

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2015-Sept 20, 2016

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 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	
KZTB		FM	MILTON- FREEWATER, OR	N/A
			BENTON CITY,	N/A
KMMG		FM	WA	

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	10/1/15	11/23/15
2.	Account Executive	10/1/15	1/4/16
3.	Account Executive	10/1/15	1/18/16
4.	Account Executive	1/1/16	9/1/16
5.	Receptionist	9/11/16	9/22/16
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 - 4	706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
2.	On air adds	4	706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
3.	Craigs List	5	706 Butterfield,	Yakima	WA	98901	Judith McInnis	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. Account Executive	1
3. Account Executive	1
4. Account Executive	1 and 2
5. Receptionist	3
6.	
7.	

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	1
2. Account Executive	1	1
3. Account Executive	1	1
4. Account Executive	1	1 & 2
5. Receptionist	3	3
6.		
7.		

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.

JOB SHADOW INFORMATION & EXPERIENCE LOG

SENIOR NAME: Kenia Marisol Chavez

-Four or more hours job shadowing and observing a career option you may pursue after high school. *Job shadow supervisor must be over the age of 21 and non-family.*

PRE JOB SHADOW INFORMATION:

Job Shadow Supervisor Name:	Nestor De La Torre. / Judith McInnis.
Business Name:	Bustos Media.
Business Address:	706 Butterfield Road
Phone:	509-457-1000
Email:	JMcInnis@Bustosmedia.com
Visitation Date(s) & Time(s):	1/11 10:00 - 12:00 1/12 10:00 - 12:00

JOB SHADOW SUPERVISER:

Please rate this job experience with this student by circling the appropriate score.

(5 High-1 Low)

The student prepared for the job shadow by making an appointment ahead of time.

⑤ 4 3 2 1

The student showed up to the job shadow during the appointment time.

⑤ 4 3 2 1

The student completed four hours of job shadow.

⑤ 4 3 2 1

The student dressed appropriately for the job shadow.

⑤ 4 3 2 1

The student focused on the job shadow without distractions.

⑤ 4 3 2 1

The student successfully completed this job shadow for four hours, with me, in my workplace and I am over the age of 21 and not related to the student.

SUPERVISOR SIGNATURE: _____

DATE: 1/12/16.

STUDENT:

I successfully completed my job shadow for four hours in a field I am interested in perusing after I graduate.

STUDENT SIGNATURE: _____

DATE: _____

4/16

CL yakima >
jobs >
admin/office

Posted less than a minute ago

Receptionist/computer work Bilingual (Yakima)

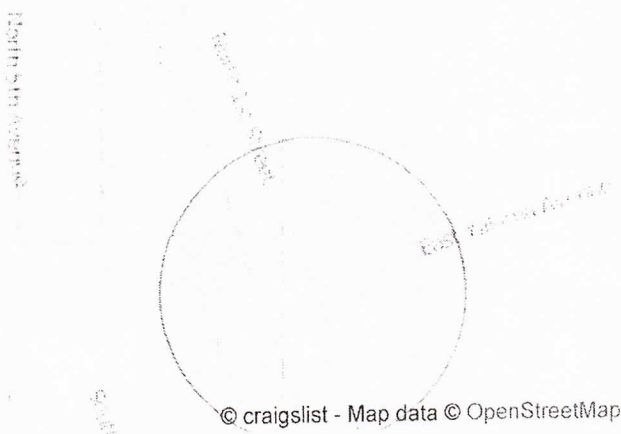
Full time (M-F 8-5) , bilingual, receptionist needed ASAP.

Answer phones -
Greets visitors -
Data entry and computer work -

Requirements:

Must be bilingual
Good organizational skills and ability to multi-task and meet deadlines
Pleasant attitude, clean appearance, keep a clean area.
Excellent listening and communications skills
Polite and respectful
Computer experience and willingness to learn

Please send resume, salary requirements, contact phone number, and any other pertinent information.



compensation: DOE

employment type: full-time





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

BUSTOS MEDIA HOLDINGS LLC Order C

OrderID: 0070-040

Sponsor: HOUSE - SPANISH
Product: SALES DEPARTMENT
Estimate/PO: SALES DEPARTMENT
AccountRep: House Accounts
BillingCycle: Calendar Month
InvoiceType: Times/Rates
Run Dates: 11/1/2015 - 4/30/2016
Items Ordered: 3,640
Gross Amount: 0.00
Discounts: 0.00
Agency Commission: 0.00
Net Amount: 0.00

