

PUBLIC FILE REPORT – AUGUST 1, 2015 THROUGH JULY 31, 2016

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, 2015, through July 31, 2016, 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:

3/4/2016: Gail Mazzucchelli and 2 girls from Herbert Slater Junior High she is mentoring, visiting the stations. Gail thought it would be interesting and fun to see the inside of a local radio station. We hope it may spark an interest as the girls grow older.

4/7/2016: Teacher, Charles, and his 12 students from Sierra School in Santa Rosa were curious about what goes on in a radio station. We discussed the various positions and what may be needed in education in the future to pursue jobs in broadcastings.

4/18/2016: Mother (Tiffany) and daughter (Violet) who is a student at St. Rose School was invited to tour the stations by our KZST Morning Show Guy. Curiosity satisfied and may spark interest in broadcasting in the future.

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 Pruet
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: Resource Room (565-5578)

Email:

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
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 Consultant | 12/21/2015 Offer extended & accepted |
| Marketing Consultant | 07/28/2016 Offer extended & accepted |
| Regional Sales Manager | 12/23/2015 Offer extended & accepted |
| Regional Sales Manager | 07/15/2016 Offer extended & accepted |
| Production Director | 03/17/2016 Offer extended & accepted |
| KBBL On-Air Personality | 04/20/2016 Offer extended & accepted |
| News Director | 05/02/2016 Offer extended & accepted |

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 8/1/15-7/31/16

| | |
|---|--|
| Job Title: | <u>Marketing Consultant</u> |
| Stations: | All |
| Candidates Interviewed, number of: | 6 |
| Candidate Hired: | Yes |
| Hire Date: | 12/31/2015 |
| Referral Sources Contacted for Job Posting: | KZST, KJZY, KBBL & KWVF Websites Empire College Santa Rosa Jr College, Student Employment Santa Rosa Jr College, Career Services Sonoma State Career Services Employment Development Dept-Veterans Affairs Sonoma County Job Link Good Will Industries Sonoma Works Department of Rehabilitation Experience Works Economic Development Board Community Family Service Agency Marin County Workforce Investment Board California Broadcasters – state & national 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, Lake County,
Mendocino County, Napa, Hispanic Napa,
Novato, Petaluma, Rohnert Park,
San Anselmo, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vacaville, Vallejo, Willits, Yountville
Public Libraries in these cities:
Cloverdale, Healdsburg
All Access dot com
External Referrals & drop-ins
Internal Referrals

Job Title: Marketing Consultant
Stations: All
Candidates Interviewed, number of: 6
Candidate Hired: Yes
Hire Date: 08/08/2016 (offer excepted 07/28/2016)
Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
Santa Rosa Jr College, Career Services
Sonoma State Career Services
Employment Development Dept-Veterans Affairs
Sonoma County Job Link
Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency
Marin County Workforce Investment Board
California Broadcasters – state & national
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, Lake County,

Mendocino County, Napa, Hispanic Napa,
Novato, Petaluma, Rohnert Park,
San Anselmo, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vacaville, Vallejo, Willits, Yountville
Public Libraries in these cities:
Cloverdale, Healdsburg
All Access dot com
External Referrals & drop-ins
Internal Referrals

Job Title: Regional Sales Manager

Stations: All

Candidates Interviewed, number of: 3

Candidate Hired: Yes

Hire Date: 01/04/2016

Referral Sources Contacted for Job Posting:

KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
Santa Rosa Jr College, Career Services
Sonoma State Career Services
Employment Development Dept-Veterans Affairs
Sonoma County Job Link
Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency
Marin County Workforce Investment Board
California Broadcasters – state & national
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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Mendocino County, Napa, Hispanic Napa,
Novato, Petaluma, Rohnert Park,
San Anselmo, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vacaville, Vallejo, Willits, Yountville
Public Libraries in these cities:
Cloverdale, Healdsburg

