

EEO PUBLIC FILE REPORT

For the 12-month Period ending: **Oct, 2017-Sept ,2018**

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, AM		SEATTLE,	
KMIA		AM		WA	
KZNW		FM			

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.	Promotions Assistant	New Position	7/11/2018
2.	Account Rep	New Position	6/15/2018

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.	UW Spring Job & Internship dfair	1	University of WA, HusyUnion Building	Seattle	WA	98195	Eddy Alonso	
2	Radio Ad	1	KDDS 1004 W James Street	Kent	WA	98032	Eddy Alonso	
3	Radio Ad	1	KMIA 1004 W James Street	Kent	Wa	98032	Eddy Alonso	

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 representative	Career Fair
2. Promotions Assistant	Radio Ad

- 3.
- 4.

D. During the previous 12 months, there were a total of 4 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	Number of interviews	Recruitment source
Account Rep	3	Career Fair
Promotions Assistant	1	Radio Ad

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 Holdings LLC provides tours (based from career in broadcasting frame) of the stations facilities to any group or organization requesting one.
- Station Managers 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 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 to obtain on job experience while completing their education.

NOTICE TO JOB APPLICANTS

WE SEEK AND EMPLOY QUALIFIED PERSONS IN ALL JOB CLASSIFICATIONS AND POSITIONS WITHOUT DISCRIMINATION ON THE BASIS OF RACE, RELIGION, SEX, NATIONAL ORIGIN, AGE OR DISABILITY. SUCH DISCRIMINATORY PRACTICES ARE SPECIFICALLY PROHIBITED BY LAW. IF YOU BELIEVE YOUR EQUAL EMPLOYMENT RIGHTS HAVE BEEN VIOLATED, YOU MAY CONTACT THE FEDERAL COMMUNICATIONS COMMISSION, THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION OR THE APPROPRIATE STATE OR LOCAL EEO AGENCY.



Gran D & Zeta News!

2018 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
Phone: 503.234.5550
Fax: 503.234.5583

For Job Options contact

Eloy Denova, Sales Manager, Portland & Salem edenova@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 KDDO 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 KSND- 95.1FM in OR & on KZXR 1310AM & 101.7FM in EWA – is the premiere heritage Spanish language radio format. Now we have added greater coverage in OR with 1460 AM, this is complete coverage of Woodburn/Salem and points south. La Pantera plays a powerful combination of classic Regional Mexican tunes for Hispanic adults 30 to 54

LA ZETA on KZZR OR, on KMIA & KZMW 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. It's 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 these stations are an unbeatable combination to blanket the entire Market... From Everett WA to south of Salem OR. This is Top 40 high-energy radio at its best.

LA Maquina on KMNA 98.7FM is the newest addition to the BMH line up of stations in WA. It is truly a music Machine with Regional Mexican Music format for Hispanic young Adults 18 to 34. An FM frequency in Digital Stereo... This has complete coverage of the Yakima Valley's many high density Hispanic communities in Eastern Washington



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.



La Gran D News!

2017- 2018 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

Eddy Alonso, Market Manager

seattle@bustosmedia.com



Our Stations and Formats



KDDS – LA GRAN D 99.3FM

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.

KMIA – LA ZETA 1210AM

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.

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.

Media Sales

Bustos Media Seattle

Bustos Media is looking for people who are motivated, that have what we call in Spanish "Ganas" or desire. (The desire to win!) The Seattle/Tacoma Hispanic market has grown over 100% in the last 10 years and is still growing. We are looking for someone that is self-motivated, organized, and manages time well. A person who has great follow-through skills and is driven to succeed. Prospecting and relationship building are key components in the job. Being bilingual would be great but it is not necessary.

Send your resume to: Seattle@Bustosmedia.com. No phone calls please

Bustos Media Holdings LLC is an Equal Opportunity Employer

Media Sales

Bustos Media Seattle

Bustos Media is looking for sales people who are motivated and have a desire to win! The Seattle/Tacoma Hispanic market has grown over 100% in the last 10 years and continues to do so. This translates into a buying power of \$7 billion!! This great opportunity requires prospecting, relationship building, developing and presenting marketing campaigns that are tailored for clients who want to tap into this valuable consumer group.

