

**Maricopa County Community College District (KJZZ and KBAQ)
2008-2009 EEO Annual Public File Report**

**KJZZ-FM and KBAQ-FM, Phoenix, Arizona (Station Employment Unit)
LICENSEE: Maricopa County Community College District
Period: 06/01/2008 to 5/31/2009**

Part One: Job Vacancy Information

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 James V. Paluzzi, 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).

**Maricopa County Community College District (KJZZ and KBAQ)
2008-2009 EEO Annual Public File Report, Page 2**

Part 1: Job Vacancy Information Chart:

KJZZ/KBAQ/SUN SOUNDS

Full Time Job Vacancies Filled

6/1/08 – 5/31/09

Job ID Number	Job Title	Date Filled	Recruitment Source for New Hire	Total Number Inter-viewees	Recruitment Sources for Interviewees
80699	Reporter/ Host, Latino Affairs	9/29/08	Employee Referral	1	MCCCD employee referral
80732	Radio Announcer	9/8/08	MCCCD Job Opps	1	MCCCD Job Opportunities
80760	Admin. Sec I	10/13/08	MCCCD Job Opps	5	CCollegejobs.com MCCCD website; MCCCD external job opportunities
80808	Reporter/ Host	2/2/09	NPR – national edition	4	MCCCD website; employee referral
90068	Gen Mgr KJZZ/KBAQ /SS	3/30/09	MCCCD website	3	Livingston Associates: <i>Current, 11/10/08 & 12/8/08</i>
90129	Event Planner Coordinator	2/2/09	Employee Referral	8	MCCCD website; MCCCD employ ment dept; MCCCD Internal Job Opportunities

Total number of job vacancies filled: 6

Total number of applicants interviewed for all vacancies: 22

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 3**

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 Job Opportunities” 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
Phone: 646-351-5879
Fax: 212-739-7758
virenius@hotjobs.com
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

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 4**

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

**B. The following recruitment sources were also utilized by the KBAQ/KJZZ
Station Employment Unit for specific positions:**

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

For the General Manager position:

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

10. Livingston Associates, LLC
3000 Chestnut Avenue, Suite 208
The Mill Centre
Baltimore, MD 21211
(410) 243-1974 (office)
(410) 243-1975 (fax)
Tom Livingston, President & CEO
tom@livingstonassociates.net
(703) 798 1199 (cell)
Cheryl A. Head, COO
cheryl@livingstonassociates.net

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 5**

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

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 within the system, 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

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 6**

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 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 MCCCDC Human Resources Department.

Organization	Fax	ADDRESS:	City	Zip
LDS Employment Center	480/234-36 13	235 S El Dorado	Mesa, AZ	8520 2
AIGSM - Thunderbird Campus	623/978-75 94	15249 N 59th AVE	Glendale, AZ	8530 6
DES - Job Service	602/253-23 16	438 W Adams	Phoenix, AZ (central Phoenix)	8500 3
Arizona Institute of Business & Technology (Charter School)	602/973-25 72	6049 N 43rd AV	Phoenix, AZ	8501 9
Chicanos Por La Causa	602/257-55 29	1402 S Central	Phoenix, AZ	8500 3

Organization	Fax	ADDRESS:	City	Zip
Center For New Directions	602/253-26 28	1430 N 2nd Street	Phoenix, AZ	8500 4
AZ Women's Education and Employment, Inc.	602/223-43 38	640 N 1st AV	Phoenix, AZ	8500 3
AZ DPS - Human Resources	602/223-29 21	2102 W Encanto BLVD	Phoenix, AZ	8500 9
DES - Job Service	602/678-18 65	9801 N 7th ST	Phoenix, AZ (north Phoenix)	8504 0
Vocational Rehabilitation	602/239-52 56	1012 E Willetta 1B	Phoenix, AZ	8500 6
Goodwill Industries	602/258-70 47	417 16th Street	Phoenix, AZ	8500 6
Central AZ Shelter Svc, Inc.	602/252-84 08	1209 W Madison	Phoenix, AZ	8500 7
DES - Job Service	623-247-64 35	3406 N 51st AVE	Phoenix, AZ (west valley)	8503 1
DES - Rehabilitation Service	602/542-37 78	1789 W Jefferson, #930A	Phoenix, AZ	8500 7
Lutheran Social Ministry Job Net	602/248-49 68	2020 W Indian School rd #e26	Phoenix, AZ	8501 5
Plus 50 Placement Center, Inc.	602/246-96 25	5119 N 19th AVE, STE E	Phoenix, AZ	8501 8
Nova Eon, Inc.	602/997-20 96	10851 N Black Canyon HWY	Phoenix, AZ	8502 9
DES - Vocational Rehabilitation	602/264-78 19	4620 N 16th Street,STE B106	Phoenix, AZ	8501 6
Grand Canyon University Career Center	602/589-28 90	3300 W Camelback	Phoenix, AZ	8501 7
DES - Vocational Rehabilitation	623/873-62 10	4136 N 75th AVE	Phoenix, AZ (west valley)	8503 3
DES - (Dave Eaton, Counselor)	602/678-18 65	POBOX 9369	Phoenix, AZ	8506 8
ASU West - Dept 1507	480/543-84 12	POBOX 371000-A Smith	Phoenix, AZ	8506 9

