

Maricopa County Community College District (KJZZ and KBAQ) 2025-2026 EEO Annual Public File Report

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

LICENSEE: Maricopa County Community College District

Period: 06/01/2025 to 05/31/2026

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. 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 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 (6/1/25 - 5/31/26): 6.

Total number of people hired: 8.

Total number of interviewees: 13.

For information regarding 2025-26 recruitments, please see Job Vacancies Chart below:

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Job ID Number	Job Title	Filled	Total # Interviews	Recruitment Source Interviewees	Recruitment Source New Hire
321602	Broadcast Production Editor	9/2/2025	1	MCCCD Website	MCCCD Website
321638	Broadcast Field Correspondent Senior	9/15/2025, 9/15/2026	2	Other Source-1, Not Indicated-1	Other Source
321954	Administrative Specialist	11/10/2025	1	Not Indicated	Not Indicated
322197	Administrative Specialist	3/2/2026	2	MCCCD Website-2	MCCCD Website
322275	Broadcast Production Editor Senior	4/27/2026	4	MCCCD Web-3, Other Source-1	MCCCD Website
322276	Broadcast Field Correspondent Senior	4/13/2026, 5/11/2026	3	MCCCD Web-1, Other Source-1, KJZZ Website-1	MCCCD Website

Source: Rio Salado College Human Resources

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Recruitment Sources/Referral Organizations for Interviewees:

MCCCD Website - 7, Other Source – 3, Not Indicated – 2, KJZZ Website – 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 2025-2026 job vacancies at KJZZ and KBAQ.

Sources Used to Publicize Specific Job Vacancies

321602	Broadcast Production Editor	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org, Current Public Media Jobs
321638	Broadcast Field Correspondent Senior	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org, Current Public Media Jobs
321954	Administrative Specialist	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org
322197	Administrative Specialist	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org
322275	Broadcast Production Editor Senior	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org, Current Public Media Jobs
322276	Broadcast Field Correspondent Senior	MCCCD Website, Indeed, Higher Ed Jobs, KJZZ.org, KBAQ.org, Current Public Media Jobs

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Current + #	6930 Carroll Avenue, Suite 525, Takoma Park, MD 20912	http://www.curen.t.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. 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	http://www.sbe9.org	Online Posting	

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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

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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

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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

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Part 3: Community Job Referral Organizations

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

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Part 4: Outreach Initiatives

1. Job Fairs/Non-Specific Employment Recruitment

September 30, 2025 - Arizona Media Association provided station participation for the Career Days 2025 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 100 during the event. Operations Manager Brian Mendez and technical staff Jason Konell served as the station representative.

February 25, 2026 – Arizona Media Association provided station participation for the GCU Media Day & Job Fair sponsored by the Grand Canyon University located in Glendale, 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. Operations Manager Brian Mendez and technical staff Jason Konell served as the station representative.

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 2025 - News - Arizona State University
2. May to August: Summer 2025 - News - Arizona State University
3. May to August: Summer 2025 - News - Arizona State University
4. August to December: Fall 2025 - News - Arizona State University
5. August to December: Fall 2025 - News - Arizona State University
6. August to December: Fall 2025 - News - Arizona State University
7. January to May: Spring 2026 - News - Arizona State University
8. January to May: Spring 2026 - News - Arizona State University
9. January to May: Spring 2026 - News - Arizona State University

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3. Participation in Events with Community Groups Interested in Broadcast Issues/Station Tours

Station personnel usually host tours throughout the year with members, community groups, students, and program partners. From 06/01/2025 to 5/31/2026, we held station tours 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. Participation in Other Programs Designed to Promote Outreach Generally/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 2025-2026 the program provided extra-curricular learning opportunities to nearly 200 high school students in Maricopa County at its Spot 127 location and online.