Qualities that we are looking for:

- Self-motivated
- Organized
- Manages time well
- Great follow-through skills
- Driven to succeed
- Positive attitude

Being bilingual would be great but it is not necessary. Sales experience preferred. Send your resume to: Seattle@Bustosmedia.com. No phone calls please

Bustos Media Holdings LLC is an Equal Opportunity Employer

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

BUSTOS MEDIA HOLDINGS LLC Order C

OrderID: 0001-168

Sponsor: IN-HOUSE PROMOS
Product: PROMOTION ASSISTANT JOB AD
Estimate/PO: PROMOTION ASSISTANT JOB AD
AccountRep: ERIKA ZACARIAS
BillingCycle: Broadcast Month
InvoiceType: None-Statement Only
Run Dates: 5/26/2018 - 6/17/2018
Items Ordered: 345
Gross Amount: 0.00
Discounts: 0.00
Agency Commission: 0.00
Net Amount: 0.00

IN-HOUSE PROMOS
1004 W JAMES STREET
KENT, WA 98032

Radio AD Schedule

Scheduled Station(s): KDDS / KMIA 1210 AM / KZNW
IN-HOUSE PROMOS

Printed 9/17/2018 1:48:33 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 5/26/2018 - 6/17/2018	All Weeks	05:00 AM - 11:59 PM	5	5	5	5	5	5	5	35	:15	Spot		0026BA	115	0.00	0.00
Broadcast Month Projected Billing:																	
	Apr-18	0.00			May-18		0.00			Jun-18		0.00			Q2-2018		0.00

Confirmed Correct; Payment Guaranteed

Accepted for KDDS-KMIA

IN HOUSE
Promotions Job La Zeta
Sales: Erika Zacarias

Words: 42, Chars: 256
Len: 15.0 (**Est. Len.:** 13.8)
Cart: 0026BA
Due: 05-25-18
Run: 05-26-18 — 06-17-18
KMIA-AM

Script

ERES DINAMICO, RESPONSABLE, TIENES LISENCIA PARA MANEJAR Y TE GUSTA ANDAR DE ARRIBA-ABAJO? UNETE A NUESTRO EQUIPO DE PROMOCIONES DE LA ZETA. HORARIOS FLEXIBLES Y DE MEDIO TIEMPO. DETALLES EN LA SECCION DE EMPLEOS EN NUESTRA PAGINA: LA ZETA RADIO PUNTO COM.

AD TYPE

- Promo

PROD NOTES

MUSIC BED

PRONUNCIATION

IN HOUSE
Promotions Job La Gran D
Sales: Erika Zacarias

Words: 44, Chars: 260
Len: 15.0 (Est. Len.: 14.1)
Cart: 0026BA
Due: 05-25-18
Run: 05-26-18 — 06-17-18
KDDS-FM

Script

ERES DINAMICO, RESPONSABLE, TIENES LISENCIA PARA MANEJAR Y TE GUSTA ANDAR DE ARRIBA-ABAJO? UNETE A NUESTRO EQUIPO DE PROMOCIONES DE LA GRAN D. HORARIOS FLEXIBLES Y DE MEDIO TIEMPO. DETALLES EN LA SECCION DE EMPLEOS EN NUESTRA PAGINA: LA GRAN D RADIO PUNTO COM.

AD TYPE

- Promo

PROD NOTES

MUSIC BED

PRONUNCIATION

BUSTOS MEDIA HOLDINGS, LLC

Internship Agreement

The following confirms our company's agreement of the terms of your internship at Bustos Media Holdings, LLC starting on 8/14/18.

Date

This is not a paid internship. Bustos Media Holdings, LLC will instruct and supervise you during the internship and evaluate your performance upon the completion of the program.

Your participation in the internship program does not guarantee your regular employment with Bustos Media Holdings, LLC at the completion of your internship. If Bustos Media Holdings, LLC however offers you regular employment after completion of your internship, such employment will be subject to successful completion of your probationary period of 90 days.

During your internship, you may have access to and become acquainted with trade secrets and confidential information which are very valuable and owned by the company or related entities (the "Information"). You may use the Information only to accomplish company business. During and after the end of your internship, you will refrain from using the information for any purpose or from revealing or giving it to others. You need to maintain the Information confidential at all times, even after the conclusion of your internship.

As a television and radio broadcaster, Bustos Media Holdings, LLC is subject to certain government regulations, such as the Federal Communications Act. Because of these regulations, Bustos Media Holdings, LLC requires that during your internship you not accept any favors, loans, entertainment or compensation from anyone seeking to air any broadcast material. You may also be required to complete certain certifications required by the government.

