

## 2018 ANNUAL EEO PUBLIC FILE REPORT

Cesar Chavez Foundation,  
Farmworker Educational Radio Network, Inc., and  
Phoenix Radio Broadcasting, LLC.

Stations:	KCCF-FM, Phoenix, AZ KNAI(AM), Phoenix, AZ KAHM(FM), Spring Valley, AZ KYCA(AM), Prescott, AZ
Reporting Period:	6/1/2017 to 5/31/2018
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

#### 2017

- Manager Sales Training with RAB May 24-26
- DACA Recipients homeownership seminar – 7/24
- AZHC Health Fair 7/22
- Kermes Comunitaria (resource fair) – Isaac School Districts – 7/29
- Nosotros Magazine – feria de salud y trabajo 8/27
- Recruitment from various companies at this event
- Trevor Brown High School 9/22
- Maryvale High School 9/28
- Tostito Scholarship Sept 17
- Dysart High School 10/6
- Trevor Brown High School 10/20
- Maryvale High School 10/24
- Trevor Brown High School 11/17
- Boy Scouts Event - 12/2
  - o Job Recruitment during this event

**2018**

- Trevor Brown High School 1/19
- Trevor Brown High School 2/16
- Trevor Brown High School/ Cesar Chavez Assembly 3/23/18
- Cesar Chavez High School 3/29
- Metro Tech High School 3/29
- Trevor Brown High School 4/20
- Fiestas de mayo - 5/5-6/18
  - o 2 day event free for entire family, health, job fair and Entertainment
- Sales Training every Tuesday May 1, 8 ,15, 22 29

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|-----|------------|--|---------------------|
| 1.  | 7/24/2017  | Cesar Chavez Foundation (CCF)<br>Convocation<br>Austin, TX – Sponsorship | CCF Executive Staff |
| 2.  | 7/26/2017  | CCF Convocation<br>Phoenix, AZ – Sponsorship                             | CCF Executive Staff |
| 3.  | 7/27/2017  | CCF Convocation<br>Keene, CA – Headquarters –<br>Sponsorship             | CCF Executive Staff |
| 4.  | 11/15/2017 | Choice Career Fairs<br>Las Vegas, NV                                     | HR Recruiter        |
| 5.  | 11/16/2017 | Best Hire Career Fairs<br>Las Vegas, NV                                  | HR Recruiter        |
| 6.  | 12/13/2017 | CCF Hosted Education Christmas<br>Party – Shafter, CA                    | HR Department       |
| 7.  | 12/14/2017 | CCF Hosted Education Christmas<br>Party – Bakersfield, CA                | HR Department       |
| 8.  | 12/15/2017 | CCF Christmas Party<br>Keene, CA Headquarters                            | CCF Staff           |
| 9.  | 12/20/2017 | Career Fair – La Campesina<br>Fresno, CA - Sponsorship                   | CCF Staff           |
| 10. | 3/24/2018  | Empower 18 Career Fair<br>Boston, MA                                     | HR Recruiter        |

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/07/2018	Senior Account Executive	Word of Mouth
3/12/2018	Account Executive	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 6

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Information not currently available, will amend as soon as possible.	

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RECRUITING SOURCES USED

Job Title of Position: Senior Account Executive      Date of Hire: 3/07/2018  
 Job Title of Position: Account Executive              Date of Hire: 3/12/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist	N	1381 9 <sup>th</sup> Ave., San Francisco, CA 94112		<a href="mailto:jobs@craigslist.org">jobs@craigslist.org</a>
Indeed.com	N			
Alpha Pacific Inst.	N	4801 E. McDowell Rd Phoenix, AZ 602-244-0300		<a href="mailto:Petrytv1@yahoo.com">Petrytv1@yahoo.com</a>
Apollo College	N	4025 S. RiverPoint Pkwy Phoenix, AZ		
Arizona Broadcasters Association	N	426 N. 44 <sup>th</sup> St. Phoenix, AZ 85008		<a href="mailto:info@azbroadcasters.org">info@azbroadcasters.org</a>
Arizona State University	N	411 N. Central Ave. Phoenix, AZ 85004		<a href="mailto:careerservices@asu.edu">careerservices@asu.edu</a>
Arizona Women's Education & Employment	N	640 N. 1 <sup>st</sup> St. Phoenix, AZ 85003	Kathie Rudolph	
Brown Mackie College	N	13430 N. Black Canyon Hwy., Phoenix, AZ 85029	Carol Redden	<a href="mailto:credden@brownmackie.edu">credden@brownmackie.edu</a>
Career Center	N	100 N. 15 <sup>th</sup> Ave., Phoenix, AZ 85007	Jan Plank	<a href="mailto:Jan.plank@azdoa.gov">Jan.plank@azdoa.gov</a>
Career Transition Center	N	2601 E. Thomas Road Phoenix, AZ 85016	Rick Davis	<a href="mailto:careertrans@qwestoffice.net">careertrans@qwestoffice.net</a>
City of Phoenix	N	135 N. 2 <sup>nd</sup> Ave. Phoenix, AZ 85003		<a href="mailto:hrcenter@phoenix.gov">hrcenter@phoenix.gov</a>
Dept. of Veterans Services	N	3333 N. Central Ave. Phoenix, AZ 85012	Katherine Harding	<a href="mailto:kharding@azdvs.gov">kharding@azdvs.gov</a>
Drop In	N			
Email Inquiry	N			
EDD	N	PO Box 29225	Peggy Feenan	
ITT Tech	N	10220 N. 25 <sup>th</sup> Ave. Phoenix, AZ 85021	Ariel Matthews	<a href="mailto:amatthews@itt-tech.edu">amatthews@itt-tech.edu</a>
Job Board	N			
Keller Business	N	2149 W. Dunlap Ave.	Ryan Jefferson	<a href="mailto:rjefferson@devry.edu">rjefferson@devry.edu</a>

School		Phoenix, AZ 85021		
La Voz	N	200 E. Van Buren Phoenix, AZ 85004		
Penny Saver	N	1300 Specialty Drive Vista, CA 92081		<a href="mailto:internetservices@pennysaverusa.com">internetservices@pennysaverusa.com</a>
Phoenix Azteca	N	4001 E. Broadway Road Phoenix, AZ 85040	Efrain Morales	<a href="mailto:efrainmorales@uvntv.com">efrainmorales@uvntv.com</a>
Phoenix Rescue Mission	N	1801 S. 35 <sup>th</sup> Ave. Phoenix, AZ 85009	Rhonda Blake	<a href="mailto:rblake@phoenixrescuemission.org">rblake@phoenixrescuemission.org</a>
Recording Radio and Film Connection	N	1201 W. 5 <sup>th</sup> St. Los Angeles, CA 90017	Britney Tobin	
Tumbleweed Center for Youth	N	1419 N. 3 <sup>rd</sup> St. Phoenix, AZ 85004	Anna Journey	<a href="mailto:ajourney@tumbleweed.org">ajourney@tumbleweed.org</a>

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.