

Maricopa County Community College District (KJZZ and KBAQ) 2022-2023 EEO Annual Public File Report

KJZZ-FM and KBAQ-FM, Phoenix, Arizona (Station Employment Unit)

LICENSEE: Maricopa County Community College District

Period: 06/01/2022 to 05/31/2023

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 <https://jobs.maricopa.edu> or the station web sites at kjzz.org and 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 (6/1/22 - 5/31/23): 13.

Total number of people hired: 15.

Total number of interviewees: 49.

For information regarding 2022-23 recruitments, please see Job Vacancies Chart below:

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

Job ID Number	Job Title	Filled	Total # Interviews	Recruitment Source Interviewees	Recruitment Source New Hire
315442	Bcst Field Corr.	7/11/22	5	Website (3); LinkedIn (2)	Website
316053	Bcst. Mgr.	10/3/22	4	Referral (2); CPB.org (1); Career.com(1)	Referral
316137	Dev. Officer	8/8/22	14	Referral (2); Website (7); LinkedIn (3)	Referral
316231	Bcst. Prod. Mgr.	3/20/23	3	Website (2)	Website
316232	Bcst Prod. Ed. Sr.	6/13/22	4	Referral (1); Website (1); LinkedIn (2)	Website
316500	Bcst. Mgr.	7/11/22	1	Referral (1)	Referral
316548	Bcst. Prod.	9/6/22	2	Indeed (1)	Indeed
316660	Bcst Field Corr.	9/19/22	4	Referral (1); Website (2)	Website
317125	Assoc. VP	10/17/22	2	Referral (1); Website (1)	Referral
317406	Tech Spec. Sr.	11/14/22	1	Referral (1)	Referral
317533	Bcst. Supv.	1/23/23	2	Website (1)	Website
317771	Bcst Field Corr.	4/17/23	3	Website (3)	Website
317773	Tech Spec. Sr.	4/3/23	4	Website (4)	Website

Source: Rio Salado College Human Resources

**Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report**

Recruitment Sources/Referral Organizations for Interviewees:

MCCCD Website - 24, Employee Referral - 9, LinkedIn – 7, Indeed - 1, CPB - 1, CarrerBuilder.com – 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 2022-2023 job vacancies at KJZZ and KBAQ.

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

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

Current + #	6930 Carroll Avenue, Suite 525, Takoma Park, MD 20912	http://www.curent.org/	David Kramer	(301) 270-7240 X 35
Journalism Jobs + #		http://www.journalismjobs.com/post_job_new.cfm	Online Posting Entry	510-508-7386
Greater Public +	401 N. 3rd St Suite 370 Minneapolis, MN 55401	http://greaterpublic.org/job-line	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	https://gcu-csm.symplicity.com/employers/Careerservices@gcu.edu	Online Posting	602-639-6606
Society of Broadcast Engineers (SBE) National Website #	9102 N. Meridian 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	http://www.sbe9.org	Online Posting	

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

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

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

SPOT 127 Social Media #	3320 S Price Rd, Tempe AZ 85282	mmyers@rioradio.org	Matt Myers	480-834-5627
Corporation for Public Broadcasting (CPB) + #	401 9th St. NW, Washington, D.C. 20004	http://www.cpb.org/jobline/	Online Posting	202-879-9600
Northwestern Medill School of Journalism #	1845 Sheridan Rd. Evanston, IL 60208	http://www.medill.northwestern.edu/career-services/employers	OnLine Posting	847-467-6231
Asian American Journalist Association (AAJA) + #	5 Thirds Street. Suite 1108. San Francisco, CA 94103	national@aaaja.org/	Online Posting	415-346-2051
National Association of Hispanic Journalist (NAHJ) + #	1050 Connicut Ave NW, 5th Floor, Washington, DC	http://nahj.org/	OnLine Posting	202-853-7754 Alberto A. Mendoza
MCCCD Website #	2414 W. 14th St. Tempe, AZ 85281	http://www.maricopa.edu	Online Posting	480-731-8000
National Association of Black Journalists (NABJ) + #	8800 Lakewood Dr. #117 Windsor, CA 95492	www.nabj.org/	Online Posting	626-792-3846
Radio Ink #		http://www.radioink.com/jobs.asp	Online Posting	

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

IRE - Investigative reporters and Editors #	141 Neff Annex, Missouri School of Journalism. Columbia, MO 65211	https://www.ire.org/jobs/post-job/	Email job listing to jobpostings@nicar.org	573-882-2042
National Association of Science Writers #	PO Box 7905 Berkeley, CA 94707	https://www.nasw.org/advertise-sciencewriters	Online Posting	
Jobing.com #		Jobing.com	Online Posting	
Journalism Next #		www.journalismnext.com	Online Posting	
Online News Association +		http://journalists.org/	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 #		https://www.linkedin.com/job/q-web-software-developer-jobs	Online Posting	
Career Builder #		http://www.careerbuilder.com/jobs/keyword/software-developer		
Indeed #		https://www.indeed.com/	Online Posting	
Livingston Associates' website and database +	3000 Chestnut Ave, Ste 208, Baltimore, MD, 21211	http://www.livingstonassociates.net/	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

