

Rincon Broadcasting LLC

Annual EEO Public File Report

YEAR 2021

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, 2020 through July 31, 2021:

Call Sign	Station ID	City of License
KTYD (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.

Appendix B

ORGANIZATIONS REQUESTING NOTIFICATION

No Organization have contacted Rincon requesting notification of job openings.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

As of April 01, 2020 – May 15, 2021 – All stations were on lockdown due to COVID. We use other methods of communication to meet supplemental recruitment activities.

The Goldstein Law Firm

June 01, 2021 Seminar – Covid Back to Work issues facing employers – How to help
This seminar was a webinar where HR Professionals and Owners heard about compliance in the workplace with safety. We use these seminars to network with the presenter and other companies to share about radio and the things associated with hiring, compliance and community events. We solicit non-profits to set up job fairs, job announcements and open houses.

Employer Advisory Council

January 20, 2021 Seminar – California “Clarified” Independent Contractor
This seminar was about the independent contractor and HR professionals attending can share anything regarding their employers. I shared about the layoff status of our company and how it is important that radio provides a support system during
COVID by sharing company’s needs such as social distancing, open/closed status and when things return, where can they go to get jobs.

Employer Advisory Council

January 13, 2021 Seminar – 2021 Employment Law Update
This seminar was about the employers and HR professionals attending can share anything regarding their employers. I shared about the issues that Broadcasting companies are facing with downfall of revenue and the need to rehire staff that were laid off. I shared that our company is running PSA’s for any employer or company that needs assistance to share that they are open for business.

San Bernardino County Workforce Development Board

February 25, 2021 Seminar – 2021 Labor & Employment Law
This seminar was about the employers and HR professionals that needed to hear about new compliance laws. I used this opportunity to share information about our PSA program and OPEN FOR BUSINESS assistance.

Goldstein Law Firm

March 10, 2021 Seminar – Managing Remote Employees

This seminar was about the stress of managing employees and when they opened it up for questions and discussions, I introduced myself and shared about our stations and what we can provide to the community. PSA's, Open to business and hiring when things open up. Links to our stations and more..

Employer Advisory Council

April 21, 2021

Seminar – Workers Compensation and COVID

This seminar was about workers compensation and COVID. I shared about the Open for Business project and PSA's available to the public for no charge plus when we open, getting access to our websites and radio ads to share that we are and others are hiring.

Employer Advisory Council

May 12, 2021

Seminar – Covid in the workplace

This seminar was about COVID compliance. The agenda supported our support to share with the public about job opportunities, public service announcements and other community support needs.

Employer Advisory Council

June 09, 2021

Seminar – Vaccinated and ready to go

This seminar was about vaccinations. At end of seminar – we shared about job opportunities, public service announcements and other community support needs.