

Rincon Broadcasting LLC

Annual EEO Public File Report

YEAR 2019

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, 2018 through July 31, 2019:

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

During this reporting period, Rincon filled the zero (0) full-time positions:

No Full-Time Positions were filled during period above.

NO POSITIONS WERE FILLED – Recruitment for potential candidates would have been used as noted below:

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.

Appendix A

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.

ORGANIZATIONS REQUESTING NOTIFICATION

No Organization have contacted Rincon requesting notification of job openings.

Appendix C

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Open House (1 Open House)
Date: December 2018
Participating Employees: Marissa Garcia and Lin Aubuchon
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.

Activity: Teen Star Event
Date: February 2019
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. Encouraged everyone that may have interest in radio to apply or intern at our stations.

Activity: Career Day – Fair (Annual Visit)
Date: February 2019
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 2019 (Annual Visit)
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 2019 (Annual Visit)
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: Success in a Workplace Speaking
Date: May 2019 (Annual Visit)
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: Internship Program – 2018 - 2019
Date: Aug – Sept 2018
October – Dec 2018
Jan – Mar 2019
Host / Sponsor of Activity: Rincon Broadcasting LLC
Brief Description of Activity and Station Participation:
Rincon Broadcasting LLC has opened up internship programs to individuals that are interested in working for the radio industry. These individuals must be attending college so they can receive credit for working at the station. They must work in each department of the company to ensure that they get a complete overview of all that is involved in operating a radio station. During this reporting period, five interns participated in the program.

Activity: Job and Internship Fair – Santa Barbara Business College
Date: September 10, 2018
Host / Sponsor of Activity: Job Fair
Brief Description of Activity and Station Participation:
Santa Barbara Business College has an annual fair that provides us a booth where we can educate individuals about the process of getting hired at a radio broadcasting company.

Activity: Santa Barbara Community College
Date: March 19, 2019
Host / Sponsor of Activity: Santa Barbara Business College
Brief Description of Activity and Station Participation:
Business College invited us to attend a job fair that would share information about our industry and open positions for our organization.

Activity: 35th Annual Career Fair
Date: March 2019
Host / Sponsor of Activity: Oxnard Union High School District -

Brief Description of Activity and Station Participation:

Union High School District's Annual Student Career Fair at the Oxnard Performing Arts Center, located at 800 Hobson Way in Oxnard was an opportunity for our community to come together to learn about the radio industry. There were many one on one sessions where On Air Talent and Managers came to educate the young community about the process of becoming apart of a radio broadcasting team.

Activity: Career and Internship Fair

Date: April 17, 2019

Host / Sponsor of Activity: Annual Lompoc Job Fair

Brief Description of Activity and Station Participation:

Once again, we are taking advantage of the wonderful technology that is out there and utilizing the Career Fair Plus App, an app that both students and recruiters can use to facilitate their experience at the fair. As a recruiter, we had access to real-time information about participating employers, important day-off information, etc. We used this as an opportunity to find great candidates and interns.

Activity: Job Fair

Date: July 18, 2019

Host / Sponsor of Activity: Santa Barbara Public Library

Attendees: Marissa Garcia, Human Resources

Brief Description of Activity and Station Participation:

The Santa Barbara Public Library is hosted a career fair on Saturday July 13th from 10:00 a.m. to 12:00 p.m., at the Eastside Library, 1102 East Montecito Street. Businesses and organizations looking for local employees will be present to answer questions and take resumes of prospective employees. The event is open to all job seekers in the Santa Barbara area.

Community Events by On Air Talent:

Sun [March 4th 2018](#)- "PENELOPE" Fundraiser at "Fraternal Order of Eagles" in Oxnard. 4 year old -Penelope was battling cancer and her family put this event on to raise money for medical costs. (I Dee Jayed/hosted)

Sun [April 8th 2018](#)- Channel Islands High School Car Show. Funds raised went towards scholarships to students at the high school. (I Dee Jayed/hosted) – Flyers were passed out that contained information about the company and positions available.

Sun [August 26th 2018](#)- Oxnard PD Car Show. All proceeds benefit the DRAGG Program. (I Dee Jayed/hosted) – Gave information about the company and flyers if there was interest in positions within the company.

Sun [April 7th 2019](#)- Channel Islands High School Car Show. Funds raised went towards scholarships to students at the high school. (I Dee Jayed/hosted) – Flyers were given out for internships and positions with the company.