

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2021-Sept 20,2022

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	
KZNW		FM		MT.VERNON	
KZTM		FM		KENT, WA	
KZTM-HD		HD		KENT, WA	
KZGI		FM		SEDRO WOOLLEY	
KMIA		AM		KENT, WA	YES

A. The following is a list of all vacancies for full-time jobs during the previous 12 months: **None**

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1.	Administrative/Sales Assistant	Feb 2022	Not filled yet
2.	Ad Sales Executive	Feb 2022	Not filled yet
3.			
4.			

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.	Apple One	2	1004 W James St	Kent	WA	98032	Alina Berriz	253-876-3958
2.								

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.	Administrative Assistant	Web Banner – LRDS Job Board
2.	Administrative Assistant	Apple One
3.		

D. During the previous 12 months, there were a total of 0 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: NONE

	<u>Job Title</u>	<u>Total No. of Interviewees</u>	<u>Recruitment Source</u>
1.	Administrative/Sales Assistant	4	Internal Referral; Radio Spot; Web banner & Social media publications; Apple One
2.	Ad Sales Executive	3	Internal Referral+Radio Spot;
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 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.



La Gran D News!

2020- 2021 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 growing mid-tier Hispanic markets in the United States. As such, we are seeking to attract and retain experienced on-air talent and sales people who are committed to deliver the best service to a growing consumer group.

Bustos Media Holdings LLC
1004 West James St.
Kent, WA 98032
Phone: 253.735.9700
Fax: 253.852.5475

For Job Options contact

Alina Berriz, General Sales Manager

seattle@bustosmedia.com



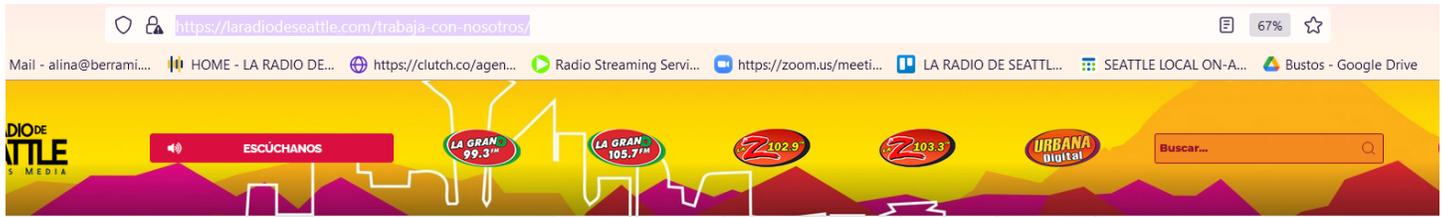
Our Stations and Formats



<p>KDDS – LA GRAN D 99.3FM KZGI – LA GRAN D FM La Gran D has been the market’s standard bearer for Bustos Media since 2005. It has the market’s 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 drive.</p>	<p>KZTM – LA ZETA 102.9FM KZNW – LA ZETA 103.3 FM 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. This is Top 40 high-energy radio at its best.</p>
---	--

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 Seattle’s Spanish speaking audience.

Job Posts on Station Group Website



¿ERES BUEN VENDEDOR?

Radio Station Group of LA GRAND 99.3FM and 105.7 LA ZETA 102.9FM and 103.3 FM and URBANA DIGITAL is looking for a **Sales Account Executive** for their Kent Office.

Bustos Media is seeking a Bilingual Radio Sales Account Executive for a full-time position in their Seattle Office. Work with local ad agencies and local companies to help them grow their business through creative Audio & Digital marketing solutions while helping them create awareness of

BUSCAMOS ASISTENTE DE VENTAS ENTUSIASTA Y ALTAMENTE MOTIVADO

Bustos Media Seattle/Tacoma Station Group LA GRAND 99.3FM and 105.7 LA ZETA 102.9FM and 103.3 FM and URBANA DIGITAL is seeking an enthusiastic, highly motivated bilingual **Admin/Sales Assistant**

A great opportunity to get into the fast-paced world of Advertising & Marketing to begin your career in Broadcast & Digital marketing. We are looking for a proactive and energetic Administrative Sales Assistant who

ESTAMOS CONTRATANDO



¡Ven a trabajar a la radio!

Buscamos

- Asistente de ventas/Recepcionistas (1)
- Ejecutivo de ventas (1)

- ✓ Sueldos competitivos.
- ✓ Beneficios de salud, vacaciones y días festivos.
- ✓ Boletos a conciertos y eventos de la radio*



LA RADIO DE SEATTLE
BUSTOS MEDIA .COM

ENVÍA RESUME
seattle@bustosmedia.com

*Solo aplica a eventos patrocinados por Bustos Media y depende de disponibilidad de boletos. Bustos Media LLC es una empresa con igualdad de oportunidades.



LA RADIO DE SEATTLE
BUSTOS MEDIA

ESCÚCHANOS

LA GRAN 99.3 FM

LA GRAN 105.7 FM

Z 102.9

Z 103.3

URBANA digital

Buscar...



INICIO

NUESTROS LOCUTORES

EVENTOS

COMUNIDAD

ENTÉRATE

CONCURSOS

AUTO NOTAS

COMUNÍCATE

Facebook

Twitter

Pinterest

WhatsApp

¡Ven a trabajar a la radio!
Buscamos

- Asistente de ventas/Recepcionistas (1)
- Ejecutivo de ventas (1)

- ✓ Sueldos competitivos.
- ✓ Beneficios de salud, vacaciones y días festivos.
- ✓ Boletos a conciertos y eventos de la radio*

ENVÍA RESUME
seattle@bustosmedia.com

*Solo aplica a eventos patrocinados por Bustos Media y depende de disponibilidad de boletos. Bustos Media LLC es una empresa con igualdad de oportunidades.