External Referrals & drop-ins
Internal Referrals

Job Title: Regional Sales Manager
Stations: All
Candidates Interviewed, number of: 4
Candidate Hired: Yes
Hire Date: 08/01/2016 (offer excepted 07/15/2016)
Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
Santa Rosa Jr College, Career Services
Sonoma State Career Services
Employment Development Dept-Veterans Affairs
Sonoma County Job Link
Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency
Marin County Workforce Investment Board
California Broadcasters – state & national
LDS Job Board
YWCA of Sonoma County
Caljobs.ca.gov
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Novato, Petaluma, Rohnert Park,
San Anselmo, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vacaville, Vallejo, Willits, Yountville
Public Libraries in these cities:
Cloverdale, Healdsburg
All Access dot com
External Referrals & drop-ins
Internal Referrals

Job Title: Production Director
Stations: All
Candidates Interviewed, number of: 5

Candidate Hired: Yes
Hire Date: 03/28/2016
Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
Santa Rosa Jr College, Career Services
Sonoma State Career Services
Broadcast Career Link (NAB Job Source)
Sonoma County Job Link
 Good Will Industries
 Sonoma Works
 Department of Rehabilitation
 Experience Works
 Economic Development Board
 Community Family Service Agency
Marin County Workforce Investment Board
California Broadcasters – state & national
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, Lake County,
 Mendocino County, Napa, Hispanic Napa,
 Novato, Petaluma, Rohnert Park,
 San Anselmo, Santa Rosa,
 Sebastopol, Hispanic Solano County,
 Vacaville, Vallejo, Willits, Yountville
External Referrals & drop-ins
Internal Referrals

Job Title: KBBL On-Air Personality
Stations: All
Candidates Interviewed, number of:
Candidate Hired: Yes
Hire Date: 05/9/2016
Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
Broadcast Career Link (NAB Job Source)
Sonoma County Job Link
 Good Will Industries
 Sonoma Works
 Department of Rehabilitation
 Experience Works

Economic Development Board
Community Family Service Agency
Marin County Workforce Investment Board
California Broadcasters – state & national
LDS Job Board
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Caljobs.ca.gov
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Novato, Petaluma, Rohnert Park,
San Anselmo, Santa Rosa,
Sebastopol, Hispanic Solano County,
Vacaville, Vallejo, Willits, Yountville
Public Libraries in these cities:
Cloverdale, Healdsburg
All Access dot com
External Referrals & drop-ins
Internal Referrals

Job Title: News & Public Affairs Director
Stations: All
Candidates Interviewed, number of: 9
Candidate Hired: Yes
Hire Date: 05/09/2016
Referral Sources Contacted for Job Posting:
KZST, KJZY, KBBL & KWVF Websites
Empire College
Santa Rosa Jr College, Student Employment
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
Marin County Workforce Investment Board
California Broadcasters – state & national
LDS Job Board
YWCA of Sonoma County
Caljobs.ca.gov
RTNDA (Radio Television News Directors Assn)
Traffic Directors Guild of America

Chambers of Commerce for the following:
 Benicia, Corte Madera,
 Dixon, Greater Ukiah, Healdsburg,
 Hispanic Sonoma County, Lake County,
 Mendocino County, Napa, Hispanic Napa,
 Novato, Petaluma, Rohnert Park,
 San Anselmo, Santa Rosa,
 Sebastopol, Hispanic Solano County,
 Vacaville, Vallejo, Willits, Yountville
 All Access dot com
 External Referrals & drop-ins
 Internal Referrals

Summary of Interviewees by Referral Sources For This Period

| | |
|----------------------------------|---|
| KZST/KJZY/KTRY/KWVF Websites | 1 |
| California Broadcasters Website | 1 |
| All Access Website | 6 |
| RTNDA Website | 1 |
| LDS Job Board | 1 |
| Sonoma State University Job Fair | 2 |
| Client Referral | 2 |
| Former Employee | 1 |
| External Referrals | 7 |
| Internal Referrals | 6 |
| Drop-in&/or via fax | 2 |
| Unknown Referral Source | 3 |