

PUBLIC FILE REPORT – AUGUST 1, 2016 THROUGH JULY 31, 2017

As a licensee of the Federal Communications Commission, Redwood Empire Stereocasters affords equal employment opportunity without regard to race, color, religion, national origin, or sex.

EEO Annual Report for Redwood Empire Stereocasters

This Annual EEO Report is filed on behalf of KZST (FM), KBBL (FM), KJZY (FM) and KWVF (FM), (the “Stations”) in compliance with the FCC’s EEO reporting requirements. KZST, KBBL, KJZY and KWVF, owned by Redwood Empire Stereocasters, share at least one employee. Thus, FCC rules deem the Stations a “single employment unit” and require the filing of a joint report. This report includes information from August 1, 2016, through July 31, 2017, and will be placed in the Stations’ public files and on the Stations’ respective websites.

Job Vacancy Information

KZST, KBBL, KJZY and KWVF are equal opportunity employers that are committed to meeting the Stations’ EEO obligations. All full-time job vacancies are posted with several sources, including national and local minority organizations, schools, newspapers, and help-wanted and industry websites. The Stations’ list of recruitment sources has been updated to include email addresses and will be used to notify potential applicants for full-time positions. The Stations will continue to actively seek out new sources. The Stations encourage organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our mailing list to receive notification of future vacancies. The Stations will broadcast announcements four times a year in rotating dayparts inviting interested organizations to be added to our mailing list. Notices on the Stations’ websites extend a similar invitation.

Long-Term Recruitment Measures

The Stations participate in long-term recruitment measures both individually and together. Job/Career Fairs are attended by Stations’ General Manager, Sales Manager (Regional or Local) and/or Business Manager; and if another specific opening exists, the appropriate department head attends.

The Stations co-sponsor a Job/Career Fair at Santa Rosa Junior College and at Sonoma State University.

The Stations participate in Career Days at local schools, particularly at Sonoma State University and Santa Rosa Junior College.

The Stations participate in a scholarship program for local students to facilitate their study of broadcasting. This is the University Scholarship Program through Sonoma State University SSU Academic Foundation.

Job Fairs/Career Days attended during the period:

No job fairs/career days attended during this period.

Seminars/Job/Career Fairs co-sponsored:

No seminars/job/career fairs co-sponsored this year.

Station Tours designed to provoke interest in careers in broadcasting:

5/11/2017

Father of our intern was given a tour so he could appreciate where his daughter was working.

6/27/2017

Gentleman who was honored as a Hometown Hero by one of our stations came in with his 2 young sons. We gave them a tour to show them how it all works.

OUTREACH LISTING

The Stations furnish job listings to the following organizations that distribute information about employment opportunities to job seekers:

Empire College

Fax: 707-546-4008
Phone: 707-546-4000 x242
Address: 3035 Cleveland Avenue, Santa Rosa, CA 95403
Contact: Lucille Inman, Career Services Director
Phil Vo, Career Development Manager
Email: pvo@empirecollege.com
Website: www.empcol.edu

Santa Rosa Junior College, Student Employment

Fax: 707-522-2450
Phone: 707-522-4476
Address: 1501 Mendocino Avenue, Santa Rosa, CA 95401
Contact: Toby, Student Employment Specialist
Email: jobs posted online
Website: www.santarosa.edu/stuemp/jobs

Santa Rosa Junior College, Career Center

Fax: 707-527-4690
Phone: 707-522-2717
Address: 1501 Mendocino Avenue, Santa Rosa, CA 95401
Contact: Career Advisor
Email: jobs posted online
Website: www.santarosa.edu/career

Sonoma State University Career Center

Fax: 707-664-4016
Phone: 707-664-2548
Address: 1801 E. Cotati Avenue, Rohnert Park, CA 94928
Contact: Sarah Dove
Email: jobs posted online
Website: www.sonoma.edu/sas/crc/

Benicia Chamber of Commerce

Phone: 707-745-2120
Fax: 707-745-2275
Address: 601 First Street, #100, Benicia, CA 94510
Contact: Peggy
Email: beniciachamber@aol.com
Website: www.beniciachamber.com

Clear Lake Chamber of Commerce

Phone: 707-994-3600
Fax: 707-994-3603
Address: 14913 Lakeshore Dr, Clearlake, CA 95422
Contact: Tamara Richmond
Email:
Website: www.visitclearlakeca.com

Corte Madera Chamber of Commerce

Phone: 415-924-0441
Fax: 415-924-1839
Address: 129 Town Center, Corte Madera, CA 94925
Contact: Julie
Email: chamber@cortemadera.org
Website: www.cortemadera.org

Dixon Chamber of Commerce

Phone: 707-678-2650
Fax: 707-678-3654
Address: P. O. Box 159, Dixon, CA 95620
Contact: Carol Pruett
Email: info@dixonchamber.org
Website: www.dixonchamber.org