¡Consiga el trabajo que quiere!

Certificaciones tecnológicas
Ayudamos con su entrevista y con su curriculum
Alfabetización digital

Comienza ahora en **INICIA**

COMBS BROTHERS PAINTING

¡Estamos contratando!

Personal para trabajo de pintura residencial con o sin experiencia

Beneficios

- SALARIOS COMPETITIVOS
- PLAN DE REMERENCIAMIENTO
- PLANES DE SALUD Y DENTALES
- BENEFICIOS MÉDICO Y DENTAL
- PLAN DE RETIRO (401K PLAN)

Requisitos:

- Estar dispuesto a aprender
- Ser entusiasta
- Tener buena actitud
- Trabajar en equipo

Estamos buscando empleados a largo plazo y para todo el año. No trabajo de temporada.

Contacto
Diana: 206-379-1001



La Radio De Seattle

Sponsored ·



COME WORK ON THE RADIO!

Come work on the radio!

We are looking for

- Sales assistant / administrative assistant
- Sales executive

- ✓ Competitive salaries
- ✓ Healthcare benefits, paid vacations and holidays
- ✓ Concert tickets and events

LA RADIO DE SEATTLE
BUSTOS MEDIA .COM

SEND YOUR CURRICULUM
seattle@bustosmedia.com

*only applies to events sponsored by Bustos Media and depends on ticket availability.

OPENS IN MESSENGER

SEND YOUR CURRICULUM

Apply now

BUSTOS MEDIA HOLDINGS LLC
 1004 W JAMES STREET
 KENT, WA 98032

BUSTOS MEDIA HOLDINGS LLC Order C

OrderID: 0438-074

Sponsor: STATION PROMOS
 Product: ESTAMOS CONTRATANDO
 Estimate/PO: ESTAMOS CONTRATANDO
 AccountRep: House Accounts
 BillingCycle: Calendar Month
 InvoiceType: None-Statement Only
 Run Dates: 1/27/2022 - 5/29/2022
 Items Ordered: 4,920
 Gross Amount: 0.00
 Discounts: 0.00
 Agency Commission: 0.00
 Net Amount: 0.00

STATION PROMOS

Scheduled Station(s): KDDS / KZNV / KZTM / KZGI / KZTM-HD2
 STATION PROMOS

Printed 9/14/2022 5:03:11 PM

Page 1

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 1/27/2022 - 5/29/2022	All Weeks	05:00 AM - 11:59 PM	8	8	8	8	8	8	8	56	:30	Spot		0434AX	984	0.00	0.00
Calendar Month Projected Billing:																	
	Jan-22	0.00		Feb-22			0.00		Mar-22			0.00		Q1-2022			0.00
	Apr-22	0.00		May-22			0.00		Jun-22			0.00		Q2-2022			0.00

Confirmed Correct; Payment Guaranteed

Accepted for KDDS-KMIA

From: [Paul Gasser - 1114](#)
To: [Alina Berriz](#)
Subject: RE: Out of Office
Date: Wednesday, February 16, 2022 10:37:45 PM
Attachments: [image001.png](#)

Hi Alina,

What a crazy day it was. Sorry for the delay in response.

I feel there is a good chance for a trade. Therefore, I have some questions to ask you, as Friday morning, I will be sitting down with my Divisional VP and we will be discussing this. I am looking to find the value to compare with.

- 1) Do you have a typical package you offer in situations such as this?
- 2) As for any ads, how long would they typically be? 30 seconds? 2 minutes?
- 3) How many people do you believe listen to your radio station?
- 4) What time of day do you have the most listeners? Does it cost more to advertise at these times?
- 5) Would AppleOne or myself get to pick the times?
- 6) How long do the ads run in days?
- 7) AppleOne is very protective of our Brand. Are we able to create our own ad, or is that something you must do?
- 8) What is the return of investment for other businesses that advertise on your station?

Thanks for answering these questions. I know the answers will help me speak with my DVP and get the outcome we both want.

 AppleOne	<p>Paul Gasser Branch Manager Seattle, WA 1215 4th Ave Suite 305 Seattle, WA 98161 w: 206.441.3837 x111419 pgasser@appleone.com Connect with us on LinkedIn, Facebook and Twitter</p>
<p><i>Hiring Made Human</i></p>	

I respect the value of your time. If you'd prefer not to receive e-mail messages like this from me, please let me know or contact:

The ActOne Group, 327 West Broadway, P.O. Box 29048, Glendale, CA 91209-9048

From: Alina Berriz [mailto:aberriz@bustosmedia.com]
Sent: Wednesday, February 16, 2022 1:13 PM
To: Paul Gasser - 1114 <pgasser@appleone.com>
Subject: RE: Out of Office

EXTERNAL EMAIL: This email comes from an external source. Use caution with links and attachments. [Learn more...](#)

Hi Paul, thank you for letting me know. I haven't gone to corporate because I was wondering if you found out if we could do a combination of trade/paid?

Thanks

A.

From: Paul Gasser - 1114 <pgasser@appleone.com>

Sent: Wednesday, February 16, 2022 1:08 PM

To: Paul Gasser - 1114 <pgasser@appleone.com>

Subject: Out of Office

Good morning,

I hope this week is going well for you.

I wanted to let you know that I will be out of the office from Wednesday afternoon (tomorrow at 3:30pm) until Thursday of next week. I am traveling with my triplet 18-year-olds as we get them ready for college.