HOUSE - SPANISH

Scheduled Station(s): KZML / KZUS
HOUSE - SPANISH

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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 11/1/2015 - 4/30/2016	All Weeks	05:00 AM - 11:00 PM	10	10	10	10	10	10	10	70	1:00	Spot		5944A	1820	0.00	0.00
Calendar Month Projected Billing:																	
Oct-15	0.00	Nov-15				0.00		Dec-15		0.00					Q4-2015		0.00
Jan-16	0.00	Feb-16				0.00		Mar-16		0.00					Q1-2016		0.00
Apr-16	0.00	May-16				0.00		Jun-16		0.00					Q2-2016		0.00

Confirmed Correct; Payment Guaranteed

Accepted for Bustos Media Holdings LLC



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

BUSTOS MEDIA HOLDINGS LLC Order C

OrderID: 0070-039

Sponsor: HOUSE - SPANISH
Product: SALES DEPARTMENT
Estimate/PO: SALES DEPARTMENT
AccountRep: House Accounts
BillingCycle: Calendar Month
InvoiceType: Times/Rates
Run Dates: 11/1/2015 - 4/30/2016
Items Ordered: 3,640
Gross Amount: 0.00
Discounts: 0.00
Agency Commission: 0.00
Net Amount: 0.00

HOUSE - SPANISH

Scheduled Station(s): KZTB / KMMG
HOUSE - SPANISH

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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 11/1/2015 - 4/30/2016	All Weeks	05:00 AM - 11:00 PM	10	10	10	10	10	10	10	70	1:00	Spot		5944A	1820	0.00	0.00
Calendar Month Projected Billing:																	
Oct-15	0.00	Nov-15				0.00		Dec-15		0.00					Q4-2015		0.00
Jan-16	0.00	Feb-16				0.00		Mar-16		0.00					Q1-2016		0.00
Apr-16	0.00	May-16				0.00		Jun-16		0.00					Q2-2016		0.00

Confirmed Correct; Payment Guaranteed

Accepted for Bustos Media Holdings LLC



OrderID: 0070-038

Sponsor:	HOUSE - SPANISH
Product:	SALES DEPARTMENT
Estimate/PO:	SALES DEPARTMENT
AccountRep:	House Accounts
BillingCycle:	Calendar Month
InvoiceType:	Times/Rates
Run Dates:	11/1/2015 - 4/30/2016
Items Ordered:	3,640
Gross Amount:	0.00
Discounts:	0.00
Agency Commission:	0.00
Net Amount:	0.00

Scheduled Station(s): KZTA / KYXE
HOUSE - SPANISH

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Printed 9/22/2016 1:40:11 PM																	
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 11/1/2015 - 4/30/2016	All Weeks	05:00 AM - 11:00 PM	10	10	10	10	10	10	10	70	1:00	Spot		5944A	1820	0.00	0.00
Calendar Month Projected Billing:																	
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	Jan-16	0.00		Feb-16			0.00			Mar-16		0.00			Q1-2016		0.00
	Apr-16	0.00		May-16			0.00			Jun-16		0.00			Q2-2016		0.00

Confirmed Correct; Payment Guaranteed

Accepted for Bustos Media Holdings LLC

Judith McInnis

To: Chitra Gade
Subject: RE: Important Business Fair Information

----- Forwarded Message -----

Subject: Important Business Fair Information

Date: Mon, 20 Jun 2016 18:48:43 +0000

From: Erika Manzo <emanzo@hmccoregon.com>

To: clgade@bustosmedia.com <rrivero@bustosmedia.com>

CC: MaryAnn Potter <mpotter@hmccoregon.com>



Dear Exhibitor:

Thank you for participating in the Hispanic Chamber's *Employment & Business Fair*.

Date: June 23, 2016

Time: 1:30 p.m. to 4:30 p.m.

Place: Oregon Convention Center- Oregon Ballroom

Listed below are the details for the event:

- The Business Fair will take place in **Oregon Ballroom** at the Oregon Convention Center. All booths must be set up by 12:00 p.m. SHARP for the fire marshal walk through.
- Exhibitors can start setting up at 11:00 a.m. the day of the event. The preferred method for unloading, if you have light or small displays, is by carrying your items into the exhibit hall through the main entrance. For larger displays, please use the loading dock area located between Lloyd Blvd and First Street. You will be using Bay #1. For smaller loads you can either use the curb cutout along MLK Jr. Blvd. or Holladay streets. Please see attached diagram.
- If you are using the dock area, please unload your materials and move your car as quickly as possible. Any vehicles parked in the loading dock area after 1:00 p.m. will be towed per order of the Fire Marshall. Exhibitors are responsible for bringing their own hand carts. For show continuity, booths cannot be taken down before 4:30 p.m.
- All booths must be confined to 10' x 10'. Nothing can be placed in the aisles. No candles, helium balloons or open flames are allowed. The display tables are 8ft and one will be assigned per company, with two (2) chairs per table and two (2) small bottles of water. Banners must be contained within your booth. S-Hooks will be provided if you need them.

