

RINCON BROADCASTING LLC



ANNUAL EEO PUBLIC FILE REPORT

YEAR 2008

This annual EEO public file report for Rincon Broadcasting LLC ("Rincon") covers recruitment and hiring for the broadcasting stations listed below during the period of August 1, 2007 through July 31, 2008:

Call Sign	Station ID	City of License
KTYD-FM	14528	Santa Barbara, CA
KSBL-FM	35592	Carpinteria, CA
KTMS-AM	14529	Santa Barbara, CA
KIST-FM	10327	Santa Barbara, CA
KSPE-FM	61058	Ellwood, CA
KBKO-AM	67112	Santa Barbara, CA

During this reporting period, Rincon filled the following five (5) full-time positions:

Account Executive (3)
On Air Talent/Morning Show
Business Manager

Information on the interviewees and the recruitment sources utilized to fill these positions follows. A complete list of organization 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 organization and/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: Account Executive
Number of Interviewees: 3
Recruitment of Hiree: Employee Referral

Recruitment Sources Utilized:	Number of Interviewees Recruitment Source Referred:
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Teen Fatherhood Program – Ventura County Public Health	0
Ventura County Star - Mi Estrella	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
Spencer Vocational Services	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
Rincon Broadcasting LLC – In House Posting	0
Santa Barbara News Press	1
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	0
Santa Barbara Independent	0
Santa Barbara City College	0
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	1
Ser-Jobs for Progress Inc.	0

Job Title: Account Executive
Number of Interviewees: 3
Recruitment of Hiree: On Air

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Teen Fatherhood Program – Ventura County Public Health	0
Ventura County Star - Mi Estrella	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
Spencer Vocational Services	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
Rincon Broadcasting LLC – In House Posting	0
Santa Barbara News Press	2
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	0
Santa Barbara Independent	0
Santa Barbara City College	0
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	0
Ser-Jobs for Progress Inc.	0

Job Title: Account Executive
Number of Interviewees: 6
Recruitment of Hiree: Santa Barbara News Press

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Teen Fatherhood Program – Ventura County Public Health	0
Ventura County Star - Mi Estrella	1
Center for Employment Training (CET)	0
El Concilio Del Condado de Ventura	0
Employment Development Department (EDD) – Cal JOBS	1
Mexican American Opportunity Foundation	0
Southern California Broadcasters Association (SCBA)	0
Spencer Vocational Services	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
Rincon Broadcasting LLC – In House Posting	0
Santa Barbara News Press	2
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	0
Santa Barbara Independent	0
Santa Barbara City College	0
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	1
Ser-Jobs for Progress Inc.	0

Job Title: On Air Talent/Morning Show
Number of Interviewees: 4
Recruitment of Hiree: In House Posting

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Teen Fatherhood Program – Ventura County Public Health	0
Ventura County Star - Mi Estrella	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
Spencer Vocational Services	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
Rincon Broadcasting LLC – In House Posting	1
Santa Barbara News Press	0
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	2
Santa Barbara Independent	0
Santa Barbara City College	0
Rincon Broadcasting LLC – On Air Broadcast Announcements	1
Rincon Broadcasting LLC – Employee Referral	0
Ser-Jobs for Progress Inc.	0

Job Title: Business Manager
Number of Interviewees: 7
Recruitment of Hiree: Ventura County Star

Recruitment Sources Utilized	Number of Interviewees Recruitment Source Referred
California State University, Channel Islands – CA Mini Corps	0
County of Ventura RAIN Project Transitional Living Center	0
Teen Fatherhood Program – Ventura County Public Health	0
Ventura County Star - Mi Estrella	1
Center for Employment Training (CET)	0
El Concilio Del Condado de Ventura	0
Employment Development Department (EDD) – Cal JOBS	2
Mexican American Opportunity Foundation	0
Southern California Broadcasters Association (SCBA)	0
Spencer Vocational Services	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
Rincon Broadcasting LLC – In House Posting	0
Santa Barbara News Press	1
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	0
Santa Barbara Independent	0
Santa Barbara City College	0
Rincon Broadcasting LLC – On Air Broadcast Announcements	0
Rincon Broadcasting LLC – Employee Referral	3
Ser-Jobs for Progress Inc.	0