While I am out, my team of the most experienced recruiters in the PNW will be able to take care of anything you need. If you have any questions or needs during this time, please reach out to either Denise Lagasse or Karen Ford at the number below and they can assist you.

I will talk to you when I get back.



**Hiring Made
Human**

Paul Gasser

Branch Manager

Seattle, WA

1215 4th Ave - Suite 305 | Seattle, WA 98161

w: 206-268-5608 or 206-441-3837

pgasser@appleone.com

Connect with me on [LinkedIn](#)

Check out our career resources on [LinkedIn](#), [Facebook](#) and [Twitter](#)

I respect the value of your time. If you'd prefer not to receive e-mail messages like this from me, please let me know or contact:
The ActOne Group, 327 West Broadway, P.O. Box 29048, Glendale, CA 91209-9048

From: [Paul Gasser - 1114](#)
To: [Alina Berriz](#)
Subject: How did the meeting go?
Date: Thursday, March 10, 2022 9:05:05 AM

Hi Alina,

I hope your week has been a great one. Here at AppleOne my team is so busy that I am hiring another recruiter. We are running around crazy.

How was the meeting you had with your corporate group? Did they have any questions that I might be able to answer for them?

Please let me know your thoughts about where you are in this process, as I would like to help you get fully staffed ASAP. I can just imagine the work you are having to do by yourself.

I look forward to hearing from you.



*Hiring Made
Human*

Paul Gasser

Branch Manager

Seattle, WA

1215 4th Ave - Suite 305 | Seattle, WA 98161

w: 206-268-5608 or 206-441-3837

pgasser@appleone.com

Connect with me on [LinkedIn](#)

Check out our career resources on [LinkedIn](#), [Facebook](#) and [Twitter](#)

I respect the value of your time. If you'd prefer not to receive e-mail messages like this from me, please let me know or contact:
The ActOne Group, 327 West Broadway, P.O. Box 29048, Glendale, CA 91209-9048



This Conditions of Service (“**Agreement**”) is between Bustos Media, LLC (“**Client**”) and Howroyd-Wright Employment Agency, Inc. dba AppleOne Employment Services (“**AppleOne**”). In consideration of the parties’ mutual covenants, conditions, and promises contained herein, the parties agree as follows:

TEMPORARY AND TEMPORARY-TO-HIRE SERVICES

1. Employees or associates of AppleOne or any of its subcontractors temporarily assigned to Client shall be referred to in the singular as “**Temporary Employee**” and in the plural as “**Temporary Employees.**” Temporary Employees are subject at all times to Client’s direct and indirect supervision; AppleOne does not supervise such employees on their assignments. Client further agrees that while on assignment with Client, Temporary Employees shall not be permitted, without express advance written approval by an officer of AppleOne, to i) engage in travel or otherwise operate a motor vehicle or any non-office machinery or equipment on behalf of Client, ii) handle cash or valuables or negotiable instruments (Client shall also not pay Temporary Employees directly or advance any funds to them.), iii) be permitted unsupervised or uncontrolled access to confidential or proprietary information, including confidential access codes, iv) be permitted unsupervised access to or control of Client’s business premises, v) remove any property of Client from Client’s business premises, vi) purchase, consume or distribute any alcohol, or vii) consume drugs, unless advance written authorization is provided by a physician. Should any Temporary Employee be permitted to engage in any of the activities described in i) - vii) above, AppleOne shall have no responsibility arising therefrom, and Client agrees to indemnify, defend and hold harmless AppleOne for any and all liabilities, losses, claims, injuries, suits, judgments, expenses, charges, fines, interest or penalties (collectively, “**Losses**”) resulting from the employee’s conduct.
2. Background check services are available for an additional fee to Client and must be agreed to in writing between AppleOne and Client. Background check services may be conducted by one or more of AppleOne’s preferred, third-party vendors (e.g., A-Check Global). Client shall indemnify, defend and hold harmless AppleOne for any and all Losses arising from or related to i) the background checks or the performance thereof and ii) AppleOne’s assignment of any Temporary Employees to Client, at Client’s request, before the full completion of Client- or AppleOne-required background checks, including any legal requirements associated therewith.
3. AppleOne provides its services in compliance with its obligations as an equal opportunity and affirmative action employer. AppleOne’s recruiting procedures are free of discrimination based on race, religion, ancestry, color, national origin, age, gender identity or expression, genetic information, marital status, medical condition, physical or mental disability, protected veteran status, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable federal, state or local laws. AppleOne also consider qualified applicants regardless of criminal histories, consistent with legal requirements.
4. Client agrees to immediately contact its AppleOne representative or the AppleOne Human Resources Hotline at (800) 270-9120 upon receipt of any complaint by a Temporary Employee regarding, but not limited to, any of the following: sexual harassment, discrimination, retaliation, bullying, wage and hour issues, meal and rest breaks or any other employment-related concern. Further, Client agrees to comply with the American with Disabilities Act and any local health accommodation requirements, and upon request by AppleOne, agrees to participate in an interactive process with AppleOne and any Temporary Employee who seeks a reasonable workplace accommodation.
5. Client agrees to indemnify, defend and hold harmless AppleOne and its subsidiaries and related entities, and all of their respective officers, directors, shareholders, employees, agents and representatives (collectively, “**AppleOne Parties**”) for Losses arising out of any violation of laws by Client. In addition, Client agrees to comply with all laws, regulations and ordinances relating to work site health and safety, and agrees to provide Temporary Employees a safe and healthful workplace. Client agrees to indemnify, defend and hold harmless AppleOne Parties for Losses arising out of Client’s violations of the Occupational Safety and Health Act of 1970, or any similar state law with respect to workplaces owned, leased or supervised by Client, and/or to which Temporary Employees are assigned. For any serious injury, illness or death of a Temporary Employee occurring in a place of employment or in connection with an AppleOne employee’s assignment with Client, Client shall notify AppleOne immediately (Notification to AppleOne is also required in the event of any accident or medical treatment.) and is

required to report immediately, by telephone or fax, to the nearest Occupational Safety and Health Administration (“OSHA”) office. Client is authorized and required by AppleOne to make the report on behalf of both AppleOne and Client. Client shall provide to OSHA all information required by applicable law, as well as AppleOne’s name, address, phone number and contact person, and the Temporary Employee’s name. Client shall notify AppleOne immediately after the report has been made.

