

Rincon Broadcasting LLC

Annual EEO Public File Report

YEAR 2024

This annual EEO public file report for Rincon Broadcasting LLC (“Rincon”) covers recruitment and hiring for the broadcast radio stations listed below during the period from August 1, 2023 through July 31, 2024:

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

During this reporting period, Rincon Broadcasting LLC 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) 982.0403
Email: smonteca@bcoe.org
How was notification given to this source? Email

Name of Source: County of Ventura RAIN Project Transitional Living Center
Address: P.O. Box 1934
Telephone: (805) 816-3057
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)
Address: 761 S. C Street Oxnard, CA 93030
Telephone: (805) 487-9821
How was notification given to this source? Fax

Name of Source: El Concilio del Condado de Ventura
Address: 301 S. C Street Oxnard, CA 93030
Telephone: (805) 486-9777
How was notification given to this source? Fax

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.

RECRUITMENT AND/OR COMMUNITY OUTREACH SOURCES UTILIZED

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: 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: 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

RECRUITMENT AND/OR COMMUNITY OUTREACH SOURCES UTILIZED

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: Lisa Felix
Address: 414 East Cota Street, Santa Barbara CA 93102
Telephone: (805) 879-8300
E-mail: lisa.felix@pointbroadcastingllc.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.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Latino Business Expo
Date: October 26, 2023
Participating Employees: Lisa Felix, CFO
Brian Davis, COO
Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

The Latino Business Expo showcases local Latino businesses offering networking, workshops, and recruitment opportunities. As we promote this event so that we can provide details about our company and career opportunities at Rincon Broadcasting LLC.

Activity: Latino Business Expo
Date: April 25, 2024
Participating Employees: Lisa Felix, CFO
Brian Davis, COO
Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

The Latino Business Expo showcases local Latino businesses offering networking, workshops, and recruitment opportunities. As we promote this event so that we can provide details about our company and career opportunities at Rincon Broadcasting LLC.

Activity: Pride Career Fair
Date: June 2024
Participating Employees: Kelly-marie Jones, Regional Sales Manager
Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

The event was held at the America's Job Center of California, 2901 N. Ventura Rd, Suite 300, Oxnard, CA 93036, from 9:00a-1:00p on Tuesday, June 25, 2024. This job fair gave us the opportunity to provide information about our open positions and the process to apply at our company.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Online Open Recruitment Review
Date: June 2024
Participating Employees: Marissa Garcia, EEO Compliance
Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC sponsored an online job fair that gave applicants to ask questions about radio and discuss the process to seek employment for on air positions.

Activity: Open House – 414 East Cota Street Santa Barbara CA 93101
Date: July 2024
Participating Employees: Lin Aubuchon, Promotions Director/On Air Talent
Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

An open house at Rincon Broadcasting LLC serves an effective platform for community engagement and recruitment. This event invites the public to tour the facility, meet staff, and learn about various job opportunities within the broadcasting sector. It is extensively promoted on-air to attract a diverse audience including potential job seekers. Information session during the open house provide details about available positions, application process and the operational culture.
