

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2022-Sept 20,2023

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>
KDDS		FM,		KENT, WA	
KMIA		AM			1
KZNW		FM		MT.	
KZTM		FM		VERNON	
KZTM-HD		HD		OLYMPIA	
KZGI		FM		SEDRO WOOLEY	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months: 3

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	ADMIN ASSISTANT	6-29-2022	11-1-2022
2.	ACCOUNT EXECUTIVE	NEW OPENING	10-3-2022
3.	ADMIN ASSISTANT	1-23-2023	7-5-2023
4.	ACCOUNT EXECUTIVE	NEW OPENING	9-1-2023

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: **NONE**

	<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.	RADIO ADVERTISEMENT	1	1004 W JAMES ST	KENT	WA	98032	ALINA BERRIZ	253 735 9700
2.	Laradiodeseattle.com	1	1004 W JAMES ST	KENT	WA	98032	ALINA BERRIZ	253 735 9700

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 ADMIN ASSISTANT	RADIO ADVERTISEMENT
2. ACCOUNT EXECUTIVE	INTERNAL REFERRAL
3 ADMIN ASSISTANT	INTERNAL REFERRAL

D. During the previous 12 months, there were a total of 5 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>	<u>Total No. of Interviewees</u>	<u>Recruitment Source</u>
1. ADMIN ASSISTANT	1	RADIO ADVERTISEMENT
2. ACCOUNT EXECUTIVE	2	INTERNAL REFERRAL
3. ADMIN ASSISTANT	1	INTERNAL REFERRAL

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):

- Station Managers held Zoom 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 and other interested persons to obtain on job experience while completing their education.

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.

BMH ESTAMOS CONTRATANDO :30

¿QUIERES TRABAJAR EN LA RADIO? ¡NUESTRAS ESTACIONES ESTAN CONTRATANDO PARA TRABAJAR EN KENT! BUSCAMOS A UNA PERSONA ENTUSIASTA CON EXPERIENCIA EN VENTAS, PARA VENDER NUESTROS SERVICIOS DE PUBLICIDAD. TAMBIEN BUSCAMOS A UNA PERSONA DINAMICA Y CON BUENA DISPOSICION PARA ASISTENTE DE VENTAS. CONTAMOS CON UN EXCELENTE AMBIENTE DE TRABAJO, SUELDOS COMPETITIVOS, BENEFICIOS DE SALUD, VACACIONES, Y LAS MEJORES EXPERIENCIAS EN CONCIERTOS Y EVENTOS DE LA GRAND O ZETA RADIO. SOLO SE CONSIDERARÁN CANDIDATOS BILINGÜES. ENVIA TU RESUME A SEATTLE@BUSTOSMEDIA.COM

Spot Number: 0434AX
Spot Label: BMH ESTAMOS CONTRATANDO
Spot Length: :30
Run Dates: 11/1/2022-12/31/2022
Instructions:

Assigned To: _____ Date/Time: _____

Completed by: _____ Date/Time: _____



ADS

Bustos media work

Date:
05 de mayo – 28 de junio

La Radio De Seattle
Publicidad · M

¡We are hiring!

If you meet all the requirements and ... Ver más

BUSTOS MEDIA

WE ARE HIRING!

JOIN OUR SEATTLE TEAM NOW!

Sales Assistant ⋮

- ✓ Advanced MG Office Skills
- ✓ Experience working in an office
- ✓ Written and Verbal skills in English and Spanish

- Competitive pay and training provided
- Medical and PTO Benefits
- Concert Tickets Perk*
- Great work atmosphere

READ UP YOUR RESUME
seattle.bustosmedia.com

NEW POSITION

1 Me gusta 1 comentario

Me gusta Comentar Compartir

La Radio De Seattle
Publicidad

BUSTOS MEDIA

WE ARE HIRING!

JOIN OUR SEATTLE TEAM NOW!