Your signature below will signify that you have read and understood the terms of the internship described above and agree to follow them. Please sign and return it to: **Bustos Media Holdings, LLC, 5110 SE Stark Street Portland, OR 97215.**

Celina Daza

Intern Name

[Signature] 08/14/18

(Signature) / Date

[Signature] Eddy Alonso

Bustos Media Holdings, LLC Representative

[Signature] 8/14/18

(Signature) / Date

BUSTOS MEDIA HOLDINGS, LLC
Internship Agreement

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Your signature below will signify that you have read and understood the terms of the internship described above and agree to follow them. Please sign and return it to: **Bustos Media Holdings, LLC, 5110 SE Stark Street Portland, OR 97215.**

Stirling Larson

Intern Name

Stirling Larson 6/23/2018
(Signature) / Date

ANNAPURNA PILLUTLA

Bustos Media Holdings, LLC Representative

Annapurna P. 6.23.2018
(Signature) / Date

Invoice

Terms: Tax ID: 91-600-1537

Please make checks payable to University of Washington.

Invoice Date: February 9, 2018

Invoice Number: 20180209-00046

Invoice For

Send Payment To

Bustos Media Holdings

Eddy Alonso
1004 W. James St
Kent, Washington 98032
PH: 2537359700
ealonso@bustosmedia.com

UW Career & Internship Center
University of Washington
Box 352810
Seattle, WA 98195-2810

Charges		Cost
Spring Job & Internship Fair Registration (Business/Industry (For Profit) (\$600)) April 11, 2018	(1.00 @ 600.00)	\$600.00
Add (1) parking	(1.00 @ 15.00)	\$15.00
Electrical Access	(1.00 @ 35.00)	\$35.00
Subtotal:		\$650.00
Balance Due:		\$650.00

Payment Due: March 30, 2018

NOTE: Please be sure to include a printout of this invoice if you are sending your payment via check.

invoice

 **Terms:** Tax ID: 91-600-1537
Please make checks payable to University of Washington.

Invoice Date: February 9, 2018
Invoice Number: 20180209-00046

Invoice For

Bustos Media Holdings
Eddy Alonso
1004 W. James St
Kent, WA 98032
PH: 2537359700
ealonso@bustosmedia.com

Send Payment To

UW Career & Internship Center
University of Washington
Box 352810
Seattle, WA 98195-2810

Charges**Cost**

Spring Job & Internship Fair Registration (Business/Industry (For Profit) (\$600)) April 11, 2018	(1.00 @ 600.00)	\$600.00
Add (1) parking	(1.00 @ 15.00)	\$15.00
Electrical Access	(1.00 @ 35.00)	\$35.00

SUBTOTAL:**\$650.00****BALANCE DUE:****\$650.00****PAYMENT DUE: MARCH 30, 2018**

 **NOTE:** Please be sure to include a printout of this invoice if you are sending your payment via check.

EMPLOYER PACKET



Event Schedule

Wednesday, April 11, 2018

1:30 PM: Employer Check-In Begins. Shuttle begins running from E18 Parking Lot

1:30 PM— 3:00 PM: Employer Arrival & Set-Up; Lunch Available

3:00 PM—7:00 PM: Job & Internship Fair

What to Expect @ The Fair

This event is open to students and recent alumni from all three UW campuses. Past similar events have seen between 1,600-1,800 student/alumni attendees, from the Arts & Sciences, Business and Engineering. Students from all class levels will attend (Freshmen – Graduate students), with attendance generally highest with Juniors and Seniors.

- **Venue:** [Husky Union Building on the University of Washington-Seattle Campus](#)
- **Location:** 2nd Floor Ballrooms
- **Booth / Table:** Space provided for exhibits is approximately 7' x 4' and will include a 6' x 2.5' table **please provide your own table linen**
- **# of Reps / Employer:** Maximum of Four (4) representatives per table is allowed

Complementary Lunch & Beverages will be provided, as will Wi-Fi Log-In Access

Parking Information

YOUR PARKING PERMIT CAN BE FOUND ON PAGE 3.

PLEASE PRINT AND PUT ON YOUR DASHBOARD TO AVOID TICKETING.

You will park on the edge of campus, in parking area E-18, and be shuttled to the HUB. Shuttles will have plenty of space for both you and your materials, and volunteers will greet you at the HUB to assist you with carrying your items to your table.