RECRUITMENT AND/OR COMMUNITY OUTREACH SOURCES UTILIZED

- a.)** Name of Source: California State University, Channel Islands – CA Mini Corps
Contact Person: Julie Antilla-Garza
Address: 1 University Drive Camarillo, CA 93012-8584
Telephone: (805) 437-8823 Fax: (805) 437-8824
E-mail: julie.antilla-garza@csuci.edu
How was notification given to this source? Email
- b.)** Name of Source: County of Ventura RAIN Project Transitional Living Center
Contact Person: Debbie Hayde
Address: 1732 S. Lewis Road Camarillo, CA 93010
Telephone: (805) 388-1356 Fax: (805) 484-7585
E-mail: Debbie.Hayde@mail.co.ventura.ca.us
How was notification given to this source? Email
- c.)** Name of Source: Teen Fatherhood Program – Ventura County Public Health
Contact Person: Thomas Carver
Address: 1542 Carson Way Ventura, CA 93004
Telephone: (805) 794-7800 Fax: (805) 385-9146
E-mail: thomascarver@sbcglobal.net
How was notification given to this source? Email
- d.)** Name of Source: Ventura County Star - Mi Estrella
www.venturacountystar.com
Contact Person: Jan Brown
Address: 5250 Ralston Street Ventura, CA 93003
Telephone: (805) 477-6745 Fax: (805) 644-1673
E-mail: mmccarter@venturacountystar.com
How was notification given to this source? Email & Fax
- e.)** Name of Source: Center For Employment Training (CET)
Contact Person: Claudia Hernandez
Address: 761 S. C Street Oxnard, CA 93030
Telephone: (805) 487-9821 Fax: (805) 487-7775
Email: chernandez@cet2000.org
How was notification given to this source? Fax
- f.)** Name of Source: El Concilio del Condado de Ventura
Contact Person: Arleen Montoya
Address: 301 S. C Street Oxnard, CA 93030
Telephone: (805) 486-9777 Fax: (805) 486-9881
Email: amontoya@elconcilioventura.org
How was notification given to this source? Fax
- g.)** Name of Source: Employment Development Department (EDD) - CalJOBS

Contact Person: N/A
Address: 635 S. Ventura Road Oxnard, CA 93030
Telephone: (805) 382-8614 Fax: (805) 382-8701
Email: N/A
How was notification given to this source? Posted online @ www.caljobs.ca.gov

h.) Name of Source: Mexican American Opportunity Foundation
Contact Person: Raquel Guerrero
Address: 711 S. C Street, Suite A, Oxnard, CA 93030
Telephone: (805) 385-3789 Fax: (805) 385-3792
Email: N/A
How was notification given to this source? Mail

i.) Name of Source: Southern California Broadcasters Association (SCBA)
Contact Person: LaFern Watkins
Address: 5670 Wilshire Boulevard, #1370
Los Angeles, CA 90036
Telephone: (323) 904-4105 Fax: (323) 938-8600
E-mail: lafern@scba.com
How was notification given to this source? Email

j.) Name of Source: Spencer Vocational Services
Contact Person: Marty Martinez
Address: 79 E. Daily Drive #246
Camarillo, CA 93010
Telephone: (805) 889-4993 Fax: N/A
E-mail: martinm@spencervoc.net
How was notification given to this source? Email

k.) Name of Source: Ventura Unified School District (VUSD) Ventura Adult & Continuing Education / Technology Development Center (TDC)
Contact Person: Kay Miller
Address: 5200 Valentine Road Ventura, CA 93003
Telephone: (805) 676-7338 Fax: (805) 644-7639
E-mail: kmiller@vace.com
How was notification given to this source? Fax

