

RINCON BROADCASTING LLC

KFYZ 94.5 FM KIST 107.7 FM KSBL 101.7 FM KSPE 1490 AM KTMS 990 AM KTYD 99.9 FM



Annual EEO Public File Report YEAR 2011

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, 2010 through July 31, 2011:

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 following two (2) full-time positions:

- Account Executive (1)
- Front Office Administrator/Receptionist (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 reporting period is contained in Appendix A to this report. A complete list of organization 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: 4
 Recruitment of Hiree: Employee Referral
 Recruitment Sources Utilized:

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
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
University of California Santa Barbara (UCSB) Counseling and Career Services	0
All Access Music Group	0
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	1
Rincon Broadcasting LLC – Online	1

Job Title:	Receptionist	
Number of Interviewees:	7	
Recruitment of Hiree:	Employee Referral	
Recruitment Sources Utilized:		# 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
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
University of California Santa Barbara (UCSB) Counseling and Career Services		0
All Access Music Group		0
Santa Barbara City College		0
Craig’s List – Online		0
Ser-Jobs for Progress Inc.		0
Rincon Broadcasting LLC – In House Posting		2
Rincon Broadcasting LLC – On Air broadcast announcements		2
Rincon Broadcasting LLC – Employee Referral		1
Rincon Broadcasting LLC – Online		1

Appendix A

RECRUITMENT AND/OR COMMUNITY OUTREACH SOURCES UTILIZED

Name of Source: CSU, 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

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

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

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

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

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

Name of Source: Mexican American Opportunity Foundation
Contact Person: Raqual 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

Name of Source: Southern California Broadcasters Association (SCBA)
Contact Person: LaFern Watlkins
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

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

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

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

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

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

Name of Source: University of California Santa Barbara (UCSB)
Counseling and Career Services

Contact Person: Olivia

Telephone: (805) 893-4418

How was notification given to this source? Email

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

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

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

Name of Source: Craig's List
Website Address: www.craigslist.com
How was notification given to this source? Online Posting

ORGANIZATIONS REQUESTING NOTIFICATION

No Organizations have contacted Rincon requesting notification of job openings.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Intern Program

Date: August 2010 – July 2011 (3 – 6 month internships)

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. The program is overseen by Marissa Garcia. During this reporting period two interns participated in the program.

Activity: Career Day 2011

Date: March 2011

Participating Employees: Marissa Garcia, HR Director

Host / Sponsor of Activity: Rio Mesa High School

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in the OUHSD District Career Day on March 03, 2011. High School students were able to listen to presentations to help the students match their interests with possible careers in order to better prepare themselves for future employment opportunities after their college studies start.

Activity: Blackstock School Career Day

Date: March 2011

Participating Employees: Marissa Garcia, H.R. Director

Host / Sponsor of Activity: Carrie Johnson

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in the Career Information Day on March 30, 2011. Junior high/Senior school students were able to listen to presentations to help the students match their interests with possible careers in order to better prepare themselves for their high school studies and beyond.

Activity: 2011 SCBA Scholarship Program

Date: June 2011

Participating Employees: Miles Sexton, President, Keith Royer, Executive Vice President

Host / Sponsor of Activity: SCBA

Brief Description of Activity and Station Participation:

The Southern California Broadcasting Association presents a school with scholarship funds to assist an individual with tuition costs. Our company participated by having our President and Executive Vice President vote for the school they thought would be best suited to receive the scholarship funds. The SCBA provides school options.