

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Oct, 2018-Sept ,2019

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>LMA</u>
KDDS		FM, AM		SEATTLE,	
KZTM		FM		WA	
KMIA		AM			
KZNW		FM			

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	Account Rep	New Position	3/1/2019
2.	Account Rep	New Position	4/1/2019
3.	Promotions Assistant	1/15/2019	5/1/2019
4.	General Sales Manager	1/25/2019	6/24/2019
5.	On-Air DJ	1/1/2019	1/1/2019

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 Open ing numbers</u>	<u>Address</u>	<u>City</u>	<u>State</u>	<u>Zip</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1.	Self Referral	1	1004 W James Street	Kent	WA	988032	Amador Bustos	
2	Radio Ad	1	KDDS 1004 W James Street	Kent	WA	98032	Jaime Soto	
3	Radio Ad – Radio Notas	1	5110 SE Stark Street	Portland	OR	97215	Amador Bustos	Monitor Latino

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:

Job title:	Recruitment Source
1. Account Representative	Radio Ad
2. Account Representative	Radio Ad
3. Promotions Assistant	Company Website
4. General Sales Manager	Radio Notas – Monitor Latino
5. On-Air DJ	Self Referral – From contractor to employee

D. During the previous 12 months, there were a total of 4 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:

Job Title	Number of interviews	Recruitment source
Account Rep	2	Radio Ad
Account Rep	2	Radio Ad
Promotions Assistant	1	Radio Ad
General Sales Manager	3	Website
On- Air DJ	Self Referral	Weekend DJ to weekday DJ

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.
- Station Managers held monthly 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.
- 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.

NOTICE TO JOB APPLICANTS

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.



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: 503.234.5553

For Job Options contact

Eloy Denova, Sales Manager, Portland & Salem edenova@bustosmedia.com

Eddy Alonso, GM Seattle Market ealonso@bustosmedia.com

Humberto Salinas, Market Manager EWA Market 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

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

LA ZETA on KZZR OR, on KMIA & KZNW 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 Everett WA to south of Salem OR. This is Top 40

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



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.



La Gran D News!

2018- 2019 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 growing mid-tier Hispanic markets in the United States. As such, we are seeking to attract and retain experienced on-air talent and sales people who are committed to deliver the best service to a growing consumer group.



Our Stations and Formats



Bustos Media Holdings LLC
1004 West James St.
Kent, WA 98032
Phone: 253.735.9700
Fax: 253.852.5475

For Job Options contact

Alina Berriz, General Sales Manager
seattle@bustosmedia.com

KDDS – LA GRAN D 99.3FM

La Gran D has been the market's standard bearer for Bustos Media since 2005. It has the market's 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 drive.

KMIA – LA ZETA 1210AM

KZNW – LA ZETA 103.3 FM

Is a high-energy, promotionally oriented and personality driven contemporary Regional Mexican format targeting Hispanic young adults 18 to 34. Its 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. This is Top 40 high-energy radio at its best.

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 Seattle's Spanish speaking audience.

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 03/27/2019.

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 television and 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.**

ANNA FLORES

Intern Name

Anna Flores 3.27.2019

(Signature) / Date

ANAPURNA PILLUTLA

Bustos Media Holdings, LLC Representative

Anapurna Pillutla 3.27.2019

(Signature) / Date

BUSTOS MEDIA HOLDINGS LLC
1004 W JAMES STREET
KENT, WA 98032

IN-HOUSE PROMOS
1004 W JAMES STREET
KENT, WA 98032

BUSTOS MEDIA HOLDINGS LLC Order Co

OrderID: 0001-221

Sponsor: IN-HOUSE PROMOS
Product: RECLUTAMIENTO DE VENDEDORES
Estimate/PO: RECLUTAMIENTO DE VENDEDORES
AccountRep: IN-HOUSE PROMOS
BillingCycle: Broadcast Month
InvoiceType: None-Statement Only
Run Dates: 6/26/2019 - 7/19/2019
Items Ordered: 333
Gross Amount: 0.00
Discounts: 0.00
Agency Commission: 0.00
Net Amount: 0.00