6. Client will not reassign or relocate a Temporary Employee without prior written authorization by AppleOne. Client agrees to assume all liability for any third party claim arising after any reassignment or relocation that occurs without such authorization.

7. Client understands that Temporary Employees are assigned to Client to render temporary services, and that absent an agreement to the contrary, are not assigned to become employed by Client. Client acknowledges the considerable expense incurred by AppleOne to advertise, recruit, evaluate, train and quality control its employees. Client will not, without prior written authorization by AppleOne, hire an AppleOne employee, interfere with the employment relationship between AppleOne and its employee, or directly or indirectly cause an AppleOne employee to transfer to another temporary help service.

8. Client understands that AppleOne may refer candidates for Client’s evaluation or assign AppleOne employees to render temporary services at Client often while such persons seek direct hire employment through AppleOne. If Client, either directly or indirectly, such as through any company within Client’s control, solicits, offers employment to and/or hires any AppleOne candidate or employee as an employee or consultant in any position, or utilizes such person’s services through another temporary or outsourcing service, or any party affiliated with Client refers such person to any other employer and said person becomes employed by that employer: i) at any time from the date such person’s identity is provided by AppleOne to Client until six (6) months thereafter, or ii) within six (6) months after termination of such person’s temporary assignment through AppleOne at Client, whichever is the later, Client agrees to pay AppleOne a direct hire fee in accordance with AppleOne’s standard fee schedule stipulated by the parties to be equal to thirty percent (30%) of such person’s first year annualized wage or salary. Unless Client presents written evidence to AppleOne of Client’s prior knowledge of an AppleOne referred candidate i) within three (3) business days of AppleOne’s referral of such candidate to Client, or ii) prior to Client’s interview of such candidate, or iii) prior to AppleOne’s assignment of such candidate at Client, whichever is earliest, Client understands and agrees that Client is liable for the payment of any direct hire fee due to AppleOne pursuant to this Agreement.

9. AppleOne offers temporary-to-hire services to Client. An AppleOne employee temporarily assigned to Client is an employee of AppleOne until released to Client. Should Client be interested in hiring an AppleOne referred candidate or employee, Client shall contact AppleOne, who will establish the terms and conditions for releasing such person to Client’s payroll, including the conversion fee to be paid by Client if such terms are not otherwise agreed to between the parties. If any Client accounts are in default according to the payment terms in Section 12, Client shall bring the accounts current prior to the hiring. If Client hires an AppleOne employee with a Client account in default, Client agrees to pay AppleOne a conversion fee equivalent to the direct hire fee as set forth in Section 8 of this Agreement.

INVOICING AND PAYMENT

10. Client understands that Temporary Employees must be paid weekly, and agrees to promptly review and approve or verify timecards or hours worked. Client agrees to pay and shall be liable for any and all charges incurred based upon Client approved or verified timecards or hours or similar information submitted by Client to AppleOne. If timecards or hours lack timely Client approval or verification, AppleOne will process payroll and invoices based upon the timecards or hours submitted by the employees.

11. Client shall reimburse AppleOne for any expenses that are incurred by AppleOne or Temporary Employees, which are reasonably related to or arise out of the services provided to Client or the discharge of duties by Temporary Employees for Client under this Agreement (“**Reimbursable Expenses**”). Such Reimbursable Expenses may include a reasonable amount for Temporary Employee internet service or mobile device service for remote work, Client-required equipment and tools, Client-required uniforms, pre-employment health screening (e.g., COVID-19 testing) and fit for duty doctor’s visit costs. Expenses for travel shall not be invoiced or reimbursed unless such travel expenses have been previously authorized by Client.

12. AppleOne shall invoice Client weekly for services and any other obligations hereunder. Client agrees that payment of invoices is due upon receipt. Client agrees that an account balance that remains unpaid thirty (30) days after the invoice date will be considered in default and that AppleOne may assess a default charge of one and one-half percent (1.5%) per month on any such balance. Client agrees to pay any such default charges and any costs of collection, including attorneys' fees.

13. Client's payment method (Check box.): **ApplePay's eCheck**. Client may sign up at www.applepay.com. ACH/Other shall be discussed between Client and the AppleOne representative. Notwithstanding anything to the contrary in this Agreement, in the event that AppleOne is subject to any third party fees or costs related to AppleOne's compliance with Client's invoicing or payment policies or practices (e.g., Ariba fees, credit card fees, etc.), AppleOne will pass such fees or costs through to Client without markup.

14. Client and AppleOne acknowledge that through the Patient Protection and Affordable Care Act of 2010, as amended ("**ACA**"), and regulations promulgated thereby, statutory requirements have been imposed upon certain employers of certain employees working in the United States. AppleOne is committed to fulfilling its ACA obligations through offering ACA-compliant benefits to eligible contingent workers, including Temporary Employees. In demonstrating Client's commitment to ACA compliance, Client agrees to share in ACA-related costs by paying a \$0.54 surcharge for each hour of service provided by each Temporary Employee. The surcharge will be billed to Client in a separate line item on the invoice.

