

2019 ANNUAL EEO PUBLIC FILE REPORT

Cesar Chavez Foundation And Farmworker Educational Network, Inc.

Station(s):KCCF-FM and
KCCF (AM)
Community(ies) of License:

Reporting Period: 6/1/2018 to
5/31/2019

No. of Full-time Employees: 5 – 10 _____ / More than 10 ___X___
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):

- | | | | |
|----|------------|---|---------------------|
| 1. | 9/27/2018 | NAB Radio Show
Orlando, FL | HR Recruiter |
| 2. | 11/21/2018 | CCF Hosted Senior Dinner
Delano, CA | CCF Staff |
| 3. | 11/21/2018 | CCF Hosted Senior Dinner
Bakersfield, CA | CCF Staff |
| 4. | 12/12/2018 | CCF Hosted Education Christmas
Party – Shafter, CA | HR Staff |
| 5. | 12/13/2018 | CCF Hosted Education Christmas
Party – Bakersfield, CA | HR Staff |
| 6. | 12/14/2018 | CCF Christmas Party – Keene,
CA - Headquarters | CCF Staff |
| 7. | 3/13/2019 | Cesar Chavez Day of Service –
Keene, CA - Headquarters | CCF Staff |
| 8. | 4/4/2019 | Cesar Chavez Legacy Awards
Dinner – Los Angeles, CA | CCF Executive Staff |
| 9. | 4/9/2019 | NAB Show Career Fair
Las Vegas, NV | HR Recruiter |

10. 4/25/2019 Bakersfield Women’s Business Conference – Bakersfield, CA HR Recruiter

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/13/2018	Promotions Director	17
11/5/2018	Account Executive	13
11/12/18	Account Executive	2
3/14/19	Promotions Tech	13

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

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.	

RECRUITING SOURCES USED

Job Title of Position: Promotions Director Date of Hire: 8/13/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist	N	1381 9 th Ave., San Francisco, CA 94112		jobs@craigslist.org
Indeed	N			
Alpha Pacific Inst.	N	4801 E. McDowell Rd Phoenix, AZ 602-244-0300		Petrytv1@yahoo.com
Apollo College	N	4025 S. RiverPoint Pkwy Phoenix, AZ		
Arizona Broadcasters Association	N	426 N. 44 th St. Phoenix, AZ 85008		info@azbroadcasters.org
Arizona State University	N	411 N. Central Ave. Phoenix, AZ 85004		careerservices@asu.edu
Arizona Women's Education & Employment	N	640 N. 1 st St. Phoenix, AZ 85003	Kathie Rudolph	
Brown Mackie College	N	13430 N. Black Canyon Hwy., Phoenix, AZ 85029	Carol Redden	credden@brownmackie.edu
Career Center	N	100 N. 15 th Ave., Phoenix, AZ 85007	Jan Plank	Jan.plank@azdoa.gov
Career Transition Center	N	2601 E. Thomas Road Phoenix, AZ 85016	Rick Davis	careertrans@qwestoffice.net
City of Phoenix	N	135 N. 2 nd Ave. Phoenix, AZ 85003		hrcenter@phoenix.gov
Dept. of Veterans Services	N	3333 N. Central Ave. Phoenix, AZ 85012	Katherine Harding	kharding@azdvs.gov
Drop In	N			
Email Inquiry	N			
EDD	N	PO Box 29225	Peggy Feenan	
ITT Tech	N	10220 N. 25 th Ave. Phoenix, AZ 85021	Ariel Matthews	amatthews@itt-tech.edu
Job Board	N			
Keller Business School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	rjefferson@devry.edu
La Voz	N	200 E. Van Buren		

		Phoenix, AZ 85004		
Penny Saver	N	1300 Specialty Drive Vista, CA 92081		internetservices@pennysaverusa.com
Phoenix Azteca	N	4001 E. Broadway Road Phoenix, AZ 85040	Efrain Morales	efrainmorales@uvntv.com
Phoenix Rescue Mission	N	1801 S. 35 th Ave. Phoenix, AZ 85009	Rhonda Blake	rblake@phoenixrescuemission.org
Recording Radio and Film Connection	N	1201 W. 5 th St. Los Angeles, CA 90017	Britney Tobin	
Tumbleweed Center for Youth	N	1419 N. 3 rd St. Phoenix, AZ 85004	Anna Journey	ajourney@tumbleweed.org

