

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2016-Sept 20, 2017

Prepared by: Bustos Media Holdings
(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 City, State</u>	<u>LMA</u>
KZTA		FM	YAKIMA, WA	N/A
KYXE		FM	YAKIMA, WA	N/A
KZML		FM	QUINCY, WA/	N/A
		FM-1	WENATCHEE	N/A
KZUS		FM	MOSES LAKE, WA	N/A
KZTB		FM	MILTON- FREEWATER, OR	N/A
			EPHRATA, WA	N/A
KULE		AM	EPHRATA, WA	N/A
KMMG		FM	BENTON CITY, WA	N/A
			PROSSER, WA	N/A
KMNA		FM	PROSSER, WA	N/A
KZXR		FM	PROSSER, WA	N/A
KLES		FM	PROSSER, 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	11/1/16	3/20/17
2.	AE – ON AIR	11/1/16	4/24/17
3.	ON AIR	8/1/17	9/1/17
4.	Account Executive	8/1/17	9/1/17
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:

	<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 - 2	706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000

2.	On air adds	1 - 2	706 Butterfield.	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
3.	Employees of acquired company	3 - 4	706 Butterfield Road	Yakima	WA	98901	Amador Bustos/ Humberto Salinas	509-457-1000
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
2. Account Executive/On Air	1,2
3. On air	3
4. Account Executive	3
5.	
6.	
7.	

D. During the previous 12 months, there were a total of 6 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	1
2. Account Executive/On Air	2	1
3. On Air	1	3
Account Executive	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):

- 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

mangers 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.



Gran D & Zeta News!

2016- 2017 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

For Job Options contact

Ed Distell, VP/ COO eddistel@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 frequencies

La Pantera – on KWBY, KCKX & KSND- 940 AM, 1460 AM, 95.1FM – is the premiere heritage Spanish language radio station in Oregon. Now we have added even greater coverage with 1460 AM. This is complete coverage of Woodburn/Salem and points south. La Pantera plays a powerful combination of classic Regional Mexican tunes Hispanic adults 30 to 54

LA ZETA on KZZR OR, on KMIA 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. 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. Together, all three stations are an unbeatable combination to blanket the entire Market... From Vancouver to south of Salem. 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 Northwest's Spanish speaking audience.



Bustos Media Holdings LLC
 PO BOX 2888
 Yakima WA 98901
 509-457-1000

KZML Invoice

Invoice ID: 16110312
 Invoice Date: 11/30/2016
 Account ID: 0070
 Order ID: 0070-044
 Account Rep: House Accounts

Amount Due: \$0.00

Amount Paid: _____

HOUSE - SPANISH

Sponsor: HOUSE - SPANISH / SALES DEPT
 HOUSE - SPANISH

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Date	Description	Times				Qty	Rate	Cost
11/1/2016	:30 Spot	10:52 AM	03:11 PM	06:11 PM	07:52 PM	4	0.00	0.00
11/2/2016	:30 Spot	11:52 AM	05:39 PM	06:11 PM		3	0.00	0.00
11/3/2016	:30 Spot	11:52 AM	03:11 PM	05:11 PM	05:39 PM 07:52 PM	5	0.00	0.00
11/4/2016	:30 Spot	06:19 AM	08:52 AM	12:52 PM	03:39 PM 09:52 PM	5	0.00	0.00
11/5/2016	:30 Spot	07:52 AM	12:52 PM	01:52 PM	02:52 PM 06:52 PM	5	0.00	0.00
11/6/2016	:30 Spot	08:52 AM	09:52 AM	10:52 AM		3	0.00	0.00

25 Total Items

Total Cost:

0.00

Amount Due:

0.00

CLIENT: House

DATE 11/1/16

RADIO KZ ML

DJ:

A.

Commercial Copy

BUSTOS MEDIA, LLC

706 Butterfield Rd,
Yakima WA. 98902
509-457-1000

SPOT NAME:

Due Date:

ESPECIAL INSTRUCTIONS

:30 sec

:60 sec

1. KZML SPANISH RADIO IN WENATCHEE IS NOW HIRING FOR SALES
2. ON AIR, AND PRODUCTION. MUST BE BI-LINGUAL, HAVE OWN
3. TRANSPORTATION, AT LEAST EIGHTEEN YEARS OLD,
4. AN OUTGOING, PLEASANT PERSONALITY AND ABILITY TO
5. COMMUNICATE WITH A VARIETY OF CUSTOMERS A MUST.
6. IF INTERESTED, COME INTO OUR OFFICE AT 113 S. WENATCHEE AVE
7. OR CALL FIVE ZERO NINE-EIGHT EIGHT EIGHT-FIVE FOUR SIX NINE
8. OR FIVE ZERO NINE-FOUR FIVE SEVEN-ONE THOUSAND .
9. KZML IS AN EQUAL OPPORTUNITY EMPLOYER
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.
- 16.
- 17.
- 18.

APPROVED BY:

If you have a phone number.. you will use one line less . Don't add more script because you still have space. You have used it with the number.