Greater Ukiah Chamber of Commerce

Phone: 707-462-4705
Fax: 707-462-5059
Address: 309 E. Perkins Street, Ukiah, CA 95482

Contact: Mary
Email: ukiahcamber@gmail.com
Website: www.ukiahchamber.com

Healdsburg Chamber of Commerce & Visitors Center
Phone: 707-433-6935
Fax: 707-433-7562
Address: 217 Healdsburg Avenue, Healdsburg, CA 95448
Contact: Carla Howell
Email: Carla@healdsburg.com
Website: www.healdsburg.com

Hispanic Chamber of Commerce Marin County
Phone: 415-721-9686
Fax: email only
Address: P. O. Box 4423, San Rafael, CA 94913
Contact:
Email: info@hccmarin.com
Website: www.hccmarin.com

Hispanic Chamber of Commerce Sonoma County
Phone: 707-575-3648
Fax: 707-575-3693
Address: 3033 Cleveland Avenue #306, Santa Rosa, CA 95403
Contact:
Email:
Website: www.hcc-sc-org

Lake County Chamber of Commerce
Phone: 707-263-5092
Fax: 707-263-5104
Address: 875 Lakeport Blvd. Lakeport 95453
Contact: Melissa Fulton
Email: ceo@lakecochamber.com
Website: www.lakeportchamber.com

Mendocino Coast Chamber of Commerce
Phone: 707-961-6300
Fax: 707-964-2056
Address: 217 S. Main Street, Fort Bragg, CA 95437
Contact: Debra DeGraw
Email: chamber2@mcn.org
Website: www.mendocinocoast.com

Napa Chamber of Commerce
Phone: 707-226-7455
Fax: 707-226-1171
Address: 1556 First Street, Napa, CA 94559
Contact:
Email:
Website: www.napachamber.com

Napa County Hispanic Chamber of Commerce

Phone: 707-363-6537
Fax: 707-226-1071
Address: P. O. Box 6647, Napa, CA 94581
Contact: Marisa Loza
Email: marisa.loza@sbcglobal.net
Website: www.napacountyhcc.com

Novato Chamber of Commerce

Phone: 415-897-1164
Fax: email only
Address: 807 DeLong Avenue, Novato, CA 94945
Contact: Coy Smith
Email: coy@novatochamber.com
Website: www.novatochamber.com

Petaluma Area Chamber of Commerce

Phone: 707-762-2785
Fax: 707-762-4721
Address: 6 Petaluma Blvd North #A-2, Petaluma, CA 94952
Contact:
Email:
Website: www.petalumachamber.com

Rohnert Park Chamber of Commerce

Phone: 707-584-1415
Fax: 707-584-2945
Address: 101 Golf Course Drive #C-7, Rohnert Park, CA 94928
Contact: Lisa Bagwell
Email: info@rohnertparkchamber.org
Website: www.rohnertparkchamber.org

San Anselmo Chamber of Commerce

Phone: 415-454-2510
Fax: 415-258-9458
Address: P. O. Box 2844, San Anselmo, CA 94979
Contact: Connie Rodgers
Email: info@sananselmochamber.org
Website: www.sananselmochamber.org
Job Post: <http://sananselmochamber.org/job-posting.html>

Santa Rosa Chamber of Commerce

Phone: 707-545-1414
Fax: 707-545-6914
Address: 1260 N. Dutton Avenue #272, Santa Rosa, CA 95401
Contact: Jonathan Coe
Email: jonathanc@santarosachamber.com
Website: www.santarosachamber.com

Sebastopol Area Chamber of Commerce

Phone: 707-823-3032
Fax: 707-823-8439

Address: 265 South Main Street, Sebastopol, CA 95472
Contact: Teresa Ramondo
Email: chamber@sebastopol.org
Website: www.sebastopol.org

Solano Hispanic Chamber of Commerce
Phone: 707-410-5399
Fax: 209-846-7065
Address: 976 Admiral Callaghan Lane, Vallejo, CA 94591
Contact: Karla Prieto
Email: president@solhcc.com
Website: www.solanohispanicchamber.com

Vacaville Chamber of Commerce
Phone: 707-448-6424
Fax: 707-448-0424
Address: 300 Main Street #A, Vacaville, CA 95688
Contact: Mark Creffield
Email: mark@vacavillechamber.com
Website: www.vacavillechamber.com

Vallejo Chamber of Commerce
Phone: 707-644-5551
Fax: 707-644-5590
Address: 427 York Street, Vallejo, CA 94590
Contact: Rich Curtola
Email: rich@vallejochamber.com
Website: www.vallejochamber.com

Willits Chamber of Commerce
Phone: 707-459-7910
Fax: 707-459-7914
Address: 299 E. Commercial Street, Willits, CA 95490
Contact: Lynn Kennelly
Email: info@willits.org
Website: www.willits.org

