

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept, 2019-Sept ,2020

Prepared by: Bustos Media Holdings LLC

(Licensee/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID</u>	<u>Station Type</u>	<u>Location</u>	<u>LMA</u>
KDDS	33622	FM	Seattle, WA	
KMIA	33683	AM		
KZNW	191491	FM		
KZTM	33829	FM		

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.			
2.			
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:

	<u>Recruitment Source</u>	<u>No. of Openings</u>	<u>Address, City, State, Zip Contact ph. Number</u>
1.			
2.			
3.			
4.			
5.			

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.	

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:

Job Title	Number of interviews	Recruitment Source
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- 1.
- 2.
- 3.
- 4.

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 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.



Gran D & Zeta News!

2019 - 2020 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

Alina Berriz, GSM Seattle Market aberriz@bustosmedia.com

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

Armando Jimenez Salinas, GM NCA Market ajimenez@bustosmedia.com

NW Radio Group

Our Stations and their formats

La GranD – on KGDD, KSND OR, on KDDS, KZGI SEATTLE; on KZTA, KZTB, KZML EWA; KHHZ NCA – 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 in OR & on KRCW 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 KZNW, KZTM SEATTLE; on KMMG, KZUS, KYXE, KZXR EWA; KZSZ NCA 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.

NOTICE TO JOB APPLICANTS

THIS COMPANY IS AN EQUAL OPPORTUNITY EMPLOYER.

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.