

Rincon Broadcasting LLC

Annual EEO Public File Report

YEAR 2016

This annual EEO public file report for Rincon Broadcasting LLC (“Rincon”) covers recruitment and hiring for the broadcasting stations listed below during the period from August 1, 2015 through July 31, 2016:

Call Sign	Station ID	City of License
KTYD (FM)	14528	Santa Barbara, CA
KSBL (FM)	35592	Carpinteria, CA
KTMS (AM)	14529	Santa Barbara, CA
KFYZ (FM)	31434	Santa Barbara, CA
KIST (FM)	61058	Ellwood, CA
KSPE (AM)	61712	Santa Barbara CA

During this reporting period, Rincon filled the two (2) full-time positions:

On Air Talent (1)
Account Executive (1)

Information on the interviewees and the recruitment sources utilized to fill these positions follows. A complete list of organizations and/or recruitment sources used by Rincon for community outreach during the reporting period is contained in Appendix A to this report. A complete list of organizations or recruitment sources requesting notification of full-time job vacancies is contained in Appendix B. Information on the supplemental recruitment measures engaged in by Rincon during the reporting period is contained in Appendix C.

Job Title: On Air Talent (1)
 Number of Interviewees: 11
 Recruitment of Hiree: Internal Referral

of
 Interviewees
 Recruitment
 Source
 Referred:

Recruitment Sources Utilized:

California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Adolescent Family Life Program – Ventura County Public Health	0
Center for Employment Training (CET)	0
El Concilio Del Condado de Ventura	0
Employment Development Department (EDD) – Cal JOBS	0
Mexican American Opportunity Foundation	0
Southern California Broadcasters Association (SCBA)	0
Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC)	0
Ventura County Professional Women’s Network	0
Women’s Economic Ventures	0
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	4
Santa Barbara City College	0
Craig’s List – Online	0
Ser-Jobs for Progress Inc.	0
Rincon Broadcasting LLC – In House Posting	1
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	2
Rincon Broadcasting LLC – Online	3

Job Title:	Account Executive (1)	
Number of Interviewees:	5	
Recruitment of Hiree:	Internal Referral	# of Interviewees Recruitment Source Referred:

Recruitment Sources Utilized:	
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Adolescent Family Life Program – Ventura County Public Health	0
Center for Employment Training (CET)	0
El Concilio Del Condado de Ventura	0
Employment Development Department (EDD) – Cal JOBS	0
Mexican American Opportunity Foundation	0
Southern California Broadcasters Association (SCBA)	0
Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC)	0
Ventura County Professional Women’s Network	0
Women’s Economic Ventures	0
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	1
Santa Barbara City College	0
Craig’s List – Online	0
Ser-Jobs for Progress Inc.	0
Rincon Broadcasting LLC – In House Posting	1
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	2
Rincon Broadcasting LLC – Online	0

RECRUITMENT AND/OR COMMUNITY OUTREACH SOURCES UTILIZED

Name of Source: CSU, Channel Islands – CA Mini Corps
Contact Person: Sandra Cortes-Montecalvo, College Coordinator
Address: 1 University Drive Camarillo, CA 93012-8584 (Rm 1711, Bell Tower Bldg)
Telephone: (805) 437-8823 Fax: (805) 437-8824
Email: sandra.cortes@csuci.edu
How was notification given to this source? Email

Name of Source: County of Ventura RAIN Project Transitional Living Center
Contact Person: Isaac Romero, RCI Program Coordinator
Address: 1732 S. Lewis Road Camarillo, CA 93010
Telephone: (805) 388-3148 Fax: (805) 484-7585
How was notification given to this source? Fax

Name of Source: Adolescent Family Life Program – Ventura County Health Care Agency
Changed from: Teen Fatherhood Program
Contact Person: Nancy Ballard
Address: 2240 East Gonzales Road, Suite 250
Telephone: (805) 981-5177 Fax: (805) 981-5260
How was notification given to this source? Fax

Name of Source: Center For Employment Training (CET)
Contact Person: Diego Lopez, Job Developer
Address: 761 S. C Street Oxnard, CA 93030
Telephone: (805) 487-9821 Fax: (805) 487-7775
How was notification given to this source? Fax

Name of Source: El Concilio del Condado de Ventura
Contact Person: Monica E Sanchez, Program Specialist Client Assistance
Address: 301 S. C Street Oxnard, CA 93030
Telephone: (805) 486-9777 Fax: (805) 486-9881
Email: monica@elconciliofs.org
How was notification given to this source? Email

Name of Source: Employment Development Department (EDD)
#1 Ventura Job & Career Center
Address: 4651 Telephone Road, Suite 201 Ventura CA 93001
#2 West Oxnard Job and Career Center
Address: 635 South Ventura Road, Oxnard CA 93030
#3 Oxnard College Job and Career Center
Address: 4000 South Rose Avenue, Oxnard CA 93033
#4 East Ventura Job and Career Center
Address: 980 Enchanted Way, Suite 105, Simi Valley CA 93101
#5 Workforce Resource Center
Address: 130 East Ortega Street, Santa Barbara CA 93101
How was notification given to this source? Posted online @ www.caljobs.ca.gov and mailed to each site for internal posting.