15. Client, or federal, state or local laws, either currently existing or enacted in the future, may mandate that Temporary Employees undergo specific training (e.g., sexual harassment prevention training), presentations and other curricula ("**Trainings**"), where the payment of wages is required by law. Unless otherwise agreed to by the parties in writing, the parties agree that AppleOne will invoice Client for the time spent by Temporary Employee on such Trainings, as well as for voting, as allowed by applicable law, according to the regular markup percentage or bill rate that AppleOne charges for such employee.

16. Federal, state or local laws, either currently existing or enacted in the future, may require AppleOne or Client to provide one or more Temporary Employees with certain paid sick, quarantine or COVID-19-related leave (Each such law is a "**Paid Leave Law**"). AppleOne and Client agree to comply with all provisions of each Paid Leave Law with respect to Temporary Employees as such laws become effective. Unless otherwise agreed to by the parties in a writing, to address the costs for compliance with a Paid Leave Law, the parties agree that AppleOne will invoice Client for the paid leave of a Temporary Employee according to the regular markup percentage or bill rate that AppleOne charges for such employee provided that the criteria required for the payment of leave to such employee under applicable law has been met.

17. Unless otherwise agreed to by the parties elsewhere in the Agreement and/or in any of the Agreement's mutually agreed upon ancillary exhibit(s) or document(s), to the extent that AppleOne may be required to pay the Temporary Employee overtime under any federal, state or local law, AppleOne, as applicable, will bill Client i) based upon the Temporary Employee's legally applicable hourly pay rate for overtime work plus the markup percentage for the Temporary Employee, or ii) an overtime bill rate, which will be calculated by applying a multiplier of 1.5 or 2.0 (for double time, where applicable) to the Temporary Employee's hourly bill rate.

18. Additional agreed upon pricing for the services to Client under this Agreement may be set forth in one (1) or more exhibit(s) to this Agreement or as mutually agreed upon by the parties in writing. The parties agree that upon thirty (30) days' written notice to Client, pricing under this Agreement may change if AppleOne's expenses for statutory or other fixed costs increase, or if new or additional statutory or government-imposed taxes, fees or costs are incurred by AppleOne after the Effective Date. These taxes, fees or costs may include, but are not limited to those related to: Workers' Compensation Insurance, State Unemployment Insurance, federal, state or local taxes, regulations or ordinances (including but not limited to Wage Determinations, Health & Welfare Benefits, SCLS/SCA, vacation pay, holiday pay, Paid Leave Laws or minimum wage laws), or an increase in the ACA surcharge. The parties agree that such written notice may be in the form of an electronic communication, including email.

OTHER TERMS

19. Despite anything to the contrary in the Agreement, Client shall defend, indemnify and hold harmless AppleOne Parties from and against any and all Losses to the extent caused by Client's failure to inform AppleOne, in writing, that Client or any job orders or services hereunder, are subject to Federal Acquisition Regulation and/or

Defense Federal Acquisition Regulation Supplement, Service Contract Labor Standards, formerly known as the McNamara-O'Hara Service Contract Act of 1965 ("**SCLS/SCA**"), Davis-Bacon Act of 1931, Federal Paid Sick Leave (EO 13706), or any other federal law where a security clearance or any kind of government-issued credential or designation is required.

20. To the maximum extent permitted by applicable law, neither Client nor AppleOne shall have any liability for any indirect, consequential, special or incidental damages, damages for loss of profits or revenues, whether in an action in contract or tort, even if such party has been advised of the possibility of such damages, unless such party has engaged in gross negligence or willful misconduct or the damages arise from a third party claim for which a party is entitled to indemnification in this Agreement.

21. This Agreement supersedes any and all other agreements, either oral or written, between the parties or anyone acting on behalf of a party hereto, with respect to the subject matter hereof. This Agreement contains all of the covenants, conditions, warranties, representations, inducements, promises or agreements (oral, written, on a website, or otherwise) ("**Promises**") between the parties with respect to the subject matter hereof. Each party hereto acknowledges that no Promises have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other Promises, which are not contained herein, shall be valid or binding. Any oral Promises or modifications concerning this Agreement shall be of no force or effect, except by a subsequent written amendment to this Agreement.

22. The confidential and/or proprietary information of the disclosing party will be held in strict confidence by the receiving party and will not be disclosed by the receiving party to any third party, or used by the receiving party for its own purposes, except to the extent that such disclosure or use is necessary in the performance by the receiving party of its obligations under this Agreement. The receiving party upon the request of the disclosing party will destroy or return all writings or documents that contain information subject to the protections of this section.

23. The laws of the State of California shall govern this Agreement, its interpretation and any disputes regarding the services. Any action concerning this Agreement or the services shall be instituted in the state or federal courts located in County of Los Angeles in the State of California, and AppleOne and Client agree to the exclusive personal jurisdiction of said courts and waive any rights to a change of venue. In the event that a party hereto commences any legal or equitable action or other proceeding, the prevailing party shall be entitled to recover reasonable attorneys' fees in addition to any other relief.

24. This Agreement shall be in effect from the last date set forth below ("**Effective Date**") and shall continue until terminated at any time by either party in writing. Absent a prior agreement between the parties, services provided by AppleOne to Client before the Effective Date shall be considered as having been provided subject to the provisions of this Agreement. The rights and obligations in this Agreement, which by their nature should survive, will remain in full force and effect following the termination of this Agreement.