Sales Assistant ⋮

- ✓ Advanced MG Office Skills
- ✓ Experience working in an office
- ✓ Written and Verbal skills in English and Spanish

- Competitive pay and training provided
- Medical and PTO Benefits
- Concert Tickets Perk*
- Great work atmosphere

READ UP YOUR RESUME
seattle.bustosmedia.com

NEW POSITION

¡We are hiring!
... more





Facebook

Impressions

(times the ad was shown)

36,088

Reach

(People that watched the ad)

22,669





Instagram

Impressions

(times the ad was shown)

3,334

Reach

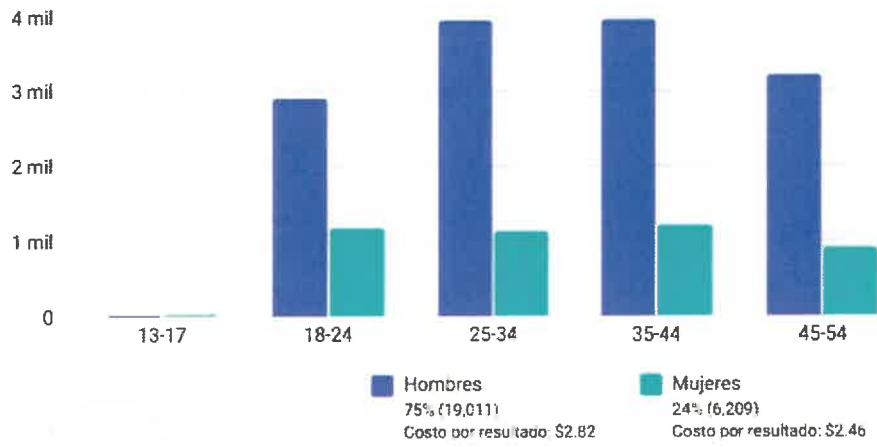
(People that watched the ad)

2,840





Public



Bustos media work

Date:
02 de mayo - 28 de junio

La Radio De Seattle
Publicidad · 1K

¡Estamos contratando!

Si cumples los requisitos y estás [Ver más](#)

BUSTOS MEDIA LLC

¡ESTAMOS CONTRATANDO!

¡UNETE A NUESTRO EQUIPO EN SEATTLE!

Asistente de Ventas ····

- ✓ Habilidades avanzadas de MS Office
- ✓ Habilidades escritas y verbales en inglés
- ✓ Experiencia en entorno de oficina

- ➔ Sueldo competitivo y capacitación
- ➔ Beneficios médicos y vacaciones
- ➔ Oportunidad de trabajar para clientes
- ➔ Gran ambiente de trabajo

ENVÍANOS TU CURRÍCULUM
seattle@bustosmedia.com

NUEVA POSICIÓN

3 Me gusta · 2 comentarios

Me gusta · Comentar · Compartir

laradiodesseattle
Publicidad

BUSTOS MEDIA LLC

¡ESTAMOS CONTRATANDO!

¡UNETE A NUESTRO EQUIPO EN SEATTLE!

Asistente de Ventas ····

- ✓ Habilidades avanzadas de MS Office
- ✓ Habilidades escritas y verbales en inglés
- ✓ Experiencia en entorno de oficina

- ➔ Sueldo competitivo y capacitación
- ➔ Beneficios médicos y vacaciones
- ➔ Oportunidad de trabajar para clientes
- ➔ Gran ambiente de trabajo

ENVÍANOS TU CURRÍCULUM
seattle@bustosmedia.com

NUEVA POSICIÓN



Facebook

Impressions

(times the ad was shown)

33,802

Reach

(People that watched the ad)

16,936





Instagram

Impressions

(times the ad was shown)

1,361

Reach

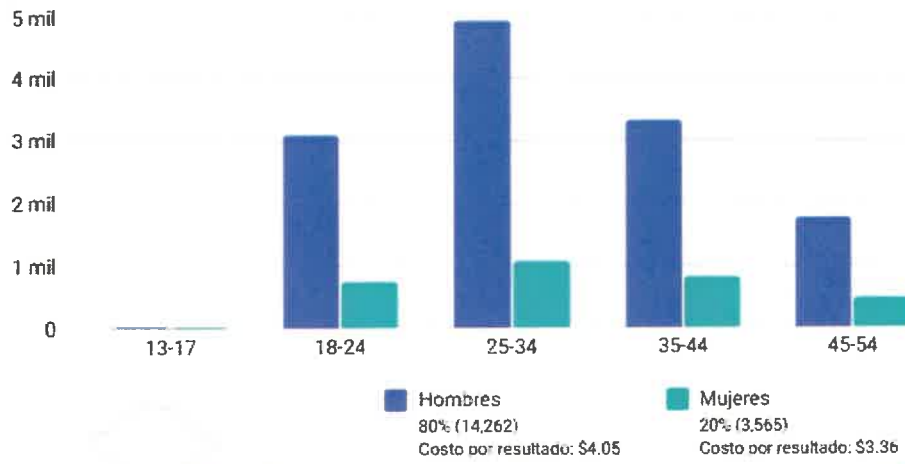
(People that watched the ad)

