

**Maricopa County Community College District (KJZZ and  
KBAQ) 2021-2022 EEO Annual Public File Report**

**KJZZ-FM and KBAQ-FM, Phoenix, Arizona (Station Employment Unit)  
LICENSEE: Maricopa County Community College District  
Period: 06/01/2021 to 05/31/2022**

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 (6/1/21 - 5/31/22): 17

Total number of persons hired:

Total number of interviewees:

For information regarding 2021-22 recruitments, please see Job Vacancies Chart below:



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

MCCCD Website - 2, Employee Referral - 2, Indeed - 1, Higher Ed Jobs - 1,  
KJZZ.org/Jobs - 1, LinkedIn - 1.

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

A. Rio Salado College, the MCCCD HR # department, choose from the following recruitment sources to disseminate information about the 2020-2021 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<br>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<br>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       |                     |
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| National Alliance of State Broadcaster Association (NASBA) # |   | <a href="http://www.nasbaonline.net/">http://www.nasbaonline.net/</a>     | Online Posting   |   |
| Higher Ed Jobs #   |   | <a href="http://www.higheredjobs.com">www.higheredjobs.com</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.<br>Ste 310<br>Phoenix, AZ<br>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<br>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<br>Phoenix, Arizona<br>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<br>Kedzie Hall<br>Manhattan, KS<br>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,<br>Mountain View,<br>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<br>Social Media #   | 3701 W Thomas<br>Rd Phoenix AZ<br>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<br>Public<br>Broadcasting<br>(CPB) + #             | 401 9th St. NW,<br>Washington,<br>D.C. 20004                  | <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a>   | Online Posting | 202-879-9600                                |
| Northwestern<br>Medill School of<br>Journalism #                   | 1845 Sheridan<br>Rd. Evanston, IL<br>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<br>Journalist<br>Association<br>(AAJA) + #          | 5 Thirds Street.<br>Suite 1108. San<br>Francisco, CA<br>94103 | <a href="mailto:national@aja.org">national@aja.org/</a>   | Online Posting | 415-346-2051                                |
| National<br>Association of<br>Hispanic<br>Journalist<br>(NAHJ) + # | 1050 Connicut<br>Ave NW, 5th<br>Floor,<br>Washington, DC      | <a href="http://nahj.org/">http://nahj.org/</a>   | OnLine Posting | 202-853-7754<br>Alberto A.<br>Mendoza       |
| MCCCD Website #  | 2414 W. 14th<br>St.<br>Tempe, AZ<br>85281                     | <a href="http://www.maricopa.edu">http://www.maricopa.edu</a>   | Online Posting | 480-731-8000                                |
| National<br>Association of<br>Black Journalists<br>(NABJ) + #      | 8800 Lakewood<br>Dr. #117<br>Windsor, CA<br>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@nicar.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<br>Contact: Adam Livingston; adam@livingstonassociates.net |

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| Mediabistro +  | 825 8th Avenue,<br>29th Floor, New<br>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,<br>Columbia, SC 29201;  | <a href="http://www.netaonline.org/jobs.htm">http://www.netaonline.org/jobs.htm</a>                               | Online Posting  | Maryanne Schuessler;<br>email positions to:<br>maryanne@netaonline.org |
| Public Radio News Directors Incorporated (PRNDI) +           | P.O. Box 838,<br>Sturgis, SD 57785;   | <a href="http://prndi.org/term/jobs-0">http://prndi.org/term/jobs-0</a>   | Christine Paige Diers; email positions to:<br>cpaigediers@gmail.com | (605) 490-3033   |
| Radio Television Digital News Association (RTDNA) +          | The National Press Building<br>529 14th Street,<br>NW, Suite 1240<br>Washington,<br>D.C. 20045  | <a href="http://www.rtdna.org/">http://www.rtdna.org/</a>   | Online Posting  | (202) 662-7257<br>Karen Hansen;<br>karenh@rtdna.org                    |
| Public Media Business Association (PMBA) +                   | 7918 Jones Branch Drive,<br>Suite 300,<br>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,<br>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<br>3909 N. Meridian St.,<br>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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| <p>Poynter Institute<br/>+</p>  | <p>The Poynter Institute, 801 Third Street South, St. Petersburg, FL 33701</p> | <p><a href="http://careers.poynter.org/">http://careers.poynter.org/</a></p>  | <p>Online Posting</p> | <p>(727) 821-9494<br/>Poynter's job board hosted by mediajobsconnection / RealMatch, part of TheJobNetwork™<br/>RealMatch Inc., HQ, 205 Lexington Ave, 8th Floor, NY, NY 10016<br/>732-659-6410</p> |
| <p>National Association for Multi-Ethnicity in Communications (NAMIC) +</p> | <p>50 Broad Street, Suite 1801 New York, NY 10004</p>                          | <p><a href="http://namic.com/job-bank/">http://namic.com/job-bank/</a></p>  | <p>Online Posting</p> | <p>(212) 594.5985;<br/>info@namic.com</p>   |
| <p>NAMAC – National Alliance for Media Arts + Culture +</p>                 | <p>145 9th St #250, San Francisco, CA 94103</p>                                | <p><a href="http://www.namac.org/job-bank/">http://www.namac.org/job-bank/</a><br/>As of 01.01.17 is now The Alliance - The ALLIANCE for Media Arts + Culture<br/><a href="http://www.thealliance.media/job-bank/">http://www.thealliance.media/job-bank/</a></p> | <p>Online Posting</p> | <p>(415) 431-1391</p>   |
| <p>TV and Radio Jobs +</p>  | <p>PO Box 7049, Charlottesville VA 22906 US</p>                                | <p><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></p>  | <p>Online Posting</p> |   |
| <p>RADIO ONLINE +</p>   | <p>3500 Tripp Avenue, Amarillo TX 79121-1637</p>                               | <p><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></p>  | <p>Online Posting</p> |   |

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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><br><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><br>or<br><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><br>or<br><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

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|   |
| 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<br>dnavarro@devry.edu  |
| Grand Canyon University - 330 W. Camelback Rd. Phoenix,AZ 85017<br><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<br>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<br><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<br>85281 480-965-2100  |



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**B. SPOT 127 Interns**

During the 2020-21 school year, SPOT 127 hired four 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, 2022).
2. Production Assistant - Spot127 East; Price Road, Phx, (Aug 1 - May 31, 2022).

**3. Station Tours**

Station personnel usually hosts tours throughout the year with members, community groups, students, and program partners. From 06/01/2021 to 5/31/2022, due to the COVID-19 pandemic, there were no tours of the studios. We will resume when we can because one of 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 2021-2022 the program provided extra-curricular learning opportunities to nearly 250 high school students in Maricopa County at its Spot127-East location.

**A Paid Internship Program** - During the 2021-22 school year, SPOT 127 hired four 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, NABJ, NAHJ, and NAJA.