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

Mediabistro +	825 8th Avenue, 29th Floor, New York, NY 10019	https://www.mediabistro.com/jobs/	Online Posting	(800) 205-7792
National Educational Telecommunications Association (NETA) +	939 South Stadium Road, Columbia, SC 29201;	http://www.netaonline.org/jobs.htm	Online Posting	Maryanne Schuessler; email positions to: maryanne@netaonline.org
Public Radio News Directors Incorporated (PRNDI) +	P.O. Box 838, Sturgis, SD 57785;	http://prndi.org/term/jobs-0	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	http://www.rtdna.org/	Online Posting	(202) 662-7257 Karen Hansen; karenh@rtdna.org
Public Media Business Association (PMBA) +	7918 Jones Branch Drive, Suite 300, McLean, VA 22102	http://www.pbma.org/node/312	Online Posting	info@pmbaonline.org
All Access +	24955 Pacific Coast Highway, C303, Malibu, CA, 90265;	http://www.allaccess.com/forum/viewforum.php?f=10	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	http://jobs.spj.org/jobs/	Online Posting	(317) 927-8000

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

Poynter Institute +	The Poynter Institute, 801 Third Street South, St. Petersburg, FL 33701	http://careers.poynter.org/	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	http://namic.com/job-bank/	Online Posting	(212) 594.5985; info@namic.com
NAMAC – National Alliance for Media Arts + Culture +	145 9th St #250, San Francisco, CA 94103	http://www.namac.org/job-bank/ As of 01.01.17 is now The Alliance - The ALLIANCE for Media Arts + Culture http://www.thealliance.media/job-bank/	Online Posting	(415) 431-1391
TV and Radio Jobs +	PO Box 7049, Charlottesville VA 22906 US	http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi?add_item_button=on	Online Posting	
RADIO ONLINE +	3500 Tripp Avenue, Amarillo TX 79121-1637	http://jobs.radio-online.com/cgi-bin/rol.exe/jobs_list	Online Posting	

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

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

**Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report**

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 https://gcu-csm.symplicity.com/employers/Careerservices@gcu.edu 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 http://www.maricopa.edu 480-731-8000
Northwestern Medill School of Journalism 1845 Sheridan Rd. Evanston, IL 60208 http://www.medill.northwestern.edu/career-services/employers 847-467-6231
Northern Arizona University http://nau.edu 928-523-9011
ASU Lodestar Center for Philanthropy Nonprofit Innovation 300 E. Lemon St. Tempe, AZ 85281 480-965-2100

Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report

Part 4: Outreach Initiatives

1. Job Fairs/Non-Specific Employment Recruitment

February 22, 2023 - Arizona Broadcasters Association provided station participation for the Career Days 2023 sponsored by the Arizona State University located in Tempe, Arizona. KJZZ and KBAQ hosted an outreach table for prospective PT staff and interns to meet students and talk about the mission, goals, and employment opportunities at the stations; the process of applying for employment; and career paths to consider. The total number of attendees was around 150 during the event. Operations Manager Brian Mendez served as the station representative.

March 1, 2023 - Arizona Broadcasters Association provided station participation for the Career Days 2023 sponsored by the University of Arizona located in Tucson, Arizona. KJZZ and KBAQ hosted an outreach table for prospective PT staff and interns to meet students and talk about the mission, goals, and employment opportunities at the stations; the process of applying for employment; and career paths to consider. The total number of attendees was around 100 during the event. Associate Vice President John Sage served as the station representative and was joined by Operations Manager Brian Mendez.

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 Chad Snow and Vice President/GM Jon Hoban:

1. May to August: Summer 2022 - News - Arizona State University
2. May to August: Summer 2022 - News - Arizona State University
3. May to August: Summer 2022 - News - Arizona State University
4. August to December: Fall 2022 - News - Arizona State University
5. August to December: Fall 2022 - News - Arizona State University
6. August to December: Fall 2022 - News - Arizona State University
7. January to May: Spring 2023 - News - Arizona State University
8. January to May: Spring 2023 - News - Arizona State University
9. January to May: Spring 2023 - News - Arizona State University

**Maricopa County Community College District (KJZZ and KBAQ)
2022-2023 EEO Annual Public File Report**

b. SPOT 127 Interns

During the 2022-23 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 with 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: Price Road, Phoenix, (Aug 1, 2022 - May 31, 2023)

2. Production Assistant - Spot127: Price Road, Phoenix, (Aug 1, 2022 - May 31, 2023)

3. Station Tours

Station personnel usually host tours throughout the year with members, community groups, students, and program partners. From 06/01/2022 to 5/31/2023, we resumed station tours after the Covid-19 pandemic for new employees, visitors to the college, and public guests serving one of our primary objectives 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. You may 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 2022-2023 the program provided extra-curricular learning opportunities to nearly 250 high school students in Maricopa County at its Spot 127 location.

- a. Paid Internship Program - During the 2022-23 school year, SPOT 127 hired two high school students. Their primary role was to help with instruction to younger students as well as to actively report on stories using 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 journalism and all upper-level job openings on the website job banks of national organizations where the membership tends to be minority or female prospective candidates which includes the Asian American Journalist Association (AAJA), the National Association of Black Journalists (NABJ), the National Association of Hispanic Journalist (NAHJ), and the Native American Journalist Association (NAJA).