1,155





Public



KDDS 99.3FM Invoice

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT WA 98032

Invoice ID: 22110286
 Invoice Date: 11/30/2022
 Account ID: 0438
 Order ID: 0438-087
 Account Rep: IN-HOUSE PROMOS

Net Amount Due: \$0.00

Amount Paid: _____

STATION PROMOS

Sponsor: STATION PROMOS / BMH ESTAMOS CONTRATANDO for P.O./Estimate # BMH ESTAMOS CONTRATANDO
 STATION PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
11/1/2022	09:48 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	07:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	09:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	11:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	08:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	09:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	09:48 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	07:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	10:18 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	11:18 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	11:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11 Total Items				Total Cost:	\$0.00

Net Amount Due: \$0.00

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT WA 98032

KZGI Invoice

Invoice ID: 22110322
 Invoice Date: 11/30/2022
 Account ID: 0438
 Order ID: 0438-087
 Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

STATION PROMOS

Sponsor: STATION PROMOS / BMH ESTAMOS CONTRATANDO for P.O./Estimate # BMH ESTAMOS CONTRATAN
 STATION PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
11/1/2022	06:48 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	08:30 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	12:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	02:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	03:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	04:42 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	07:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	10:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	10:48 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	12:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	01:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	02:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	03:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	06:42 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	07:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	10:48 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	01:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	03:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	04:42 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	09:48 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00

20 Total Items

Total Cost:

\$0.00

Amount Due:

\$0.00

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT WA 98032

KZMW Invoice

Invoice ID: 22110365
 Invoice Date: 11/30/2022
 Account ID: 0438
 Order ID: 0438-087
 Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

STATION PROMOS

Sponsor: STATION PROMOS / BMH ESTAMOS CONTRATANDO for P.O./Estimate # BMH ESTAMOS CONTRATAN
 STATION PROMOS

Date	Time	Length	Description	CopyID / ISCI Code	Cost
11/1/2022	06:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	08:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	11:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	12:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	05:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	07:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	09:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	10:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	06:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	07:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	08:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	09:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	12:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	02:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	04:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	06:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	09:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	06:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	07:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	09:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	12:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	01:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	03:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	04:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	07:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	08:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	11:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00

27 Total Items

Total Cost:

\$0.00

Amount Due:

\$0.00

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT WA 98032

KZTM Invoice

Invoice ID: 22110424
 Invoice Date: 11/30/2022
 Account ID: 0438
 Order ID: 0438-087
 Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

STATION PROMOS

Sponsor: STATION PROMOS / BMH ESTAMOS CONTRATANDO for P.O./Estimate # BMH ESTAMOS CONTRATAN
 STATION PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
11/1/2022	09:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	11:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	12:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	03:13 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	04:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	06:13 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/1/2022	11:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	08:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	09:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	11:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	12:13 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	05:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	06:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/2/2022	10:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	09:13 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	09:43 AM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	06:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/3/2022	10:43 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00

18 Total Items

Total Cost:

\$0.00

Amount Due:

\$0.00

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT WA 98032

KZTM-HD2 Invoice

Invoice ID: 22110448
 Invoice Date: 11/30/2022
 Account ID: 0438
 Order ID: 0438-087
 Account Rep: IN-HOUSE PROMOS

Amount Due: \$0.00

Amount Paid: _____

STATION PROMOS

Sponsor: STATION PROMOS / BMH ESTAMOS CONTRATANDO for P.O./Estimate # BMH ESTAMOS CONTRATAN
 STATION PROMOS

Page 1

Date	Time	Length	Description	CopyID / ISCI Code	Cost
11/4/2022	07:55 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/4/2022	08:26 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/4/2022	09:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/4/2022	10:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/4/2022	11:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	12:50 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	07:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	08:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	09:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	10:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/5/2022	11:30 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00
11/6/2022	12:50 PM	:30	Spot	BMH ESTAMOS CONTRATANDO 30S	0.00

12 Total Items

Total Cost:

\$0.00

Amount Due: \$0.00