

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2014-Sept 20, 2015

Prepared by: Bustos Media of Eastern Washington
(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location</u> <u>City, State</u>	<u>LMA</u>
KZTA		FM	YAKIMA, WA	N/A
KDYK		AM	YAKIMA, WA	N/A
KZML		FM	QUINCY, WA/	N/A
		FM-1	WENATCHEE	N/A
KULE AM		AM	MOSES LAKE, WA	N/A
KZUS		FM	MOSES LAKE, WA	N/A
KZTB		FM	MILTON-	N/A
KMMG		FM	FREEWATER, OR	N/A
			BENTON CITY, WA	N/A

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 Executive	11/1/14	12/1/14
2.	Account Executive	11/1/14	12/3/14
3.	Account Executive	6/1/15	7/1/15
4.	Account Executive	7/15/15	8/1/15
5.	General Manager	10/1/14	12/1/14
6.	Account Executive	10/1/14	10/30/14
7.	Account Executive	11/1/14	12/1/14
8.			

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.	Employee/Owner Referrals	1 - 7	706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
2.								
3.								

4.							
5.							
6.							
7.							
8.							

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. Account Executive	1
2. Account Executive	1
3. Account Executive	1
4. Account Executive	1
5. General Manager	1
6. Account Executive	1
7. Account Executive	1
8.	

D. During the previous 12 months, there were a total of 9 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. Account Executive	1	
2. Account Executive	1	
3. Account Executive	1	
4. Account Executive	1	
5. General Manager	1	
6. Account Executive	1	
7. Account Executive	1	

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 Manager 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 employee manual and statement on website
- 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.