- Exhibitors are responsible for ordering and paying for all their utilities (electricity, internet connection, booth cleaning, vacuuming, etc.) through the Convention Center Service Desk at servicedesk@oregoncc.org or by calling (503)235-7578. You can also order services online at <https://www.oregoncc.org/> and follow the "Exhibitors" tab. Additional signage and decorating services can be ordered through Karen Waggoner from Triumph Expo & Events Inc. 503/255-6700 karen.waggoner@triumphexpo.com
- Three (3) Interview Areas will be available for one-on-one interviews.
- No outside food or beverage may be brought on the premises.
- Parking will be the responsibility of the participants and attendees. The Oregon Convention Center has an onsite parking garage between Lloyd Blvd and First Street. Parking is \$10.00. There are several lots located within 1-2 blocks of the Convention Center as well as street parking. For directions and additional parking information please refer to the following link: <https://www.oregoncc.org/visitors/parking-and-directions>

If you have any questions or need further assistance, please call me at, (503) 222-0280 or by email at emanzo@hmccoregon.com

Thank you for your participation and attention to these details. We are looking forward to a productive Business Fair.

Erika Manzo
Hispanic Metropolitan Chamber
 Intern

Offices:

Portland- 333 S.W. 5th Avenue, Suite 100, Portland, OR 97204
Vancouver- 805 Broadway Street., Suite 230, Vancouver, WA 98660
Beaverton- 4900 SW Griffith Drive, Suite 237 Beaverton, OR 97005
 Office: **503-222-0280**
www.hmccoregon.com



Virus-free. www.avast.com

No virus found in this message.

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Version: 2016.0.7640 / Virus Database: 4604/12458 - Release Date: 06/20/16

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Checked by AVG - www.avg.com

Version: 2016.0.7640 / Virus Database: 4604/12465 - Release Date: 06/21/16



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 eddistell@bustosmedia.com

Eddy Alonso, GM Seattle Market edalonso@bustosmedia.com

Humberto Salinas, Market Manager EWA Market hsalinas@bustosmedia.com

NW Radio Group Our Stations and their formats

La GranD – on KGDD, KSND 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 - 940 AM & 1460 AM – 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.

LA1390 KZZD in Salem OR has a blend of contemporary and classic Mexican and Latin American favorite tunes



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.



Employment and Business Fair 2016

06.23.16.

Company	Booth #	Company	Booth #
AAA Oregon/ Idaho	12	Oregon Department of Consumer & Business Services & Oregon Department of Corrections	46
Albertina Kerr Centers	19	Oregon Department of Education	45
Allstate Insurance	18	Oregon Department of Transportation	42
Baby Mink	4	Oregon Lottery	40
Benson Industries, Inc.	11	Oregon National Guard	14
Business Oregon	44	Oregon State Parks	38
Bustos Media	60	Pacific Power	23
Central City Concern	47	Philippine American Chamber of Commerce Oregon	6
City of Gresham	48	Port of Portland	34
City of Portland	33	Portland Community College	9
City of Portland, Bureau of Development Services	54	Portland Development Commission	50
Clark College	61	Portland General Electric	55
Columbia Distributing	20	Portland State University	22
Comcast	37	Pro Heating and Cooling, Inc	3
Country Financial	16	Providence Health & Services	35
El Rey Radio-KRYP 93.1	5	Shine and Sparkle Cleaning Services, LLC	2
Enterprise Holdings	17	Spanish Yellow Pages	65
Fred Meyer	25	State Farm	24
Hispanic Metropolitan Chamber	32	Travelers	21
Hoffman Construction	13	TriMet	56
IMPACT Beaverton/ City of Beaverton	10	TriStar Family Chiropractic	1
Indian House Services	52	Uber Portland	49
KinderCare Education	51	Washington County	15
Lara Media	66	Wells Fargo	28
Latino Network	7	WorkSource Oregon Portland Metro	36
Metro	57		
Moda Health	53		
Mt. Hood Community College	58		
Multnomah County	30		
New York Life & NY Life Securities LLC	8		
NW Natural Gas	59		
Oregon Health & Science University (OHSU)	26		
Oregon Department of Administrative Services	39		

Our special thanks to our 2016 Corporate Sponsors

