EEO PUBLIC FILE REPORT

For the 12-month Period ending: **Sept 21, 2017-Sept 20, 2018**

Prepared by: **Bustos Media Holdings**
(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
KZTA		FM	YAKIMA, WA	*N/A*
KYXE		FM	YAKIMA,WA	*N/A*
KZML		FM	QUINCY, WA/	*N/A*
		FM-1	WENATCHEE	*N/A*
KZUS		FM	MOSES LAKE,WA	*N/A*
KZTB		FM	MILTON-FREEWATER, OR	*N/A*
KULE		AM	EPHRATA, WA	*N/A*
KMMG		FM	BENTON CITY, WA	*N/A*
KMNA		FM	PROSSER, WA	*N/A*
KZXR		FM	PROSSER, WA	*N/A*
KLES		FM	PROSSER, WA	*N/A*

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 Executive	1/1/18	7/1/18
2.			
3.			
4.			
5.			
6.			
7.			

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 Opening numbers	Address	City	State	Zip	Contact Person	Telephone Number
1.	Employee/Owner Referrals	1	706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000

2.	On air adds		706 Butterfield,	Yakima	WA	98901	Humberto Salinas/ Amador Bustos	509-457-1000
3.	Craigs list		706 Butterfield Road	Yakima	WA	98901	Humberto Salinas	509-457-1000
4.								
5.								
6								
7								
8.								

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	1
2.		
3.		
4.		
5.		
6.		
7.		

D. During the previous 12 months, there were a total of 2 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 Interviewees**	**Recruitment Source**
1.	Account Executive	2	1
2.			
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 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.

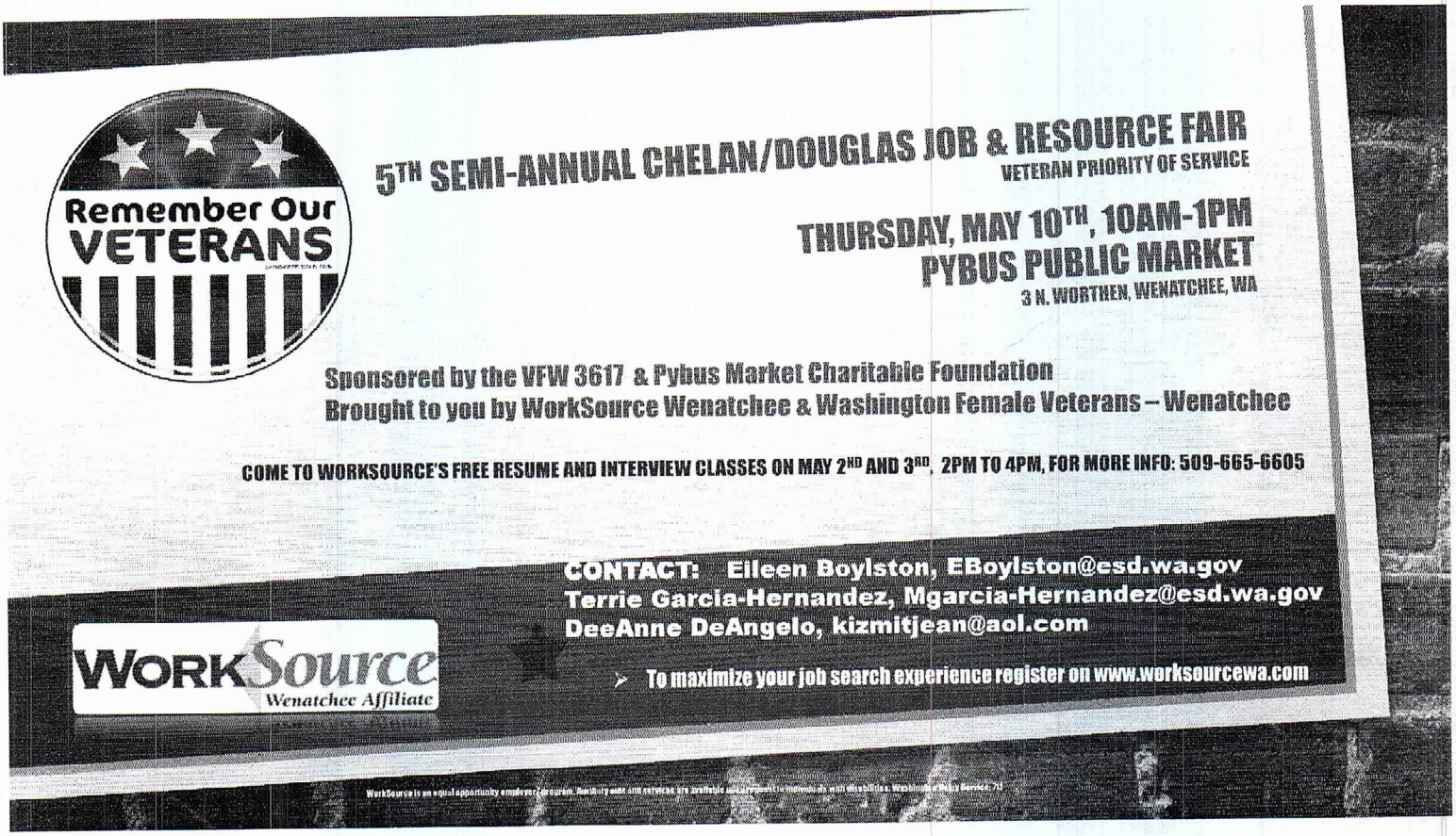
- The stations EEO Policies have been communicated to employees and job applicants through employee manual and statement on website

