

Rincon Broadcasting LLC

Annual EEO Public File Report

YEAR 2025

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, 2024 through July 31, 2025:

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

No outreach was conducted during the EEO period.

ORGANIZATIONS REQUESTING NOTIFICATION

No Organization have contacted Rincon requesting notification of job openings.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity: Rincon Broadcasting LLC Open House

Date: June 25, 2025

Participating Employees: Bob Allen

Host / Sponsor of Activity: Rincon Broadcasting LLC

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC held an Open House at 10 am to anyone who was interested in radio and would like to seek an opportunity within our organization. The following positions were offered: office positions, on air talent positions, board operator positions, and promotion positions.

Activity: Latino Business Expo

Date: March 22, 2025

Participating Employees: Kelly-marie Jones

Host / Sponsor of Activity: Latino Business Organization

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in the Latino Business Expo as an opportunity to share information about the radio industry and provide details about our internal employment opportunities.

Activity: 40th Annual Oxnard High Student Career Expo

Date: March 14, 2025

Participating Employees: Brian Davis and Jeff Lyons

Host / Sponsor of Activity: Oxnard High School

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated by reaching out to over 1000 students sharing information about the industry and the paths that lead to employment.

Activity: Channel Islands Job Fair

Date: April 09, 2025

Participating Employees: Jeff Lyons, Brian Davis

Host / Sponsor of Activity: UC Channel Islands

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in the job fair sharing information about our radio stations and what type of positions are held in different departments.

Activity: Latino Business Expo

Date: October 24, 2024

Participating Employees: Lisa Felix

Host / Sponsor of Activity: Latino Business Organization

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC participated in the Latino Business Expo as an opportunity to share information about the radio industry and provide details about our internal employment opportunities.

Activity: Pacific View Mall 2024 Hiring Event

Date: September 18, 2024

Participating Employees: Kelly-marie Jones

Host / Sponsor of Activity: Workforce Development Board of Ventura County Job Fair

Brief Description of Activity and Station Participation:

Rincon Broadcasting LLC attended a job fair that gives the company the opportunity to share details about open positions and internal processes to get hired in radio. Our stations were represented at this job fair hiring event with information about our radio group. We had a table with employment applications and job description of our open sales positions with the opportunity to interview with our Local Sales Manager.