Parking Location:

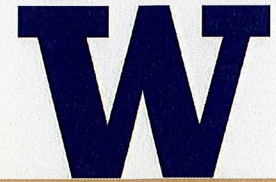
- Parking is reserved in **E-18** on Montlake Blvd
- Enter "E18, Seattle, WA 98105" as destination address: [Driving directions via Google maps](#)

Visitors with Disabilities:

- Please request disability accommodations for parking no later than **Friday, March 30**. Parking will be assigned as close to the destination as possible.

Parking Information Continued on Page 2

EMPLOYER PACKET



Parking Information, Continued

Additional parking spaces:

- Registration includes two (2) complimentary parking spaces.
- Additional spaces can be purchased at a fee of \$15/space. If you did not pay for additional parking passes when completing registration, please contact ccsevent@uw.edu for purchase instructions. Additional parking request deadline: **Friday, March 30**

Shuttle Service from E-18 Parking Lot

Exhibitors will be shuttled to & from the event venue between 1:30-3:30 PM & 6:00-8 PM.

- Volunteers will be available between 1:30 PM—3:30 PM to assist you at the check-in tent.
- Exhibitors arriving earlier than 1:30 PM, or leaving later than 8:00 PM, will need to walk to/from the venue.

Shipping & Storage Service

Shipping & Storage is not included in base registration, and is available for a \$100 fee.

- If you added & paid for Shipping & Storage services when registering for this event, you will receive instructions via a separate email.
- If you did not request shipping on your registration form and would like to add this service, please contact us at ccsevent@uw.edu

Lodging

[The Residence Inn Seattle University District](#) is conveniently located near campus.

Additional lodging options can be found [here](#).

Cancellations

To receive a full refund, cancellations must be received by Friday, March 30, 2018.

- Cancellations received after this date will **NOT** be refunded.

Questions

Contact ccsevent@uw.edu should you have any questions prior to the fair.

We look forward to seeing you on April 11, 2018!

Payroll Law Class - March 2018

(/)

Payment Confirmation

Order Number: 20-26726949

Thank you for choosing Pryor Learning Solutions as your professional business training skills provider. We have received your payment. This page is a copy of your receipt. You may print this page for record keeping. A copy of this information has also been sent to:

CLGADE@BUSTOSMEDIA.COM

Ordered By

CHITRALEKHA GADE
BUSTOS MEDIA HOLDINGS LLC
5110 SE STARK ST
PORTLAND OR, 97215

Billing Information

CHITRALEKHA GADE
BUSTOS MEDIA HOLDINGS LLC
5110 SE STARK STREET
PORTLAND OR, 97215

Payroll Law

Attendee: ANNAPURNA PILLUTLA

APILLUTLA@BUSTOSMEDIA.COM

Event #: 206588

Date: 3/27/2018 - 1 Day Seminar

Clarion Hotel Airport
3000 S 176th St
Seattle, WA 98188

Invoice #: 23177157

Purchase Date: 1/19/2018

Payment: AmEx ****4017

\$119.00

Price: \$119.00

Tax: \$0.00

Amount Paid: -\$119.00

Total Invoice: \$119.00

Balance Due: \$0.00

Payroll Law

Attendee: JUDITH MCINNIS

JMCINNIS@BUSTOSMEDIA.COM

Event #: 209322

Date: 5/14/2018 - 1 Day Seminar

Oxford Suites
1701 E Yakima Ave
Yakima, WA 98901

Invoice #: 23177150

Purchase Date: 1/19/2018

Payment: AmEx ****4017

\$119.00

Price: \$119.00

Tax: \$0.00

Amount Paid: -\$119.00

Total Invoice: \$119.00

Balance Due: \$0.00

Total Order Price: \$238.00

Total Tax: \$0.00

Total Discounts: \$0.00

Total Adjustments: \$0.00

Total Amount Paid: -\$238.00

Balance Due: \$0.00

CALL TOLL-FREE 1-800-780-8476

HELP ([HTTPS://WWW.PRYOR.COM/MKT_INFO/CONTACT_US.ASP](https://www.pryor.com/mkt_info/contact_us.asp)) | BUYER SATISFACTION GUARANTEE
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Certificate of Completion

This certificate acknowledges that:

ANNAPURNA PILLUTLA

has successfully completed the course entitled:
Payroll Law

PDCs: 6

Activity ID: 19-1PBJK

Professional Development Hours: 6

Completion Date: 03/27/18



Fred Pryor Seminars and CareerTrack, divisions of Pryor Learning Solutions, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP

Michael B. Hays

Michael B. Hays
Executive Director & CEO



5700 Broadmoor St., Ste. 300, Mission, KS 66202 www.pryor.com