PUBLIC FILE REPORT – AUGUST 1, 2019 THROUGH JULY 31, 2020

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 & HD2), KJZY (FM) and KWVF (FM), (the “Stations”) in compliance with the FCC’s EEO reporting requirements. KZST, KBBL FM & HD2, 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, 2019, through July 31, 2020, and will be placed in the Stations’ public files on the FCC website and on the Stations’ respective websites.

Job Vacancy Information

KZST, KBBL FM & HD2, 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 twice a year with The Santa Rosa Press Democrat.

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

Sonoma Job Connections – October 16, 2019

**Seminars/Job/Career Fairs co-sponsored:**

Sonoma Job Connections
Sonoma Media Investments Virtual Job Fair

**Internships Offered during the period:**

Four internship positions were made available during the period for Marketing & Promotions Assistant; On-Air Show Producer; Sales Assistant and Business Office Assistant. Currently the Marketing & Promotions Assistant Internship is shared by two students from Sonoma State University. Second semester intern positions were filled; however due to Corona Virus, these positions were ended.

**Station Tours designed to provoke interest in careers in broadcasting:**

01/02/2020
Cub Scout Pack #55 Bennett Valley, Santa Rosa. Toured station to understand the working of a radio station. Hope it will spark interest in future for employment. Half troupe.

01/20/2020
Cub Scout Pack #55 Bennett Valley, Santa Rosa. Toured station to understand the working of a radio station. Hope it will spark interest in future for employment. Half troupe.

**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
Website: www.handshake.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

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

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
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

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

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: ldsemployyr@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:

Redwood Empire Stereocasters websites:
  KZST.com
  Thebull.fm
  Thebeat.fm
  KJZY991.com
  Thewolf.fm

Broadcast Career Link+Diversity - NAB
  www.broadcastcareerlink.com

California Employment Development Department
  www.caljobs.ca.gov

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

California Broadcasters Association
  www.yourcba.com

Craigslist.com – purchase ads when requested
  www.craigslist.org

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

All Access
  www.allaccess.com

AMFMJobs
  www.amfmjobs.com

Country Aircheck
  www.countryaircheck.com
Inside Radio  
  www.insideradio.com  
LinkedIn  
  www.linkedin.com  
Media Recruiter  
  www.mediarecruiter.com  
Radio Advertising Bureau  
  www.rab.com  
Radio & Television News Directors Association  
  www.rtnda.com  
Radio Ink  
  www.radioink.com  
Ramp 247  
  www.ramp247.com  
Traffic Directors Guild of America  
  www.tdga.org  
Facebook post on Stations' Facebook pages as requested

Specific Full-Time Positions Filled

Sales & Marketing Consultant  2

Specific Full-time Positions Open

No positions open at present time.

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 8/1/19-7/31/20

Job Title:  
  Marketing Consultant  
Stations:  
  All  
Candidates Interviewed, number of:  
  3  
  (2 radio ads; 1 external referral)  
Candidate Hired:  
  Yes (On-air Ad – The Bull)  
Hire Date:  
  12/302019  
Referral Sources Contacted for Job Posting:  
  KZST, KJZY, KBBL & KWVF Websites  
  Ads on KZST, KJZY, KBBL & KWVF  
  Craigslist.org
LinkedIn.com
MediaRecruiter.com
RAB.com
Internal Referrals

**Job Title:**
Marketing Consultant

**Stations:**
All

**Candidates Interviewed, number of:**
5
(2 radio ads, 3 Sonoma Job Connection)

**Candidate Hired:**
Yes (Sonoma Job Connection)

**Hire Date:**
02/03/2020

**Referral Sources Contacted for Job Posting:**
KZST, KJZY, KBBL & KWVF Websites
Ads on KZST, KJZY, KBBL & KWVF
Sonoma Job Connections
Internal Referrals

**Summary of Interviewees by Referral Sources For This Period**

<table>
<thead>
<tr>
<th>Referral Source</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>RES Radio Stations Advertising</td>
<td>2</td>
</tr>
<tr>
<td>Sonoma Job Connections</td>
<td>5</td>
</tr>
<tr>
<td>Internal Referrals</td>
<td>1</td>
</tr>
</tbody>
</table>