EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2011-Sept 20,2012

Prepared by: Bustos Media of Oregon

(Licensee/Permittee)

This report covers the following employment unit:

			Location	
Call Sign	Facility ID Number	Type of Station	City, State	$\underline{\mathbf{LMA}}$
KGDD, KQRR		AM	PORTLAND	1
KRYN, KOOR		AM	OR	2
KZZR, KXET		FMS		

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

	Job Title	Date of Opening	Date Filled
1.	ACCOUNT	12/29/2011	01/29/12
	EXECUTIVE		
2.	ON AIR DJ	05/31/12	06/20/12
3.			
4.			<u>}</u>

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:

	Recruitment Source	Job Open ing numb ers		City	State	Zip	Contact Person	Telephone Number
<u>1</u> 2	ON AIR ADVERTISEMENT	1	5110 SE STARK STREET	PDX	OR	97215	ED DISTEL	
	OAB	1	OAB Website	Portland	OR	}		

3. Internal Announcements 5110 SE Stark St Portland OR 97215 Chitra Gade O.M. 503 233 5284

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:

	Job Title	Recruitment Source
1.	ACCOUNT EXECUTIVE	ON AIR ADVERTISEMENT
	2. ON AIR DJ	INTERNAL RECRUITMENT FROM CORPORATE EX EMPLOYEE

D. During the previous 12 months, there were a total of <u>8</u> 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:

	Job Title	Total No. of	Recruitment Source
		Interviewees	
1.	A.E	5	ON AIR ADVERTISING
2.	ON AIR DJ	3	INTERNAL ANNOUNCEMENT
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):
- 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.).

- 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.
- 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.