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

Job Title of Position: Account Executive

Date of Hire: 11/5/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist	N	1381 9 th Ave., San Francisco, CA 94112		jobs@craigslist.org
Indeed	N			
Alpha Pacific Inst.	N	4801 E. McDowell Rd Phoenix, AZ 602-244-0300		Petrytv1@yahoo.com
Apollo College	N	4025 S. RiverPoint Pkwy Phoenix, AZ		
Arizona Broadcasters Association	N	426 N. 44 th St. Phoenix, AZ 85008		info@azbroadcasters.org
Arizona State University	N	411 N. Central Ave. Phoenix, AZ 85004		careerservices@asu.edu
Arizona Women's Education & Employment	N	640 N. 1 st St. Phoenix, AZ 85003	Kathie Rudolph	
Brown Mackie College	N	13430 N. Black Canyon Hwy., Phoenix, AZ 85029	Carol Redden	credden@brownmackie.edu
Career Center	N	100 N. 15 th Ave., Phoenix, AZ 85007	Jan Plank	Jan.plank@azdoa.gov
Career Transition Center	N	2601 E. Thomas Road Phoenix, AZ 85016	Rick Davis	careertrans@qwestoffice.net
City of Phoenix	N	135 N. 2 nd Ave. Phoenix, AZ 85003		hrcenter@phoenix.gov
Dept. of Veterans Services	N	3333 N. Central Ave. Phoenix, AZ 85012	Katherine Harding	kharding@azdvs.gov
Drop In	N			
Email Inquiry	N			
EDD	N	PO Box 29225	Peggy Feenan	
ITT Tech	N	10220 N. 25 th Ave. Phoenix, AZ 85021	Ariel Matthews	amatthews@itt-tech.edu
Job Board	N			
Keller Business School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	rjefferson@devry.edu
La Voz	N	200 E. Van Buren Phoenix, AZ 85004		
Penny Saver	N	1300 Specialty Drive Vista, CA 92081		internetservices@pennysaverusa.com
Phoenix Azteca	N	4001 E. Broadway Road Phoenix, AZ 85040	Efrain Morales	efrainmorales@uvntv.com

Phoenix Rescue Mission	N	1801 S. 35 th Ave. Phoenix, AZ 85009	Rhonda Blake	rblake@phoenixrescuemission.org
Recording Radio and Film Connection	N	1201 W. 5 th St. Los Angeles, CA 90017	Britney Tobin	
Tumbleweed Center for Youth	N	1419 N. 3 rd St. Phoenix, AZ 85004	Anna Journey	ajourney@tumbleweed.org

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

Job Title of Position: Account Executive

Date of Hire: 11/12/2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist	N	1381 9 th Ave., San Francisco, CA 94112		jobs@craigslist.org
Indeed	N			
Alpha Pacific Inst.	N	4801 E. McDowell Rd Phoenix, AZ 602-244-0300		Petrytv1@yahoo.com
Apollo College	N	4025 S. RiverPoint Pkwy Phoenix, AZ		
Arizona Broadcasters Association	N	426 N. 44 th St. Phoenix, AZ 85008		info@azbroadcasters.org
Arizona State University	N	411 N. Central Ave. Phoenix, AZ 85004		careerservices@asu.edu
Arizona Women's Education & Employment	N	640 N. 1 st St. Phoenix, AZ 85003	Kathie Rudolph	
Brown Mackie College	N	13430 N. Black Canyon Hwy., Phoenix, AZ 85029	Carol Redden	credden@brownmackie.edu
Career Center	N	100 N. 15 th Ave., Phoenix, AZ 85007	Jan Plank	Jan.plank@azdoa.gov
Career Transition Center	N	2601 E. Thomas Road Phoenix, AZ 85016	Rick Davis	careertrans@qwestoffice.net
City of Phoenix	N	135 N. 2 nd Ave. Phoenix, AZ 85003		hrcenter@phoenix.gov
Dept. of Veterans Services	N	3333 N. Central Ave. Phoenix, AZ 85012	Katherine Harding	kharding@azdvs.gov
Drop In	N			
Email Inquiry	N			
EDD	N	PO Box 29225	Peggy Feenan	
ITT Tech	N	10220 N. 25 th Ave. Phoenix, AZ 85021	Ariel Matthews	amatthews@itt-tech.edu
Job Board	N			
Keller Business School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	rjefferson@devry.edu
La Voz	N	200 E. Van Buren Phoenix, AZ 85004		
Penny Saver	N	1300 Specialty Drive Vista, CA 92081		internetservices@pennysaverusa.com
Phoenix Azteca	N	4001 E. Broadway Road Phoenix, AZ 85040	Efrain Morales	efrainmorales@uvntv.com