Scheduled Station(s): KDDS / KMIA 1210 AM / KZNW
IN-HOUSE PROMOS

Radio Ad Schedule

Printed 9/17/2019 5:31:56 PM

Page 1

Run Dates	Run Weeks	Run Times	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Week Total	Length	Description	Avail Type	Copy ID	Qty	Item Cost	Total Cost
01 6/26/2019 - 7/19/2019	All Weeks	06:00 AM - 07:00 PM	7	6	6	7	5			31	:60	Spot		0026AG	111	0.00	0.00
<hr/> Broadcast Month Projected Billing:																	
Apr-19	0.00			May-19			0.00					Jun-19		0.00		Q2-2019	0.00
Jul-19	0.00			Aug-19			0.00					Sep-19		0.00		Q3-2019	0.00

Confirmed Correct; Payment Guaranteed

Accepted for KDDS-KMIA

BUSTOS MEDIA HOLDINGS LLC
1004 W JAMES STREET
KENT WA 98032

KDDS 99.3FM Invoice

Invoice ID: 19070209
Invoice Date: 7/28/2019
Account ID: 0001
Order ID: 0001-221
Account Rep: IN-HOUSE PROMOS

Net Amount Due: \$0.00

Amount Paid: _____

IN-HOUSE PROMOS
1004 W JAMES STREET
KENT, WA 98032

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VENDEDORES
IN-HOUSE PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
7/1/2019	08:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	10:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	01:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	03:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	05:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	08:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	11:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	02:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	04:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	05:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	06:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	07:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	10:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	06:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	08:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	09:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	10:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	03:42 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	05:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	07:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	08:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	12:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	02:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	03:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	06:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	12:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	01:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	03:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	04:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	05:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	08:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	09:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	10:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	02:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/10/2019	07:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	01:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	04:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	04:42 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/11/2019	08:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00

Continued

KDDS 99.3FM Invoice

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VENDEDORES
 IN-HOUSE PROMOS

Invoice ID: 19070209
 Invoice Date: 7/28/2019

Page 2

Date	Time	Length	Description	CopyID / ISCI Code	Cost
7/11/2019	09:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	10:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	11:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	03:42 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/12/2019	08:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/12/2019	09:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/12/2019	10:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/12/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	06:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	06:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	07:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	02:18 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	03:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	04:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	09:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	03:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	04:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	05:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	05:27 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/16/2019	06:38 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
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7/17/2019	09:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/17/2019	10:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/17/2019	04:42 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/17/2019	06:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/17/2019	06:38 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	06:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	07:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	08:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	02:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	04:03 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	05:42 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/18/2019	06:38 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	06:18 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	09:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	11:48 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	12:48 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	06:38 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
91 Total Items				Total Cost:	0.00
Net Amount Due:				0.00	

KMIA 1210 AM Invoice

BUSTOS MEDIA HOLDINGS LLC
1004 W JAMES STREET
KENT WA 98032

Invoice ID: 19070210
Invoice Date: 7/28/2019
Account ID: 0001
Order ID: 0001-221
Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

IN-HOUSE PROMOS
1004 W JAMES STREET
KENT, WA 98032

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VE
IN-HOUSE PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
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7/1/2019	08:43 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/1/2019	09:43 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	09:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	11:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	01:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	04:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/2/2019	07:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	06:20 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	07:20 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	10:20 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	10:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	11:20 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	11:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	12:20 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	12:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	01:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/3/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	09:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/4/2019	10:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/4/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/5/2019	05:20 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/5/2019	06:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	06:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	07:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/8/2019	09:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	10:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/8/2019	05:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	08:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	09:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/9/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	04:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/9/2019	06:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	07:20 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	07:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	08:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	10:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	02:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	05:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00

Continued

KMIA 1210 AM Invoice

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VENDEDORES
 IN-HOUSE PROMOS

Invoice ID: 19070210
 Invoice Date: 7/28/2019

Page 2

Date	Time	Length	Description	CopyID / ISCI Code	Cost
7/11/2019	07:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
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7/11/2019	03:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/11/2019	04:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
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7/12/2019	04:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	07:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	08:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/15/2019	10:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
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7/16/2019	01:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
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7/19/2019	09:40 AM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	12:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	06:40 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
91 Total Items				Total Cost:	0.00
Amount Due:				0.00	

BUSTOS MEDIA HOLDINGS LLC
1004 W JAMES STREET
KENT WA 98032

KZNW Invoice

Invoice ID: 19070211
Invoice Date: 7/28/2019
Account ID: 0001
Order ID: 0001-221
Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

