

## 2019 ANNUAL EEO PUBLIC FILE REPORT

### Farmworker Educational Network, Inc., and Phoenix Radio Broadcasting, LLC.

Station(s): KNAI (AM), Phoenix, AZ  
KAHM(FM), Spring Valley, AZ  
KYCA(AM), Prescott, AZ

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 HR Recruiter  
Orlando, FL
2. 11/21/2018 CCF Hosted Senior Dinner CCF Staff  
Delano, CA
3. 11/21/2018 CCF Hosted Senior Dinner CCF Staff  
Bakersfield, CA
4. 12/12/2018 CCF Hosted Education Christmas HR Staff  
Party – Shafter, CA
5. 12/13/2018 CCF Hosted Education Christmas HR Staff  
Party – Bakersfield, CA
6. 12/14/2018 CCF Christmas Party – Keene, CCF Staff  
CA - Headquarters
7. 3/13/2019 Cesar Chavez Day of Service – CCF Staff  
Keene, CA - Headquarters
8. 4/4/2019 Cesar Chavez Legacy Awards CCF Executive Staff  
Dinner – Los Angeles, CA
9. 4/9/2019 NAB Show Career Fair HR Recruiter  
Las Vegas, NV
10. 4/25/2019 Bakersfield Women’s Business HR Recruiter  
Conference – Bakersfield, CA

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/13/2018	Promotions Director	Job Board
11/5/2018	Account Executive	Drop In
11/12/18	Account Executive	Indeed
3/14/19	Promotions Tech	Drop In

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 <sup>th</sup> Ave., San Francisco, CA 94112		<a href="mailto:jobs@craigslist.org">jobs@craigslist.org</a>
Indeed	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 School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	<a href="mailto:rjefferson@devry.edu">rjefferson@devry.edu</a>
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.

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 <sup>th</sup> Ave., San Francisco, CA 94112		<a href="mailto:jobs@craigslist.org">jobs@craigslist.org</a>
Indeed	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 School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	<a href="mailto:rjefferson@devry.edu">rjefferson@devry.edu</a>
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>

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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 <sup>th</sup> Ave., San Francisco, CA 94112		<a href="mailto:jobs@craigslist.org">jobs@craigslist.org</a>
Indeed	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 School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	<a href="mailto:rjefferson@devry.edu">rjefferson@devry.edu</a>
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>

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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 <sup>th</sup> Ave., San Francisco, CA 94112		<a href="mailto:jobs@craigslist.org">jobs@craigslist.org</a>
Indeed	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 School	N	2149 W. Dunlap Ave. Phoenix, AZ 85021	Ryan Jefferson	<a href="mailto:rjefferson@devry.edu">rjefferson@devry.edu</a>
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>

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