Organization	Fax	ADDRESS:	City	Zip
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
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

Organization	Fax	ADDRESS:	City	Zip
NTI, Inc	602/266-76 9	4745 n 7th Street, STE 140	Phoenix, AZ	8501 4
Volunteer Center	602/631-48 70	1515 E Osborn	Phoenix, AZ	8501 4
Frances Long	602/495-46 89	1441 N 12th Street	Phoenix, AZ	8500 6
New Mexico Highlands University	505/454-34 69	Campus Drawer S	Las Vegas, NM	8770 1
University of the District of Columbia	202/274-62 25	4200 Connecticut AVE NW	Washington, DC	2000 8
Dillard University	504/286-48 46	2601 Gentilly BLVD	New Orleans, LA	7012 2
Roxbury Community College	517/541-53 65	1234 Columbus AV	Roxbury, MA	2120
Bowie State College	301/464-60 69	Jericho Park Rd	Bowie, MD	2071 5
Wayne County Community College	313/577-49 95	801 Fort Avenue	Detroit, MI	4822 6
Harris-Stowe State College	314/340-33 89	3026 Laclede Avenue	St. Louis, MO	6310 3
Carl F. Braendle	315/829-31 96	5935 Skinner RD	Vernon Center, NY	1347 7
Morris College	803/773-36 87	100 W College Street	Sumter, SC	2915 0
Corpus Christi State University	512/944-57 29	6300 Ocean Drive	Corpus Christi, TX	7841 2
Jarvis Christian College	903/769-58 34	Highway 80 West Drawer G	Hawkins, TX	7576 5
University of Alabama at Birmingham	205/934-81 80	532 Hill University Center	Birmingham, AL	3529 4
University of California, Santa Barbara	805/893-80 23	University of California, SB	Santa Barbara, CA	9310 6
California Institute of Technology	626/793-98 53	1201 E California BLVD	Pasadena, CA	9112 5
University of Chicago	773/834-22 77	5801 S Ellis Avenue	Chicago, IL	6063 7

Organization	Fax	ADDRESS:	City	Zip
Princeton University	609/258-29 19	201 Nassau Street	Princeton, NJ	8544
Fordham University	718/817-81 55	East Fordham Road	Bronx, NY	1045 8
Community College of Rhode Island	401/455-61 80	1 Hilton Street	Providence, RI	2905
California State University - Los Angeles	213/343-36 49	5151 State University Drive	Los Angeles, CA	9003 2
Minnesota Community Colleges	612/832-65 71	10339 Scarborough RD	Bloomington, MN	5543 7
University and Community College System of Nevada	702/784-11 27	2601 Enterprise Rd	Reno, NV	8951 2

Part 4: Outreach Activities and Initiatives

1. Sun Sounds of Arizona (Unique Community Outreach Program for Persons with Disabilities - #16). MCCCDC, licensee of KJZZ and KBAQ, is an educational institution, which includes ten colleges and two skill centers, located on multiple campuses and sites, which serves over 250,000 students annually. On its Rio Salado campus, MCCCDC and its licensed NCE radio broadcast station KJZZ offer a unique community outreach program, the Sun Sounds Radio Reading Service Signal Coverage. The service, which is broadcast on the KJZZ sub-carrier, has been in existence for 30 years. Sun Sounds of Arizona provides audio access to information to people in the Southwest who cannot read print because they have a disability. The service can be accessed three ways: on the radio, on the web, and over the phone.

Located at the KJZZ/KBAQ studios on the 4th floor of MCCCDC's Rio Salado College building, the non-profit Sun Sounds provides access to print publications and electronic text for individuals who are blind, visually impaired, or physically unable to read. The Service makes creative use of technology and talent to ensure that every disabled person has the opportunity to access the current and local information necessary to a self-directed, productive life. As a result, the inability to read print would no longer be considered a disabling condition. The mission of Sun Sounds is to continue to be a leader in the field of information access services and a willing partner to organizations with like goals. Sun Sounds of Arizona is innovative, committed to quality and to customer satisfaction.