l.) Name of Source: Ventura County Professional Women's Network
Contact Person: Diane de Mailly
Address: P.O. Box 6329 Oxnard, CA 93031
Telephone: (805) 648-6299 Fax: (805) 648-6298
E-mail: info@vcpwn.org
How was notification given to this source? Email

m.) Name of Source: Women's Economic Ventures
Contact Person: Eramisa
Address: 400 East Esplanade Drive, Suite 300 Oxnard, CA 93036
Telephone: (805) 604-9000 Fax: (805) 604-7784
E-mail: Eramisa@wevonline.org
How was notification given to this source? Email

n.) Name of Source: Rincon Broadcasting LLC – In House Posting
Contact Person: Marissa Garcia
Address: 414 East Cota Street, Santa Barbara CA
Telephone: (805) 879-8300 Fax: (661) 999-6700
E-mail: marissa@rinconbroadcasting.com
How was notification given to this source? N/A – In House

- o.)** Name of Source: Santa Barbara News Press
 Contact Person:
 Address: P.O. Box 1359, Santa Barbara, CA 93102
 Telephone: (805) 963-4391
 E-mail:
 How was notification given to this source? Email
- p.)** Name of Source: University of California Santa Barbara (UCSB)
 Counseling and Career Services
 Contact Person: Olivia
 Address:
 Telephone: (805) 893-4418
 How was notification given to this source? Email
- q.)** Name of Source: All Access Music Group
 Website: www.allaccess.com
 Address: 28955 Pacific Coast Highway # 210
 Malibu, CA 90265
 How was notification given to this source? Online
- r.)** Name of Source: Santa Barbara Independent
 Website: ads@independent.com
 Contact: Will Engel
 Address: 122 West Figueroa Street, Santa Barbara CA
 How was notification given to this source? Email
- s.)** Name of Source: Santa Barbara City College (Career Center)
 Address: 721 Cliff Drive, Santa Barbara CA 93109
 Email: jacksonj@sbcc.edu
 How was notification given to this source? Email
- t.)** Name of Source: Ser-Jobs for Progress Inc.
 Address: 423 West Victoria Street, Santa Barbara, CA 93101
 Email: ser.jobsforprogress@gmail.com
 How was notification given to this source? Email

ORGANIZATIONS REQUESTING NOTIFICATION

None at this time.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Political Advertising Seminar and EEO Seminar
Date: August 24, 2007
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: California Broadcasters Association
Location: Universal City Hilton
 555 Universal Hollywood Drive
 Universal City, CA

Brief Description of Activity and Station Participation:

With the political season already starting, this seminar gave participants a review of the political advertising rules. It covered Lowest Unit Charge, Equal Opportunities, Issue Advertising and Candidate Entitlement to station access. Discussions included recent changes in the FCC rules and how the new regulations affect station sales practices.

The EEO portion of the seminar covered all three “prongs” of the FCC’s EEO rules including the requirements for outreach, recruiting, record keeping and filing. The review covered steps stations must take even if they don’t have any hiring opportunities.

Marissa Garcia, Rincon Broadcasting LLC’s H.R. Director, attended the seminar on the company’s behalf.

Activity: 16th Annual Salute to Youth: Career Connection
Date: September 21, 2007
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: Antelope Valley Career Prep Council

Brief Description of Activity and Station Participation:

Palmdale Regional Airport, along with Northrop Grumman Corporation, United States Air Force Plant 42, Edward's Air Force Base and Antelope Valley High School District, sponsored and hosted this year's "2007 Salute to Youth: the Career Connection" for 3,000 high school students from Antelope Valley. The purpose of the event was to introduce students on the verge of entering the work force to various careers in the aviation and aerospace industries, and U.S. military. Major aerospace contractors, military recruiters, private corporations, local civic groups and small businesses were scheduled to participate. Rincon participated as a presenter of this event. We provided information about the company as well as open positions within the organization.

