

EEO PUBLIC FILE REPORT

For the 12-month Period ending : **Sept 21, 2019 -Sept 20, 2020**

Prepared by : **Bustos media Holdings**
(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID number	Type of Station	Location City, State	LMA
KZTA		FM	YAKIMA, WA	N/A
KYXE		FM	YAKIMA, WA	N/A
KZML		FM	QUINCY, WA	N/A
		FM-1	WENATCHEE, WA	N/A
KZUS		FM	MOSES LAKE, WA	N/A
KZTB		FM	MILTON- FREEWATER, WA	N/A
KMMG		FM	BENTON CITY, WA	N/A
KMNA		FM	PROSSER, WA	N/A
KZXR		FM	PROSSER, WA	N/A
KLES		FM	PROSSER, WA	N/A
KZXR		AM	PROSSER, WA	N/A
KRCW		FM	ROYAL CITY, WA	N/A

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

.	Job Title	Date of opening	Date filled
1	Account Executive	11/11/19	Not filled
2	Account Executive	1/1/20	2/16/20
3	Account Executive	4/17/20	Not filled
4			
5			
6			
7			

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:

	Recruitment source	Job Opening numbers	Address	City	State	Zip	Contact Person	Phone number
1	Employee/Owner Referrals		706 Butterfield Rd	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
2	On air adds		706 Butterfield Rd	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
3	Craigs List		706 Butterfield	Yakima	WA	98901	Humberto Salinas	509-457-1000

4							
5							
6							

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

	<u>Job Title</u>	<u>Recruitment Source</u>
1.	Account Executive	3.
2.	Account Executive	1.
3.	Account Executive	2.
4.		
5.		

D. During the previous 12 months, there were a total of 2 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees for each positions 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.	Account Executive	0	
2.	Account Executive	1	1
3.	Account Executive	0	

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

Station Manager held meetings with the staff to select initiatives for the employment unit and plan strategies to accomplish them. During the 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 employee manual, posted in office, and statement on website.

All employees are given the handbook 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 COVID-19 prevented any job fairs from happening.

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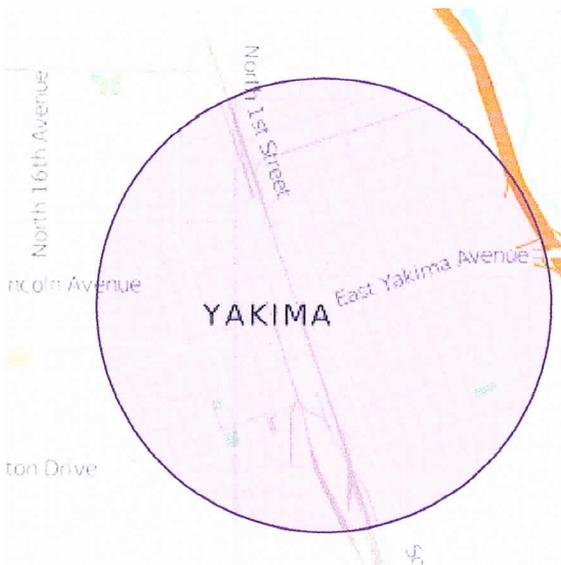
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Contact Information:

ACCOUNT EXECUTIVE - RADIO SALES (YAKIMA)



compensation: **Dependent on qualifications.**

employment type: **full-time**

Current, full time opening for a motivated account executive serving the Yakima, Selah, and Lower Valley areas.

Must have reliable transportation, current driver's licence, and desire to make money. Professionalism and a courteous manner is a requirement.

Should have some type of sales experience.
Benefits offered after 60 day probationary period.
Pay dependent on qualifications

Please respond to ad

We are an EEO/Affirmative Employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

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