Phoenix Rescue Mission	N	1801 S. 35 th Ave. Phoenix, AZ 85009	Rhonda Blake	rblake@phoenixrescuemission.org
Recording Radio and Film Connection	N	1201 W. 5 th St. Los Angeles, CA 90017	Britney Tobin	
Tumbleweed Center for Youth	N	1419 N. 3 rd St. Phoenix, AZ 85004	Anna Journey	ajourney@tumbleweed.org

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

Job Title of Position: Promotions Tech Date of Hire: 3/14/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Craigslist	N	1381 9 th Ave., San Francisco, CA 94112		jobs@craigslist.org
Indeed	N			
Alpha Pacific Inst.	N	4801 E. McDowell Rd Phoenix, AZ 602-244-0300		Petrytv1@yahoo.com
Apollo College	N	4025 S. RiverPoint Pkwy Phoenix, AZ		
Arizona Broadcasters Association	N	426 N. 44 th St. Phoenix, AZ 85008		info@azbroadcasters.org
Arizona State University	N	411 N. Central Ave. Phoenix, AZ 85004		careerservices@asu.edu
Arizona Women's Education & Employment	N	640 N. 1 st St. Phoenix, AZ 85003	Kathie Rudolph	
Brown Mackie College	N	13430 N. Black Canyon Hwy., Phoenix, AZ 85029	Carol Redden	credden@brownmackie.edu
Career Center	N	100 N. 15 th Ave., Phoenix, AZ 85007	Jan Plank	Jan.plank@azdoa.gov
Career Transition Center	N	2601 E. Thomas Road Phoenix, AZ 85016	Rick Davis	careertrans@qwestoffice.net
City of Phoenix	N	135 N. 2 nd Ave. Phoenix, AZ 85003		hrcenter@phoenix.gov
Dept. of Veterans Services	N	3333 N. Central Ave. Phoenix, AZ 85012	Katherine Harding	kharding@azdvs.gov
Drop In	N			
Email Inquiry	N			
EDD	N	PO Box 29225	Peggy Feenan	
ITT Tech	N	10220 N. 25 th Ave. Phoenix, AZ 85021	Ariel Matthews	amatthews@itt-tech.edu
Job Board	N			
Keller Business School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	rjefferson@devry.edu
La Voz	N	200 E. Van Buren Phoenix, AZ 85004		
Penny Saver	N	1300 Specialty Drive Vista, CA 92081		internetservices@pennysaverusa.com
Phoenix Azteca	N	4001 E. Broadway Road Phoenix, AZ 85040	Efrain Morales	efrainmorales@uvntv.com

Phoenix Rescue Mission	N	1801 S. 35 th Ave. Phoenix, AZ 85009	Rhonda Blake	rblake@phoenixrescuemission.org
Recording Radio and Film Connection	N	1201 W. 5 th St. Los Angeles, CA 90017	Britney Tobin	
Tumbleweed Center for Youth	N	1419 N. 3 rd St. Phoenix, AZ 85004	Anna Journey	ajourney@tumbleweed.org

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