change that's taking place around them; MCCCDC believes that we must provide the news, information, and context necessary for Americans to negotiate change and make decisions in an ever-shifting environment.

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To implement this program, MCCCCD is hiring full-time reporters, mostly bilingual, in all of the above-listed cities – all reporting to a central editorial team to be hired and housed at the KJZZ/KBAQ studios. Additionally, KJZZ will be partnering with KPBS to provide a “digital boot camp” training session in San Diego for KJZZ reporters – both new hires and for existing staff. To achieve the goal of helping listeners, new and old, in dealing with cultural shifts, these Fronteras reporters will report stories that are not necessarily being heard anywhere else, across multiple media platforms, including sound, video, and online.

The Fronteras program is needed by the population of Maricopa County served by MCCCCD. Brookings Institute has pointed out that:

“States in the southern Intermountain West – Arizona, Colorado, Nevada, New Mexico, and Utah – are experiencing some of the fastest population growth and economic and demographic transition anywhere in the country.”

According to census estimates in 2008, roughly 30% of Arizona’s population is Hispanic; more than six out of 10 Hispanic residents of the state are native-born, not immigrants, and not here illegally. Native Americans are also heavily represented in the Southwest, slightly more than 2.4 million people, at least 335,00 of whom live in Arizona. News and information services for this community must focus on these issues, which are of such great concern to those living in the community served by MCCCCD’s station, as well as the state and the region. So, Fronteras will capitalize on the various bureaus’ geographical proximity to the Mexican border to highlight the impact of border issues on the American culture, politics, demography, and social order. It will do so with the assistance of a reporting and editing staff – new and old – that has been received the special training and ongoing-mentoring that are an essential through this program.

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3. Youth Media Center (Outreach Initiative #5)

During its 2008-2009 license year, as reported in last year's EEO Annual Public File Report, the KJZZ/KBAQ SEU continued its "Youth Radio Project" with two local high schools in the Phoenix area to conduct educational programs in radio production for high school students. The KJZZ/KBAQ SEU sought to continue and expand this program during the 2009-2010 school year, and has now developed a new and more ambitious program, the Youth Media Center, to recruit and train young people who are at risk for educational and career failure as a result of poverty, minority status, poor educational models to become "apprentice journalists." Although 21% of Americans have attended college, in the Latino community, only 13% of the population attends any post-secondary institution. MCCCCD finds this data particularly problematic for the training of our next generation of journalists, since the traditional models of journalism education – college and post-graduate journalism school – do not appear to be a realistic option for a growing Latino workforce.

MCCCCD believes that public radio – which has the reporters, the editorial capability, and the public service mission – is in a position to address this problem by developing a new model for training the next generation of journalists, both by providing apprenticeship-type training and by helping to overcome some the the barriers to entry into college and the profession found in most minority communities. MCCCCD is now in the early stages of developing its new initiative – to train journalists through apprenticeships for minority and at-risk youth to motivate them to pursue a career in media journalism for students who might otherwise give up long before reaching journalism school in college. The basic premise for the initiative, modeled after the Oakland, CA Youth Radio project, would establish a youth center (patterned after the more familiar after school youth centers) located in a transitional area of Phoenix where, instead of playing sports or hanging out after school, youths between the ages of 14 and 24 could come to "do media" – audio, video, photography, digital media, digital music, etc. Beginning with a six-month rigorous training program taught by Youth Media professional staff, the young people would be put on MCCCCD's payroll, earning minimum wage

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at first, to install a sense of responsibility and accountability for their performance, and they would be put to work to yield news stories, programming, commentary, and special reports, presented in progressive degrees of visibility. Ultimately, the Youth Media Center will seek to employ professional journalists, educators, social workers, and academic counselors to assist young people enrolled in the program. The Phoenix Union School District has expressed interest in allowing MCCCDC to use its soon-to-be vacated Cyber High School, which is adjacent to a newly-acquired MCCCDC building that will house the Rio Salado College Adult Basic Education program. The proximity of these two buildings will facilitate a Youth Media Center requirement that its constituents either stay in high school or pursue a GED. We are in the first exploratory phases of this project, but are very excited about the possibilities and will continue to report on our progress in successive EEO Annual Reports.