

## EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2017-Sept 20,2018

Prepared by: Bustos Media Holdings LLC  
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>of Station</u>	<u>Type</u>	<u>Location</u> <u>City, State</u>	<u>LMA</u>
KGDD		FM, AM		PORTLAND	
KQRR		AM		OR	1
KRYN, KOOR		AMS			2
KXET		AM			1
KZZR		FM			
KSND		FM		SALEM, OR	

**A. The following is a list of all vacancies for full-time jobs during the previous 12 months:**

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	MORNING SHOW DJ	01/01/18	05/01/18
2.			
3.			
4.			

**B. During the previous 12 months, the following recruitment sources were contacted to fill vacancies for full-time positions. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:**

	<u>Recruitment Source</u>	<u>Job Opening numbers</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1.	SELF/EMPLOYEE REFERRAL	1	5110 SE STARK	PDX	OR	97215	CESAR VALDIOSERA	5032345550
2.								

**C. The following is a list of the full-time jobs shown in Section A above and the recruitment source used to fill that position:**

	<u>Job Title</u>	<u>Recruitment Source</u>
1.	MORNING SHOW DJ	SELF REFERRAL
2.		
3.		

**D. During the previous 12 months, there were a total of 1 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees for each position along with the recruitment sources shown in Section B above:**

	<u>Job Title</u>	<b>Total No. of Interviewees</b>	<b>Recruitment Source</b>
1.	MORNING SHOW DJ	4	SELF AND EMPLOYEE REFERRALS
2.			
3.			

**E. During the last 12 months, the station employment unit engaged in the following initiatives (provide full details, including an explanation if no initiatives were conducted during the period involved):**

- Bustos Media Holdings LLC provides tours (based from career in broadcasting frame) of the stations facilities to any group or organization requesting one (i.e. home school groups, Salem area grade schools, middle schools, and high schools, etc.).
- Station Managers held Quarterly meetings with the staff to select initiatives for the employment unit and plan strategies to accomplish them. During the monthly meetings Managers and full time employees discuss concerns including job opportunities within

the station, address issues such as employment procedures to ensure that all FCC and company policies are clearly understood and carried out.

- Internal announcements were posted in the Lunch room when positions became open, encouraging employees to apply as well as for employee referrals.
- The stations EEO Policies have been communicated to employees and job applicants through notices placed on the front desk, employee manual, statement in employee advertisements, statement on website and News Letters at Career/ Job fairs.
- All employees are given the hand book which clearly states that Bustos Media Holdings LLC follows the Equal Employment Opportunity and Non-Discrimination Policy, the company is an equal opportunity employer. We enthusiastically accept our responsibility to make employment and management decisions without regard to race, color, sex, religion, national origin, age, physical or mental disability, veteran status, marital status, sexual preference or other classifications prohibited by federal, state or local related to employment placement, retention, compensation, training, promotions and terminations.
- Bustos Media Holdings LLC encourages and supports internship programs that enable college students to obtain on job experience while completing their education.



**BUSTOS MEDIA HOLDINGS, LLC**  
Internship Agreement

The following confirms our company's agreement of the terms off your internship at Bustos Media Holdings, LLC starting on 08.20.18.  
Date

This is not a paid internship. Bustos Media Holdings, LLC will instruct and supervise you during the internship and evaluate your performance upon the completion of the program.

Your participation in the internship program does not guarantee your regular employment with Bustos Media Holdings, LLC at the completion of your internship. If Bustos Media Holdings, LLC however offers you regular employment after completion of your internship, such employment will be subject to successful completion of your probationary period of 90 days.

During your internship, you may have access to and become acquainted with trade secrets and confidential information which are very valuable and owned by the company or related entities (the "Information"). You may use the Information only to accomplish company business. During and after the end of your internship, you will refrain from using the information for any purpose or from revealing or giving it to others. You need to maintain the Information confidential at all times, even after the conclusion of your internship.

As a radio broadcaster, Bustos Media Holdings, LLC is subject to certain government regulations, such as the Federal Communications Act. Because of these regulations, Bustos Media Holdings, LLC requires that during your internship you not accept any favors, loans, entertainment or compensation from anyone seeking to air any broadcast material. You may also be required to complete certain certifications required by the government.