Activity: ITT Technical Institute Career Fair
Date: September 27, 2007
Participating Employees: Marissa Garcia, H.R. Director, Sheldon Sherman, Danny Alatorre, and Danielle Oropeza
Host / Sponsor of Activity: ITT Technical Institute
Location: 2501 Solar Drive, Suite 150
Oxnard, CA 93036

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in a Career Fair for ITT Technical Institute. This event had participants from Ventura and Santa Barbara Counties. Rincon provided information to the students and graduates interested in the broadcasting industry.

Activity: "Hire a Hero, Hire a Vet" Job and Resource Fair
Date: November 9, 2007
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: Western Ventura County EAC
Location: 600 E. Esplanade Drive
Oxnard, CA 93036

Brief Description of Activity and Station Participation:

This was a job and resource fair established to share knowledge and provide services for unemployed veterans, National Guard, and Reservists returning from active duty. The company provided detailed information on how the broadcasting industry may be an option for veterans seeking employment.

Activity: 23rd Annual Career Fair – Oxnard Union High School District
Date: April 1, 2008
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: Oxnard Union High School District
Location: Oxnard Civic Auditorium
800 Hobson Way
Oxnard, CA 93030

Brief Description of Activity and Station Participation:

The Oxnard Union High School District held its annual career day, where professionals representing a variety of businesses and industries came to talk to students about what they do. Rincon's participating staff gave students an introduction and overview of the radio broadcasting industry, and sales in particular. Marissa Garcia also talked about the types of job responsibilities in the broadcasting industry.

Activity: California Lutheran University Career Expo 2008
Date: April 15, 2008
Participating Employees: Marissa Garcia, H.R. Director and Steve Hess
Host / Sponsor of Activity: California Lutheran University (CLU)
Location: 60 West Olson Road #2400
Thousand Oaks, CA 91360

Brief Description of Activity and Station Participation:

The expo provided opportunities for hiring recent graduates, alumni and interns. CLU has 36 majors and 28 minors in its traditional Undergraduate Programs as well as Adult and Evening Program and Graduate Programs. Rincon Broadcasting had Marissa Garcia, H.R. Director, provide information about the industry and employment as well as internship opportunities within the organization.

Activity: Ventura College Job Fair
Date: April 16, 2008
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: Ventura College
Location: 4667 Telephone Road
Ventura, CA 93004

Brief Description of Activity and Station Participation:

Ventura College held its annual career fair, where professionals representing a variety of businesses and industries came to talk to students about what they do. Marissa Garcia participated by giving students an introduction and overview of the radio broadcasting industry, and sales in particular.

Activity: 1st Annual Navy Business & Bilingual Job Fair
Date: May 30, 2008
Participating Employees: Marissa Garcia, H.R. Director
Host / Sponsor of Activity: TRIAD, RDP 21, VCEDA, WIB, and Santa Barbara and Channel Islands Navy Leagues
Location: 5100 Adolfo Road
Camarillo, CA 93010

Brief Description of Activity and Station Participation:

The purpose of the first Annual Navy, Business and Community Expo was to provide an annual forum that increased awareness of Naval Base Ventura County's impact on Ventura County among businesses, civic leaders and community. Rincon Broadcasting LLC provided information about the broadcasting industry as well as employment opportunities, and was able to interview several candidates at the job fair for the station's internship program.

Activity: 2008 SCBA Scholarship Voting
Date: April 24, 2008
Participating Employees: Miles Sexton, President
Host/Sponsor of Activity: SCBA

Brief Description of Activity and Station Participation:

The Southern California Broadcasting Association presents a school with a Scholarship Fund to assist an individual with tuition costs. Our company participated by having our President vote for the school he thought would be best suited for the scholarship. The SCBA provides two school options as well as an option to nominate a school of our choice.