- 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.

- Bustos Media Holdings LLC participated in job fairs in Yakima and Wenatchee

Wenatchee Job fair.



FARMWORKER
Employment & Resource Fair

FREE HOT DOGS & CHIPS FOR FIRST 500

Meet employers hiring for the upcoming season and see what resources are available for you and your family. FREE!

Thursday, April 26
1 p.m. to 5 p.m.

WorkSource Yakima County
1205 Ahtanum Ridge Dr., Union Gap

Employers: Adventurer LP, Allan Brothers, Alternative Nursing Services, Apple King, Arvato, BBSI, Borton Fruit, Elwood Staffing, EPIC, Green Baron, John I. Haas, Los Hernandez Restaurant, Strand Orchards, Washington Beef, Yakima Herald-Republic, and YCH Hops

Community Organizations: Bustos Media, Community Health Plan of Washington, Community Health of Central Washington, CWU, DSHS, El Sol de Yakima, ESD 105, Fiesta Foods, Ft. Simcoe Job Corps, Good Fruit Grower, Habitat for Humanity, Heritage University, Molina Healthcare, OIC, NW Community Action Center, NW Justice Project, OIC, People for People, Perry Technical Institute, Planned Parenthood, Thrive Industries, United Healthcare, WA State Labor & Industries, Yakima Housing Authority, Yakima Neighborhood Health Services, YVC, and Yakima Valley Farmworkers Clinic

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O·I·C OF WASHINGTON · Fiesta Foods · WorkSource · MOLINA HEALTHCARE · YAKIMA HERALD-REPUBLIC WE TELL YOUR STORIES YAKIMAHERALD.COM · El Sol de Yakima · BUSTOS MEDIA, LLC

CONTACT
JC Alvarado (509) 406-3001
Susie Rangel (509) 406-4339

WorkSource is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay Service: 711.

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Purchase Receipt
This is a receipt confirming your purchase. Please print or save a copy of this receipt for your records. All sales are final. No Refunds.

Description	**Price**
RADIO ADVERTISING SALES	
PostingID 6445661729: yakima, WA > sales	$10.00 USD
Total amount charged:	**$10.00 USD**

2018-01-02 -- Payment ID: 111569431

Please visit your account homepage to manage this posting.

BUSTOS MEDIA, LLC

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
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Portland, Oregon 97215
Phone: 503.234.5550
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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 KDDS 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 & KZNW 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 Everette 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.