Your signature below will signify that you have read and understood the terms of the internship described above and agree to follow them. Please sign and return it to: **Bustos Media Holdings, LLC, 5110 SE Stark Street Portland, OR 97215.**

Kendrick de Jesus Coraebia D.  
Intern Name

[Signature] 08/20/18  
(Signature) / Date

[Signature]  
Bustos Media Holdings, LLC Representative

[Signature] 08/20/18  
(Signature) / Date



# Gran D & Zeta News!

## 2018 Job Opportunities

**Bustos Media Holdings LLC is an Equal Opportunity Employer**

Bustos Media's mission is to build and manage the premier independently owned Spanish-language network and Radio group serving the fast growth mid-tier Hispanic markets in the United States. As such, we are seeking to attract and retain experienced on-air talent, sales people and a management team who are committed to deliver the best entertainment to a growing audience in all our Markets in Seattle, Eastern Washington and Oregon

**Amador Bustos, CEO/ President**

Bustos Media Holdings LLC  
5110 SE Stark Street  
Portland, Oregon 97215  
Phone: 503.234.5550  
Fax: 503.234.5583

**For Job Options contact**

**Eloy Denova, Sales Manager, Portland & Salem** [edenova@bustosmedia.com](mailto:edenova@bustosmedia.com)

**Eddy Alonso, GM Seattle Market** [ealonso@bustosmedia.com](mailto:ealonso@bustosmedia.com)

**Humberto Salinas, Market Manager EWA Market** [hsalinas@bustosmedia.com](mailto:hsalinas@bustosmedia.com)

## NW Radio Group Our Stations and their formats

**La GranD – on KGDD, KZGD OR, on KDDS SEATTLE and on KZTA, KZTB, KZML EWA** – La Gran D has been the markets' standard bearer for Bustos Media since 2003. It is the most recognized on-air brand that plays a blend of Regional Mexican hits targeting Hispanic adults 25 to 49. La GranD airs the only local radio Spanish language newscast, as well as traffic and weather reports during morning and afternoon drive. Complete markets' coverage over 6 frequencies

**La Pantera – on KSND- 95.1FM in OR & on KZXR 1310AM & 101.7FM in EWA**– is the premiere heritage Spanish language radio format. Now we have added greater coverage in OR with 1460 AM, this is complete coverage of Woodburn/Salem and points south. La Pantera plays a powerful combination of classic Regional Mexican tunes for Hispanic adults 30 to 54

**LA ZETA on KZZR OR, on KMIA & KZNV SEATTLE and on KMMG, KZUS, KYXE EWA** Is a high-energy, promotionally oriented and personality driven contemporary Regional Mexican format targeting Hispanic young adults 18 to 34. It's synergy with the audience is absolutely incomparable. It offers a fast-paced music and personality delivery that drives the youthful, yet loyal and consuming listener to stay tuned. Together, all these stations are an unbeatable combination to blanket the entire Market... From Everette WA to south of Salem OR. This is Top 40 high-energy radio at its best.

**LA Maquina on KMNA 98.7FM** is the newest addition to the BMH line up of stations in WA. It is truly a music Machine with Regional Mexican Music format for Hispanic young Adults 18 to 34. An FM frequency in Digital Stereo... This has complete coverage of the Yakima Valley's many high density Hispanic communities in Eastern Washington



This variety of radio formats and complete market coverage distinguishes BUSTOS MEDIA stations as the Spanish Radio Leader. Our diversity reaches across the wide range of musical tastes among Northwest's Spanish speaking audience.

# **NOTICE TO JOB APPLICANTS**

**THIS COMPANY IS AN EQUAL OPPORTUNITY EMPLOYER.**

**WE SEEK AND EMPLOY QUALIFIED PERSONS IN ALL JOB CLASSIFICATIONS AND POSITIONS WITHOUT DISCRIMINATION ON THE BASIS OF RACE, RELIGION, SEX, NATIONAL ORIGIN, AGE OR DISABILITY. SUCH DISCRIMINATORY PRACTICES ARE SPECIFICALLY PROHIBITED BY LAW. IF YOU BELIEVE YOUR EQUAL EMPLOYMENT RIGHTS HAVE BEEN VIOLATED, YOU MAY CONTACT THE FEDERAL COMMUNICATIONS COMMISSION, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION OR THE APPROPRIATE STATE OR LOCAL EEO AGENCY.**