IN-HOUSE PROMOS
1004 W JAMES STREET
KENT, WA 98032

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VE
IN-HOUSE PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
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7/1/2019	08:43 AM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/1/2019	01:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
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7/10/2019	03:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00
7/10/2019	04:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDORES	0.00

Continued

KZNW Invoice

Sponsor: IN-HOUSE PROMOS / RECLUTAMIENTO DE VENDEDORES for P.O./Estimate # RECLUTAMIENTO DE VENDEDORES
 IN-HOUSE PROMOS
 Invoice ID: 19070211
 Invoice Date: 7/28/2019
 Page 2

Date	Time	Length	Description	CopyID / ISCI Code	Cost
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7/19/2019	12:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	03:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
7/19/2019	04:43 PM	:60	Spot	RECLUTAMIENTO DE VENDEDOR	0.00
93 Total Items				Total Cost:	0.00
Amount Due:					0.00

RADIO SALES EXECUTIVE BILINGUAL (SPANISH/ENGLISH)

Bustos Media, LLC - Kent, WA 98032

\$50,000 - \$60,000 a year - Full-time, Commission

Bustos Media, LLC

3 reviews

Read what people are saying about working here.

[Apply Now](#)

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Job Summary

To Identify and develop newbusiness opportunities; keeps and grows existing client relationships; offerssolutions that help clients achieve their business goals; forecasts & closesbusiness; meets set sales goals.

Responsibilities

Identifies and solicits new business; builds and maintains a fullpipeline of sales prospects.

- Services and grows relationships in existingbase of clients.
- Identifies client/agency needs and developspersuasive proposals to meet needs and opportunities.
- Creates & Delivers effective salespresentations and marketing campaigns in cooperation with Bustos Media'sResources.
- Steers clients based on market, platform andstation information.
- Maintains client communication and ensuresclient satisfaction.
- Monitors competition to continually find newaccount leads.
- Negotiates rates based on Bustos Media'sbudgets.
- Ensures prompt payments.
- Follows all station procedures for preparingorders, resolving billing issues, submitting regular reports regarding sales,pipeline lists, forecasts, and competitive analysis.
- Generates revenue and meets/exceeds establishedsales targets.
- Candidate must drive their own vehicle with avalid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and socialnetworking platforms
- Adept at prospecting and using effectiveconsultative selling principles and practices

- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multitask in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Solid writing and communication skills

Work Experience

- **Must be bilingual and fluent in both written/spoken English & Spanish**
- Must have 2+ years in Sales,
- Media/Advertising Sales is preferred, but not required.
- Experience in Customer Relationship Management Systems is a plus

Education

- High school diploma, college degree preferred

Job Types: Full-time, Commission

Salary: \$50,000.00 to \$60,000.00 /year

Experience:

- Media/Advertising: 1 year (Required)
- Sales: 2 years (Required)
- Customer Relationship Management: 1 year (Preferred)

Education:

- Associate (Required)

Language:

- Spanish (Required)
- English (Required)

Additional Compensation:

- Commission

- Other forms

Work Location:

- One location
- On the road

Benefits:

- Health insurance
- Dental insurance
- Vision insurance
- Paid time off

Paid Training:

- Yes

Management:

- Store Manager

Typical start time:

- 9AM

Typical end time:

- 6PM

This Company Describes Its Culture as:

- Detail-oriented -- quality and precision-focused
- Outcome-oriented -- results-focused with strong performance culture
- Team-oriented -- cooperative and collaborative

Schedule:

- Monday to Friday
- 8 hour shift

- 2 days ago - [report job](#)

If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

[Sales Executive jobs in Kent, WA](#)

[Jobs at Bustos Media in Kent, WA](#)

[Sales Executive salaries in Kent, WA](#)



Asistente De Promociones

...

La GranD Radio

Part-time

Boost Job

View Applications

Close Job

Edit Job

Description

Bustos Media Radio Network: La GranD Radio 99.3 Seattle~La Zeta Radio 102.9FM Seattle & 103.3FM Mount Vernon

Las cadenas de Radio en español a la vanguardia en la costa noroeste, con lo ultimo del género Regional Mexicano para toda la familia. Música, entretenimiento y noticias con las mejores voces de la radio. Producción de audio y contenido social, espectáculos y programación exclusiva se transmite por radio difusión (en vivo), en linea, y a través de plataformas móviles haciendo su participación con la audiencia más fácil que nunca.

