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.

**NOTE:** Beginning in March of 2020, the State of California was shut down due to the pandemic. This had a significant effect on the operations, personnel and recruitment activities of the employment unit. Because of still spiking Covid cases, our recruitment activities were halted. We did no recruiting during this period.

Station KJZY-FM 106.3FM, went under a Local Marketing Agreement as of February 23, 2022. We no longer do recruiting for this station.

Stations KZST-FM 1001.FM, KBBL-FM 93.7FM and KWVF-FM 102.7FM went under a Local Marketing Agreement as of June 1, 2022. We no longer do recruiting for these stations.

**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, 2021, through July 31, 2022, and will be placed in the Stations’ public files on the FCC website 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 recruitment list. Notices on the Stations’ websites extend a similar invitation.
Long-Term Recruitment Measures

See NOTE above.

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 participate in other Job Fairs in the Sonoma County area when needed. The Stations participate in Career Days at local schools, particularly at Sonoma State University and Santa Rosa Junior College when invited.

As a member of the Sonoma County EAC (Employer Advisory Council) the stations have several benefits in the workforce development. The EAC supports local workforce development efforts including sponsorship of job fairs and veterans’ outreach programs.

Job Fairs/Career Days attended during the period:

None during this period

Seminars/Job/Career Fairs co-sponsored:

None during this period

Internships Offered during the period:

Due to the Pandemic, no internships were available during this period.

Station Tours designed to provoke interest in careers in broadcasting:

Due to the Pandemic, no tours were available during this period.

OUTREACH LISTING

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

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

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
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
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

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:
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: [website link]

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: [website link]

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: [website link]

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

See NOTE above.

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

College Central – California Community College Job Board
   https://www.collegecentral.com/caccjobs
California Employment Development Department
   www.caljobs.ca.gov
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
Inside Radio
   www.insideradio.com
LinkedIn
   www.linkedin.com
Media Recruiter
   www.mediarecruiter.com
Radio Ink
   www.radioink.com

Facebook post on Stations’ Facebook pages as requested

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.

**Specific Full-Time Positions Filled**

None

**Specific Full-time Positions Open**

None
Full-Time Positions Hired 8/1/21-7/31/22

See NOTE above:

Due to the Covid-19 Pandemic there were no hires during this period.