25. In the event that any provision of this Agreement shall be unenforceable or inoperative as a matter of law, the remaining provisions shall remain in full force and effect.

26. As Client's staffing supplier, AppleOne considers itself a critical vendor to Client, and AppleOne is committed to helping its clients through turbulent times. To ensure alignment on this issue, AppleOne requests and Client agrees that, in the unlikely event of a Client bankruptcy filing, that AppleOne will be a critical vendor of Client so that all services performed by AppleOne under this Agreement, or any other agreement between the parties, before and after any bankruptcy filing, are paid in accordance with the parties' applicable contractual terms.

27. A waiver of a breach of any covenant, condition, or promise of this Agreement shall not be deemed a waiver of any succeeding breach of the same or any other covenant, condition, or promise of this Agreement. No waiver shall be deemed to have been given unless given in writing.

28. The parties agree that this Agreement (and/or any of the Agreement's mutually agreed upon ancillary exhibit(s) or document(s)) may be electronically signed and that any electronic signature appearing on this Agreement (and/or such exhibit(s) or document(s)) is the same as a handwritten signature for the purposes of validity, enforceability and admissibility. Further, the parties agree that this Agreement may be executed in counterparts, each of which together shall be deemed one and the same instrument. Moreover, the exchange of this entire executed Agreement (and/or such exhibit(s) or document(s)) that is in photostatic or portable document format (.pdf) form by electronic mail or by another electronic means shall be considered original(s) and shall constitute effective execution and delivery of the original(s).

For Client	For AppleOne
_____ Signature	_____ Signature
_____ Alina Berriz Printed Name	_____ Printed Name
_____ General Manager Title	_____ Title
_____ Date	_____ Date
_____ 1004 W. James St.	_____ 327 W Broadway
_____ Kent, WA. 98032 Address	_____ Glendale, CA 91204 Address

AppleOne is an equal opportunity and affirmative action employer. We proudly embrace diversity in all of its manifestations. We are firmly committed to anti-racism, and as leaders of fairness in work, do not tolerate or support racism or any discriminatory practices.

Heidy Covarrubias

Work Experience

Behavioral Health Receptionist

Sea Mar Community Health Centers - Seattle, WA

June 2021 to January 2022

Scheduling appointments (medical appointments)
Answering phone
Entering new patients in system
Creating new accounts for new patients
Greeting clients
Answering clients questions
Experience with Epic
Scanning paperwork
Taking messages for therapists and clinician supervisor and SUD counselors
Reporting to clinician supervisor
Copying and filing

Registrar clerk

Cascades Job Corps - Sedro-Woolley, WA

February 2020 to May 2021

- Responsible for ensuring student records are accurate
- Created files for new arriving students
- Maintained attendance records of students daily. And created a daily morning report of the students status
- Entered student data (scanning and printing)
- Experienced filing and auditing confidential documents
- Experienced following up on phone calls
- Followed up on Records requests
- Ordered office supplies
- Took care of mail
- Followed company guidelines on how to maintain records
- Prepared paperwork for students
- Scheduled clothing trips for students

Sales Consultant

Office Depot OfficeMax - Mount Vernon, WA

June 2019 to September 2019

Cash Handling, Taking care of clients by answering questions and having knowledge of products, Answering the front end phones, Helping clients locate items in-store or the store online website, Client priority and focus, Delivered excellent customer service.

Education

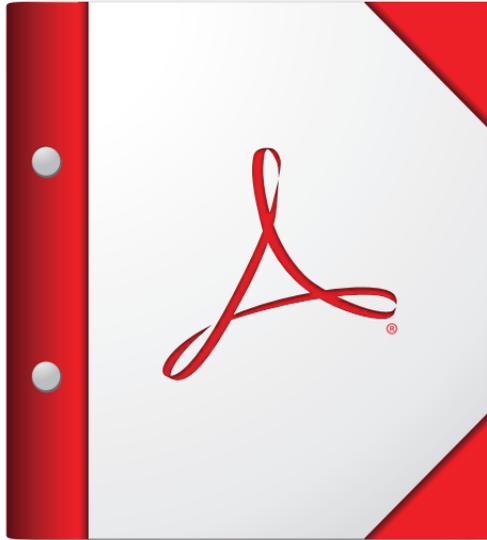
High school or equivalent

Mount Vernon High School

September 2014 to June 2018

Skills

- Microsoft Office, Excel, PowerPoint (4 years)
- Bilingual (English & Spanish)
- Problem Solver
- Time Management
- Self Motivated
- Excellent Customer Service
- Retail Sales
- Detail Oriented
- Fast-Paced
- Clerical experience
- Typing
- Windows
- Microsoft Outlook
- Scheduling
- Records
- Filing
- Data Entry
- Front Desk
- Administrative Experience
- Microsoft Word



**For the best experience, open this PDF portfolio in
Acrobat X or Adobe Reader X, or later.**

[Get Adobe Reader Now!](#)

From: [Paul Gasser - 1114](#)
To: [Alina Berriz](#)
Subject: Re: Top Producing Candidates - AppleOne
Date: Wednesday, February 9, 2022 5:03:57 PM
Attachments: [image001.png](#)

Hi Alina,

Thank you for your response. Heidi is available.

Would you be available for a phone call tomorrow morning? Say 9:30am?