The audience of Sun Sounds of Arizona is as diverse as the population in general. This is because people lose the ability to read print material for a vast number of reasons. Many lose their access to print late in life as a result of macular degeneration, diabetes, or other age related eye diseases. Others lose the ability to use print because of a stroke, accident, or age-related infirmity. After a lifetime of reading newspapers, popular magazines, books and other current print, the sudden and dramatic loss of reading ability can bring a sense of great loss and isolation. Sun Sounds annually assists more than 31,000 blind, elderly, or physically-disabled persons in gaining access to printed information every day.

Sun Sounds is staffed by volunteers as well as paid employees. More than 500 volunteers, drawn from throughout the State of Arizona (working at sites in Tempe,

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 12**

Tucson, and Flagstaff) are involved in reading print publications either on a live or pre-recorded basis. The volunteers receive extensive training from KJZZ/KBAQ staff members, not only in reading for broadcast, but also in developing technical broadcasting and audio recording skills. The Sun Sounds volunteer pool, many of whose volunteer-members have been hosting their programs for over ten years, also provides a fertile ongoing source of employed staff positions at Sun Sounds, KJZZ, and KBAQ. The Sun Sounds service has received numerous awards and recognitions for the high quality of this community outreach service for the disabled, including being named as one of the “Thousand Points of Light” under former President George H.W. Bush.

As always, the Sun Sounds programming service and its volunteers were very active during the 2008-2009 license year of the MCCCCD-SEU license year. Several of Sun Sounds 2008-09 volunteers recently received the Gold or Silver Mic Awards. The Gold Mic is awarded to a volunteer who has provided extraordinary service over the previous year, and the Silver Mic recognizes a volunteer for extraordinary service over a length of time. In Tempe, Sue Desparte received the Gold Mic Award and Philip Feld won the Silver Mic Award. In Tucson, Sam Wymer received the Gold Mic and Agnes Moses received the Silver Mic. And in Flagstaff, Gerry Nabours received the Gold Mic and Judith Romero won the Silver Mic. Many other volunteers were recognized for their years of service. The web site for the service is www.sunsounds.rio.maricopa.edu. The Director of the Service is Bill Pasco, and Andrea Pasquale is the Manager of Programming & Volunteers.

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

During 2008-2009, KJZZ/KBAQ co-sponsored an Arizona Broadcasters Association job fair on the MCCCCD Scottsdale campus. The date of the job fair was April 8, 2009. KJZZ and KBAQ advertised the job fair on their websites and also broadcast announcements on the air (8 announcement on each station for one week prior to the job fair). The job fair drew a total of 239 people (up from 176 the previous year). Of those attendees, 19 stated that they learned about the job fair through on-air announcements on KBAQ or KJZZ, ranking us the 5th highest compared to other stations who participated.. Carl Matthusen, former General Manager and present consultant, participated in this activity.

**Maricopa County Community College District (KJZZ and KBAQ SEU)
2008-2009 EEO Annual Public File Report, Page 13**

In January 2009, KJZZ/KBAQ invited representatives of the San Carlos Apache Tribe (SCAT), whose tribal lands are located near Globe, AZ, approximately 60 miles east of Phoenix, to join Carl Mathussen, former General Manager, and staff members for a tour of the station facilities and a get-acquainted session. SCAT was a first-time applicant for a new NCE station during the Commission's October 2007 NCE filing window, at which time the tribal leadership applied for a construction permit for a NCE FM radio station to be built on tribal lands and serve the San Carlos community. The KJZZ/KBAQ management and the tribal leadership have begun discussions regarding a potential internship program that would help teach those tribal members who wish to work at the new station the skills needed for noncommercial broadcasting. Although the CP has not yet been awarded; if SCAT is awarded a CP, and tribal members apply for these internship positions in the future, further information will be provided in future EEO Annual Reports.

3. Youth Radio Project (#5)

During both school terms of 2008-2009, the KJZZ/KBAQ SEU continued its work with two local high schools in the Phoenix area to conduct educational programs in radio production for high school students. The program, named "Sonic Roots," was developed and mentored by Tony Ganzer, producer of the station's broadcast of NPR's *All Things Considered* program. Participating schools included [Arcadia High School (fall term 2008) and Dobson High School in Mesa, AZ (spring term 2009)]. Mr. Ganzer developed lesson plans, team-taught and individually taught classes and smaller groups the basics of reporting news stories for radio, including interviewing, writing copy, editing, and broadcasting the story. The KJZZ/KBAQ SEU intends to continue this program during the 2009-2010 school year and hopes to expand it to include more schools, depending upon the availability of funding.