

## EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2008-Sept 20,2009

Prepared by: Bustos Media of Oregon  
(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>
KGDD, KLPM		All AM	PORTLAND	N/A
KSZN, KOOR			OR	
KTTA/KWOD				

**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	08/13/08	1/14/2009
2.	Account executive	03/13/09	04/17/2009
3.	Account executive	03/31/09	4/13/2009
4.	Account executive	06/16/09	07/02/09

**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.	Hispanic Chamber Job Fair	1,2,3	333 SW 5 <sup>th</sup> Ave Ste 100	Portland	OR	97204	Gale Castillo	503 222 0280
2.	Clear Channel Career Fair	4,5	Clackamas County fair	Clackamas	OR	97215	Chitra Gade O.M.	503 233 5284
3.	Internal Announcements		5110 SE Stark St	Portland	OR	97215	Tom Oberg	503 233 5281
4.	Radio Announcements							

**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	Hispanic Chamber Job fair
2. Account Executive	Hispanic Chamber Job fair
3. Account Executive	Clear channel Job fair
4. Account Executive	Self referral to GM
5.	

**D. During the previous 12 months, there were a total of 18 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	5	(5)Hispanic Chamber Job fair
2. Account Executive	8	(8)Hispanic Chamber Job Fair
3. Account Executive	4	(4)Clear Channel Job Fair
4. Account Executive	1	(1) Self Referral
5.		
6.		

**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):**

- In October, 2008, Bustos Media attended to the annual Hispanic Chamber Job fair , 11am-5pm. Flyer attached. Made the prospects to fill in their information. The personnel in-charge was the Promotions Director
- Bustos Media provides tours (based from career in broadcasting frame) of the stations facilities to any group or organization requesting one (i.e. home school groups, girls youth soccer team from different schools in the Sacramento area, grade schools, middle schools, and high schools, etc.).
- On May 20th, 2009, Bustos Media attended the annual Clear Channel Job fair , 11am-5pm. Flyer attached. Distributed the applications for the candidates to fill and submit on the spot. The personnel in-charge was the Promotions Director.

On May 28<sup>th</sup>, 2009 Bustos Media Bustos Media attended to the annual Hispanic Chamber Job fair , 11am-5pm. Flyer attached. Made the prospects to fill in their information. The personnel in-charge was the Promotions Director

- 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.
- 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, and statement on website.
- All employees are given the hand book which clearly states that Bustos Media 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 LLC encourages and supports internship programs that enable college students to obtain on job experience while completing their education.
- Bustos Media ran several national ads on the radio. We had several applicants come in for interviews conducted by John Bustos.