Windsor Chamber of Commerce and Visitors Center
Phone: 707-838-7285
Fax: 707-838-2778
Address: 9001 Windsor Road, Windsor, CA 95492
Contact: Christine Tevini
Email: info@windsorchamber.com
Website: www.windsorchamber.com

Yountville Chamber of Commerce
Phone: 707-944-0904
Fax: 707-944-4465
Address: 6484 Washington Street #F, Yountville, CA 94599
Contact: Cynthia Saucerman
Email: cindy@yountville.com
Website: www.yountville.com

Employment Development Department

Fax: 707-576-2859
Phone/office: 707-576-2014
Phone/cell: 707-758-0530
Contact:
Email: info@edd.ca.gov
Website: www.edd.ca.gov

Cloverdale Regional Library

Fax: 707-894-1861
Phone: 707-894-5271
Address: 401 N. Cloverdale Blvd., Cloverdale, CA 95425
Contact:
Email:
Website: www.sonomalibrary.org/branches/cloverdale

Healdsburg Public Library

Fax: 707-433-7946
Phone: 707-433-3772
Address: 139 Piper Street, Healdsburg, CA 95448
Contact:
Email:
Website: www.sonomalibrary.org/branches/healdsburg

Coach 2 Career, Catholic Charities

Fax: 707-575-5330
Phone: 707-542-5426
Address: 465 "A" Street, Santa Rosa, CA 95403
Contact:
Email:

Sonoma County Job Link – Sonoma County Human Services Department
& Sonoma County Workforce Investment Board

Fax: 707-565-5555
Phone: 707-565-5550
Address: 2227 Capricorn Way Suite 100, Santa Rosa, CA 95407
Contact: Eric Rittenhouse (565-5665) Resource Room (565-5578)
Email: erittenhouse@schsd.org
Website: www.joblinksonomacounty.org

Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency

Marin County Workforce Investment Board/Employment Connection

Fax: email only
Phone: 415-473-3300
Address: 120 N. Redwood Drive, San Rafael, CA 94903
Contact: Racy Ming/Jennifer Gotti

Email: info@marinemployment.org
Website: www.marinemployment.org

YWCA of Sonoma County

Fax: 707-546-0969
Phone: 707-546-9922
Address: 2255 Challenger Way, Santa Rosa, CA 95407
Contact: Career Counselor
Email: fax only
Website: www.ywca.org

*Goods Entertainment (on-air only)

Fax: 801-460-3100
Phone: 800-867-9532
Address: adam@goodsentertainment.com
Contact: Adam Goodman

LDS Employment Service

Fax: email only
Phone: 707-573-1324
Address: 1500 Northpoint Parkway, Santa Rosa, CA 95407
Contact: Volunteers
Email: ldsemploysr@gmail.com
Website: www.lds.org/employment

Traffic Directors Guild of America

Email: tdga@cox.net
Website: www.tgda.org

The Stations furnish job listings to the following website job posting sources that distribute information about employment opportunities to job seekers:

California Employment Development Department
www.caljobs.ca.gov

Music Jobs.com
<https://us.music-jobs.com/jobsboard>

National Association of Broadcasters Clearinghouse-Broadcast Link
www.nab.org

California Broadcasters Association
www.yourcba.com

Craigslist.com – purchased ads when requested
www.craigslist.com

University of California, Berkeley Career Center – purchased ads when requested
<http://jobs.calaxe.com>

All Access
www.allaccess.com

AMFMJobs
www.amfmjobs.com

Inside Radio

www.insideradio.com

Radio & Television News Directors Association

www.rtnda.com

Radio Ink

www.radioink.com

Traffic Directors Guild of America

www.tdga.org

Facebook post on Stations' Facebook pages as requested

Specific Full-Time Positions Filled

Marketing Consultants

December 2016 Offer extended & accepted

May 2017 Offer extended & accepted

May 2017 Offer extended & accepted

May 2017 Offer extended & accepted

Regional Sales Manager December 2016 Offer extended & accepted

Specific Full-time Positions Open

Promotions Director

The Stations continue to refine procedures and increase recruitment sources.

The Stations will regularly assess and improve recruitment methods and sources by analyzing their effectiveness and making changes as appropriate.