Name of Source: Mexican American Opportunity Foundation
Address: 701 South C Street, Suite A, Oxnard, CA 93030
Telephone: (805) 385-3789 Fax: (805) 385-3792
Address: 1111 East Santa Paula Street, Santa Paula CA 93060

Telephone: (805) 525-8745 Fax: (805) 525-8747

How was notification given to this source? Mail

Name of Source: Southern California Broadcasters Association (SCBA)

Online Posting

Address: 5670 Wilshire Boulevard, #200

Los Angeles, CA 90036

Telephone: (323) 930-5595 Fax: (323) 932-1425

How was notification given to this source? Online

Name of Source: Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC)

Contact Person: Teresa Johnson, Principal

Address: 5200 Valentine Road Ventura, CA 93003

Telephone: (805) 289-7925 Fax: (805) 289-7931

How was notification given to this source? Fax

Name of Source: Ventura County Professional Women's Network

Address: P.O. Box 6329 Oxnard, CA 93031

Telephone: (866) 275-4134

Email: info@vcpwn.org

How was notification given to this source? Email

Name of Source: Women's Economic Ventures (Oxnard/Ventura)

Address: 290 Maple Court, Suite 158 Ventura CA 93003

Telephone: (805) 667-8004 Fax: (805) 962-9622 (Same as SB office)

Email: info#wevonline.org (Reference Oxnard/Ventura)

How was notification given to this source? Email

Name of Source: Women's Economic Ventures (Santa Barbara)

Address: 333 S. Salinas Street, Santa Barbara CA 93103

Telephone: (805) 965-6073 Fax: (805) 962-9622

Email: info@wevonline.org (Reference Santa Barbara)

How was notification given to source? Email

Name of Source: UCSB Counseling and Career Services

Contact Person: Attn: Career Center

Address: University of California, Santa Barbara Career Services, Bldg. 599 Santa Barbara, California 93106-7140

Telephone: (805) 893-4412 Fax: (805) 893-8023

Website: <http://career.sa.ucsb.edu/employers/gaucholink-post-position>

How was notification given to this source? Online

Name of Source: All Access Music Group

Website: www.allaccess.com

Web Address: <http://www.allaccess.com>

How was notification given to this source? Online

Name of Source: Santa Barbara City College (Santa Barbara Career Center)

Address: 506 Chapala Street, Santa Barbara CA 93101

Telephone: (805) 339-6375

How was notification given to this source? Mail

Name of Source: Santa Barbara City College (Ventura Career Center)

Address: 4835 Market Street, Ventura CA 93003

Telephone: (805) 967-9677

How was notification given to this source? Mail

Name of Source: Craig's List

Website Address: www.craigslist.com

How was notification given to this source? Online Posting

Name of Source: Ser-Jobs for Progress Inc.

Address: 1136 East Montecito Street, Santa Barbara CA 93103

Telephone: (805) 966-6079

Email: ser.jobsforprogress@gmail.com

How was notification given to this source? Email

Name of Source: Rincon Broadcasting LLC ¹

Contact Person: Marissa Garcia

Address: 414 East Cota Street, Santa Barbara CA 93102

Telephone: (805) 879-8300 Fax: (661) 999-6700

E-mail: jobs@rinconbroadcasting.com

How was notification given to this source? N/A – In House

¹ Rincon Broadcasting LLC as a recruitment source includes station on-air ads for job applicants, station internet or website ads, in-house postings, employee internal hires or promotions, employee referrals, and walk-ins or call-ins to the stations.

Appendix B

ORGANIZATIONS REQUESTING NOTIFICATION

No Organization have contacted Rincon requesting notification of job openings.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Teen Star Event

Date: February 17, 2016

Participating Employees: Lin Aubuchon

Host / Sponsor of Activity: Community Environment Council -

Brief Description of Activity and Station Participation:

Lin Aubuchon represented Rincon Broadcasting LLC by sharing information about radio to kids between the ages of 11 – 18 years old. Information consisted of radio on air duties, application of skills and how to apply for positions within the organization.

Activity: Career Day - Fair

Date: February 23, 2016

Participating Employees: Kelly Bridges-Studer

Host / Sponsor of Activity: Solvang School

Brief Description of Activity and Station Participation:

Kelly participated in a classroom presentation that consisted in multiple 45 min sessions. Each student was prepared with questions to complete their career day passport. Information shared was discussed amongst the students.

Activity: Career Day - Fair

Date: March 24, 2016

Participating Employees: Kelly Bridges-Studer

Host / Sponsor of Activity: Los Olivos School

Brief Description of Activity and Station Participation:

A Panel of guests took turns answering questions from students about career paths and opportunities in the radio industry. Recommendations are made to the students about which high school classes will benefit them going toward a career in Broadcasting, Media, Journalism and/or Entertainment.

Activity: Earth Day Festival

Date: April 23, 2016

Participating Employees: Lin Aubuchon

Host / Sponsor of Activity: Community Environment Council -

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC had a booth at the event to provide information to the public about opportunities in Radio. Multiple employees showed up at the event to talk about their experiences in radio and pass out applications and open positions.

Activity: Career Day - Fair

Date: February 23, 2016

Participating Employees: Kelly Bridges-Studer

Host / Sponsor of Activity: Solvang School

Brief Description of Activity and Station Participation:

Kelly participated in a classroom presentation that consisted in multiple 45 min sessions. Each student was prepared with questions to complete their career day passport. Information shared was discussed amongst the students.

Activity: Success in a Workplace Speaking

Date: May 11, 2016

Participating Employees: Kelly Bridges-Studer

Host / Sponsor of Activity: Los Olivas School

Brief Description of Activity and Station Participation:

The goal of this presentation was to get students to realize that creativity & innovation, problem solving and thinking out of the box is an important factor in finding success in a workplace. Creative thinking is part of Kelly Bridges-Studer's every day work life as she is a Production Director and handles the creative development of commercials for stations. She covered the skills needed for the position and how to apply for a positions such as hers.

Activity: Open House (1 Open House)

Date: December 2015
March 2016
June 2016

Participating Employees: Marissa Garcia, Keith Royer, Lin Aubuchon and Steve Hess

Host / Sponsor of Activity: Open House – Position Review

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC held three Open House events to inform listeners and other members of the public of the positions that are available in radio. This open house consisted of tours, presentations and resume review.