Hiring Made Human

Paul Gasser
Branch Manager
Seattle, WA
1215 4th Ave - Suite 305 | Seattle, WA 98161
w: 206-268-5608 or 206-441-3837
pgasser@appleone.com
Connect with me on [LinkedIn](#)
Check out our career resources on [LinkedIn](#), [Facebook](#) and [Twitter](#)

I respect the value of your time. If you'd prefer not to receive e-mail messages like this from me, please let me know or contact:
The ActOne Group, 327 West Broadway, P.O. Box 29048, Glendale, CA 91209-9048

From: Alina Berriz <aberriz@bustosmedia.com>
Sent: Wednesday, February 9, 2022 4:09 PM
To: Paul Gasser - 1114 <pgasser@appleone.com>
Subject: FW: Top Producing Candidates - AppleOne

EXTERNAL EMAIL: This email comes from an external source. Use caution with links and attachments. [Learn more...](#)

Hi, our HR department forwarded this email to me. I am interested in Heidi for a Sales Assistant/Receptionist position we have in our Kent offices. What would be next steps?

Thanks
A.

Alina Berriz
General Manager Seattle Station Group
Bustos Media Holdings, LLC
1004 W James Street
Kent, WA 98032
C 305-962-2170

Connect with me in [LinkedIn](#)
BUSTOS
MEDIA, LLC

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the system manager. This message contains confidential information and is intended only for the individual named. ~*~Este correo electrónico y cualquier archivo transmitido con él son confidenciales y están destinados únicamente para el uso de la persona o entidad a la que se dirigen. Si recibió este correo electrónico por error, notifique al administrador del sistema. Este mensaje contiene información confidencial y está destinado únicamente a la persona mencionada.

From: pgasser@appleone.com
Sent: Wednesday, February 9, 2022 9:25:12 AM (UTC-08:00) Pacific Time (US & Canada)
Subject: Top Producing Candidates - AppleOne



Dear Employers,

We at your local AppleOne are here to tell you, “[We get it!](#)” There is NO tip-toeing around the fact that the Great Resignation is changing the landscape of the workforce leaving companies in a lurch! Finding strong professional talent takes time and time is money! Recruiting, screening, and interviewing can be a nebulous as myriads of people flood your inbox with resumes only to disappear the next day! Our simple solution is this, let us do it for you. If your current company does not offer you a 5-year guarantee with any Direct hire, why not? AppleOne does. And you get so much more: Skills Testing, Background Checks, drug testing, reference checks to name a few. With our 27 different ways to source candidates, we are able to hire 3 times faster than anyone. This alone saves you thousands of dollars.

Look below and see if there is someone you want to interview for free. If not, give me a call, as my team and I have a large pipeline of candidates. If you need a different position filled, we can help. Call Today before the great candidates land at your competition.

pgasser@appleone.com | **206-268-5608** | appleone.com

***Reference Checks *Certified Skills & Behavior Testing *5-Year Guarantee**

Miranda - CSR

Miranda is a Customer Service Specialist's dream Candidate. Her abilities under any circumstance outshines anyone. From her great communication, to her ability to create buyin and trust quickly, no matter who she is talking with, is extraordinary. She has great computer skills, data entry skills and retail sales in her background. One of her references stated, "I loved Miranda. She was the team lead, and everything went so smoothly. I have not had anyone better working for me."

Melanie - Sr. Admin/Executive Assistant

A highly experienced, professional administrative candidate with a background spanning 20 years through various positions within the UW. This required a strong commitment to supporting multiple departments, utilizing her well-developed administrative skills to meet the demands expected in a large academic environment. She brings hands on knowledge of multiple computer applications including Microsoft Office 365, MS Outlook and Apple, Google, and Adobe. Her communication skills are stellar and she excelled at interfacing with(in) the community, answering calls or emails and addressing needs in a timely manner. She earned the respect of professional staff and tenured professors and was nominated for outstanding staff person of the year.

Jose - Controller

Jose is a Financial Controller Accountant with over 10 years of professional experience in audit and management accounting. With a good knowledge of IFRS and US GAAP. Hands-on experience in financial analysis, budgeting and forecasting. Audit portfolio included public and privately held companies in industries such as manufacturing and financial services. Pro-active, results-oriented with solid organizational skills. Jose has international experience where he was nominated and selected for a Global Development Program. He has been an audit manager, has SOX Compliancy, a master's degree in Finance and Marketing, and has worked annual filings with the SEC.

Heidy - Admin Assistant (Entry Level)

Heidy is a bilingual entry level administrative assistant. She has 2 years of accumulated support experience. Heidy has experience with reception, hospitality, scanning, printing and data entry. She's worked with private and confidential information. References spoke very highly of her and made mention that her prioritization skills and focus to getting the 'job' done were assets to the success of their team.



Paul Gasser

Branch Manager
1215 4th Avenue, Suite 305 98161 WA
(206)441-3837
pgasser@appleone.com

We respect the value of your time - if you would prefer not to receive staffing opportunities or other promotional e-mails like this, please [click this link to unsubscribe](#).
Note: you will continue to receive important emails regarding payroll, timecard, e-sign, etc.

HOUSE - JOB
BMH ESTAMOS CONTRATANDO 30s
ISCI: BMH ESTAMOS CONTRATANDO 30S
Sales:
Alina Berriz

Words: 79, Chars: 553
Len: 30.0 (Est. Len.: 29.9)
Cart: 0434AX
Due: 03-28-22
Run: 01-27-22 — 11-30-22
KDDS-FM, KZTM-FM

Script

¿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

AD TYPE

- Promo

PROD NOTES
ALSO RUNS ON URBANA
MUSIC BED

PRONUNCIATION

PREFERRED CLIENT PRICING EXHIBIT

AppleOne Employment Services appreciates the opportunity to lock in our rates with **Bustos Media, LLC**. This exhibit will serve as written confirmation of the rates being offered to **Bustos Media, LLC** through our Temporary and Full Time/Direct Hire division. These reduced rates will be available to **Bustos Media, LLC** until **December 31, 2022**.