Full-Time Positions Hired 8/1/16-7/31/17

Job Title:

Marketing Consultant

Stations:

All

Candidates Interviewed, number of:

3

Candidate Hired:

Yes

Hire Date:

12/15/2016

Referral Sources Contacted for Job Posting:

KZST, KJZY, KBBL & KWVF Websites

Empire College

Santa Rosa Jr College, Career Services

Sonoma State Career Services

Sonoma County Job Link

Good Will Industries

Sonoma Works

Department of Rehabilitation

Experience Works
 Economic Development Board
 Community Family Service Agency
 Broadcast Career Link+Diversity - NAB
 Marin County Workforce Investment Board
 California Broadcasters Assn
 LDS Job Board
 Caljobs.ca.gov
 Traffic Directors Guild of America
 Chambers of Commerce for the following:
 Benicia, Corte Madera,
 Dixon, Greater Ukiah, Healdsburg,
 Hispanic Sonoma County,
 Novato, Rohnert Park, Santa Rosa,
 Sebastopol, Hispanic Solano County,
 Vallejo
 External Referrals & drop-ins
 Internal Referrals

Job Title:

Marketing Consultant

Stations:

All

Candidates Interviewed, number of:

5

Candidate Hired:

Yes

Hire Date:

5/8/2017

Referral Sources Contacted for Job Posting:

KZST, KJZY, KBBL & KWVF Websites
 Ads on KZST, KJZY, KBBL & KWVF
 Empire College
 Santa Rosa Jr College, Student Employment
 Sonoma State Career Services
 Sonoma County Job Link
 Good Will Industries
 Sonoma Works
 Department of Rehabilitation
 Experience Works
 Economic Development Board
 Community Family Service Agency
 Broadcast Career Link+Diversity - NAB
 Marin County Workforce Investment Board
 California Broadcasters Assn
 LDS Job Board
 YWCA of Sonoma County
 Caljobs.ca.gov
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 Dixon, Greater Ukiah, Healdsburg,
 Hispanic Sonoma County,

Novato, Rohnert Park, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vallejo

Radio Ads
External Referrals & drop-ins
Internal Referrals

Job Title: **Marketing Consultant**

Stations: All
Candidates Interviewed, number of: 6
Candidate Hired: Yes
Hire Date: 5/15/2017

Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Ads on KZST, KJZY, KBBL & KWVF
Empire College
Santa Rosa Jr College, Career Services
Sonoma State Career Services
Sonoma County Job Link
Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency
Broadcast Career Link+Diversity - NAB
Marin County Workforce Investment Board
California Broadcasters Assn
LDS Job Board
YWCA of Sonoma County
Caljobs.ca.gov
Traffic Directors Guild of America
Chambers of Commerce for the following:
Benicia, Corte Madera,
Dixon, Greater Ukiah, Healdsburg,
Hispanic Sonoma County,
Novato, Rohnert Park, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vallejo

Radio ads
External Referrals & drop-ins
Internal Referrals

Job Title: **Marketing Consultant**

Stations: All
Candidates Interviewed, number of: 5
Candidate Hired: Yes

Hire Date: 5/22/2017
 Referral Sources Contacted for Job Posting:
 KZST, KJZY, KBBL & KWVF Websites
 Ads on KZST, KJZY, KBBL & KWVF
 Empire College
 Santa Rosa Jr College, Career Services
 Sonoma State Career Services
 Sonoma County Job Link
 Good Will Industries
 Sonoma Works
 Department of Rehabilitation
 Experience Works
 Economic Development Board
 Community Family Service Agency
 Broadcast Career Link+Diversity - NAB
 Marin County Workforce Investment Board
 California Broadcasters Assn
 LDS Job Board
 YWCA of Sonoma County
 Caljobs.ca.gov
 Traffic Directors Guild of America
 Chambers of Commerce for the following:
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 Dixon, Greater Ukiah, Healdsburg,
 Hispanic Sonoma County,
 Novato, Rohnert Park, Santa Rosa,
 Sebastopol, Hispanic Solano County,
 Vallejo
 Radio ads
 External Referrals & drop-ins
 Internal Referrals

Job Title: **Regional Sales Manager**
 Stations: All
 Candidates Interviewed, number of: 3
 Candidate Hired: Yes
 Hire Date: 12/1/2016
 Referral Sources Contacted for Job Posting:
 KZST, KJZY, KBBL & KWVF Websites
 Empire College
 Santa Rosa Jr College, Career Services
 Sonoma State Career Services
 Sonoma County Job Link
 Good Will Industries
 Sonoma Works
 Department of Rehabilitation
 Experience Works
 Economic Development Board

Community Family Service Agency
 Broadcast Career Link+Diversity - NAB
 Marin County Workforce Investment Board
 California Broadcasters Assn
 LDS Job Board
 YWCA of Sonoma County
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 Dixon, Greater Ukiah, Healdsburg,
 Hispanic Sonoma County,
 Novato, Rohnert Park, Santa Rosa,
 Sebastopol, Hispanic Solano County,
 Vallejo
 External Referrals & drop-ins
 Internal Referrals

Summary of Interviewees by Referral Sources For This Period

KZST/KBBL/KJZY/KWVF Websites	2
Radio ads on KZST/KBBL/KJZY/KWVF	12
California Broadcasters Website	1
LDS Job Board	1
External Referrals	5
Internal Referrals	1