Descripción

La GranD Radio 99.3FM y La Zeta Radio 102.9FM está buscando a una persona divertida, entusiasta, extrovertida, trabajadora, amante de la música, creativo, y seguro para trabajar a media jornada en el Departamento de Promoción. Es una gran oportunidad para aprender las particularidades de la radio, de mercadeo, relaciones públicas y más mientras trabaja en un ambiente lleno de diversión. Coloca tu pie a las puertas de la industria musical y la radio.

Tareas

Este es un puesto a tiempo parcial ya que las horas son en su mayoría durante el fin de semana y fluctuarán durante el año. Los Asistentes de Promoción son la presentación de la estación de radio. Debes ser capaz de trabajar de manera independiente, mientras representas la estación de radio de forma positiva, haciendo todas tus tareas asignadas con enfoque. Trabajará en conciertos, eventos nocturnos, presentaciones en tiendas, negocios y otras experiencias impulsadas por eventos. Asistirás al Director de Marketing o Asistente del Director de Promoción en eventos de gran escala con algunos trabajos de oficina de vez en



Asistente De Promociones

La Zeta Radio

Part-time

Boost Job

View Applications

Close Job

Edit Job

Description

Bustos Media Radio Network: La GranD Radio 99.3 Seattle~La Zeta Radio 102.9FM Seattle & 103.3FM Mount Vernon

Las cadenas de Radio en español a la vanguardia en la costa noroeste, con lo ultimo del género Regional Mexicano para toda la familia. Música, entretenimiento y noticias con las mejores voces de la radio. Producción de audio y contenido social, espectáculos y programación exclusiva se transmite por radio difusión (en vivo), en línea, y a través de plataformas móviles haciendo su participación con la audiencia más fácil que nunca.

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Radio jobs

All jobs ▾

Salary ▾

Job Category ▾

Job Type

Page 2 of 24,028 jobs 

RADIO SALES EXECUTIVE BILINGUAL (SPANISH/ENGLISH)



Bustos Media, LLC 4.3 ★

📍 Kent, WA 98032

 \$50,000 - \$60,000 a year

 Apply from your phone

 Be an early applicant

2 days ago

Radio Producer



Transformation Talk Radio
Seattle, WA

 Apply from your phone

 Be an early applicant

Today

RADIO SALES EXECUTIVE BILINGUAL (SPANISH/ENGLISH)

Bustos Media, LLC  3 reviews

📍 1004 West James Street, Kent, WA, USA

2 days ago

This job posting is no longer available on Indeed.

Related searches:

[RADIO SALES EXECUTIVE BILINGUAL
\(SPANISH/ENGLISH\) jobs in Kent, WA
98032](#) >

[Bustos Media, LLC jobs in Kent, WA 98032](#) >

Job

Insights

- High school diploma, college degree preferred

Job Types: Full-time, Commission

Salary: \$50,000.00 to \$60,000.00 /year

Experience:

- Media/Advertising: 1 year (Required)
- Sales: 2 years (Required)
- Customer Relationship Management: 1 year (Preferred)

Education:

- Associate (Required)

Language:

- Spanish (Required)
- English (Required)

Additional Compensation:

- Commission

Experience:

- Media/Advertising, 1 year (Required)
- Sales, 2 years (Required)
- Customer Relationship Management, 1 year (Preferred)

Education:

- Associate (Required)

Language:

- Spanish (Required)
- English (Required)

Benefits

Pulled from the full job description

- Health insurance
- Dental insurance
- Vision insurance

Page 1 of 1 jobs

Receptionist/Market

Bustos Media, LLC  3 reviews

Receptionist/Marketing Assistant

Bustos Media, LLC  3 reviews
Kent, WA 98032

\$15.00 - \$15.75 an hour

- Looking for a hard-working, trustworthy, and detailed oriented person, with a strong ability to multitask.
- A can-do attitude is a must, along with the ability...

Apply instantly

2 days ago save job more...

» Post your resume - It only takes a few seconds

Apply Now

Job Summary: Looking for a highly detailed oriented person, with a do attitude is a must, along with the ability to adapt to a demanding and changing environment.

General Tasks

- Answer the telephone accordingly; respond to Greet and assist visitor
- Manage the delivery of incoming processing packages, including processing winners and keep winners and maintain a pleasant appearance and office