TALENT ACQUISITION PROGRAM RATES:

DIRECT HIRE: INDUSTRY EXCLUSIVE 5-YEAR GUARANTEE

The Standard Direct Hire Fee is 25% of the Candidate's First Year Annual Salary.

PREFERRED/NEW CLIENT FEE: 25% OF ANNUAL SALARY:

Example: \$ 31,200.00 X 25% = \$7,800.00

30 Calendar Day – Free Replacement or Full Refund:

Upon termination or resignation of the original candidate within the first 30 calendar days of employment, AppleOne will provide a one-time free replacement for the same position or refund 100% of the Client's paid fee.

31 to 90 Calendar Day – Free Replacement or Prorated Refund:

Upon termination or resignation of the original candidate between 31 and 90 calendar days, AppleOne will provide a one-time free replacement for the same position or prorate the paid fee based on the number of calendar days the candidate was employed (1/90th of the fee per calendar day) and refund the remaining amount.

91 Calendar Days to Five (5) Years- 50% Discount: Upon promotion, termination or resignation of original candidate between 91 calendar days and up to five (5) years, AppleOne will refill the same position at 50% of the original fee (minimum \$2000 refill fee).

Direct Hire Replacement Guarantees will be satisfied when AppleOne presents up to a maximum of five (5) replacement candidates to Client who AppleOne has determined meet the original job specifications of the original position. Once AppleOne has made those five (5) presentations, its obligations under the guarantee are met, whether the company/employer chooses to hire one of the candidates presented or not.

Direct Hire Guarantees are not available in the event of employee termination or resignation due to a relocation of place of employment, a significant change in compensation or other benefits of employment, unlawful conduct of the employer, harassment of the employee, or other conditions or events not in keeping with a professional and reasonable working environment.

Payment for services is due upon receipt or start date, whichever is later. Direct Hire Guarantees are subject to payment of invoices within 10 calendar days of the date of the invoice or candidate start date, whichever is later. Guarantees are null and void if payment is not received within these this time frame.

ANCILLARY SERVICES:



AllSTEM Connections



In an effort to provide our clients with the most qualified candidates, we may enlist assistance from one or more of our ancillary companies. Prior to utilizing any of the above ancillary companies, you will be notified and provided with an addendum containing modified rates (if applicable).



TEMPORARY AND TEMPORARY TO HIRE:

AppleOne agrees to lock in **Bustos Media, LLC** into the following Bill Rate Ranges:

Position	Bill Rate Range
Receptionist/Sales Assistant	\$28.90-\$36.00

Our Bill Rate includes the following: candidate’s pay rate plus payroll taxes, W-2 reporting, workers compensation and all applicable administrative costs. Rates are subject to change based on minimum wage requirements.

LIQUIDATION/CONVERSION:

Bustos Media, LLC may convert any AppleOne temporary employee to a full-time employee according to the following schedule:

HOURS COMPLETED	LIQUIDATION/CONVERSION FEE
1-240 Hours	20% of Annual Salary
241-480 Hours	15% of Annual Salary
481-719 Hours	10% of Annual Salary
720+ Hours	5% of Annual Salary

Hours completed by one temporary associate are non-transferable to another temporary associate.

HOLIDAY PAY

The current average rate of unemployment continues to drop. Based on this market, we are committing to paying Temporary Associates up to seven of the major Holidays per year to stay competitive when **attracting** and **retaining** top talent. The annual Holidays are outlined as follows:

New Year’s Day, Martin Luther King Jr. Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day

Following is a quote from one of our Associates who expressed their gratitude for receiving Holiday Pay:

"I think that this generosity encourages us to continue to go above and beyond in assisting with the company's success in any way we can." – B. Walling, Administrative Assistant

Position	Holiday Hourly Bill Rate
Receptionist/Sales Assistant	\$23.80-\$28.00

PAYROLL ACCOMMODATION

AppleOne's payroll accommodation program allows the Client to select the candidate and determine the salary that meets the Client's specific requirements. AppleOne will payroll these candidates at a discounted rate. The rate will include all applicable taxes, workers' compensation, and all government reporting such as W2 forms, etc.

Please contact **Paul Gasser** to discuss payroll accommodations when the need arises.



DEDICATED HIRING ADVISOR

Paul Gasser, an experienced staffing professional from our **AppleOne-Seattle** office has been selected to manage the partnership with **Bustos Media, LLC** and will be responsible for establishing consistent guidelines, maintaining effective communication, and providing comprehensive usage reporting capabilities.

Paul Gasser will tour your facility to fully comprehend the culture and environment at **Bustos Media, LLC**, thus, enabling our office to recruit, screen, evaluate, and qualify candidates who possess the tangible and intangible skills required to be productive at your company.

By signing below, you are authorizing agreement to our Direct Hire, Temporary, Temp to Hire Conversion Schedule, as well as our Sick and Holiday Pay terms.

Our commitment to find, understand and fulfill the needs of another has allowed AppleOne to effectively place temporary associates for over fifty years, creating a successful partnership between both our client companies and our temporary associates. We look forward to continuing to develop our partnership with you and **Bustos Media, LLC**. If you have any questions or if I can be of immediate assistance, please do not hesitate to call.

Sincerely,

Paul Gasser
Branch Manager

Karen Ford
Regional Manager

Alina Berriz
Bustos Media, LLC

Date