EEO PUBLIC FILE REPORT

For the 12-month Period ending: **Sept 21, 2016-Sept 20,2017**

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

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
KGDD		FM, AM	PORTLAND	
KQRR		AM	OR	1
KRYN, KOOR		AMS		2
KXET		AM		1
KZZR		FM		
KSND		FM	SALEM, OR	

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.			
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:

	Recruitment Source	Job Opening numbers	Address	City	State	Zip	Contact Person	Telephone Number
1.		1						
2.								

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		
2.		
3		

D. During the previous 12 months, there were a total of 8 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.			
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):**

- Bustos Media Holdings LLC provides tours (based from career in broadcasting frame) of the stations facilities to any group or organization requesting one (i.e. home school groups, Salem area grade schools, middle schools, and high schools, etc.).

- 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.

- 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, 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.

BUSTOS MEDIA HOLDINGS, LLC
Internship Agreement

The following confirms our company's agreement of the terms off your internship at Bustos Media Holdings, LLC starting on 3-27-2017.
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.**

Manuel Romero
Intern Name

3-27-17
(Signature) / Date

CHITRA GADE
Bustos Media Holdings, LLC Representative

Chitra Lekha G.
(Signature) / Date
03-27-17

BUSTOS MEDIA HOLDINGS, LLC
Internship Agreement

The following confirms our company's agreement of the terms off your internship at Bustos Media Holdings, LLC starting on 07.05.17.
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.

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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.**

ELIUD PATRON
Intern Name

07-05-17
(Signature) / Date

CESAR VALDIOSERA
Bustos Media Holdings, LLC Representative

(Signature) / Date 7/5/17

BUSTOS MEDIA, LLC

Gran D & Zeta News!

2016- 2017 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

For Job Options contact

Ed Distell, VP/ COO eddistel@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 KWBY, KCKX & KSND- 940 AM, 1460 AM, 95.1FM – is the premiere heritage Spanish language radio station in Oregon. Now we have added even greater coverage with 1460 AM. This is complete coverage of Woodburn/Salem and points south. La Pantera plays a powerful combination of classic Regional Mexican tunes Hispanic adults 30 to 54

LA ZETA on KZZR OR, on KMIA 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. 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. Together, all three stations are an unbeatable combination to blanket the entire Market... From Vancouver to south of Salem. 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 Northwest's Spanish speaking audience.

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*uniting great **companies** with great **candidates***

Itinerary

5:00pm	**Set Up – Welcome Reception (light dinner)**
6:00pm	**Career Fair Begins/ Company Presentations- Candidate Orientation**
6:20pm	**Meet with Candidates (The career fair finishes around 8ish pm)**

Things to remember:

- Have a plan to work your booth.
- Arrive no later than 5:30pm
- Be inviting at your table, and work the room, we suggest standing outside your booth.
- If you see an All-star let them know your interest and even schedule a formal interview
- Sort résumé's as you receive them; A stack and B Stack.
- Follow up quickly with the A stack after the career fair
- Write out your speech or notes

Don't forget to Bring:

- **Business Cards**
- **Marketing Materials**. We will provide a company sign but you may want to consider bringing additional promotional materials (pamphlets, table skirt, banners..ect).
- **Speech Notes**. We recommend that you take some time before the event to consider what you would like to say.
- **Interviewing Questions**: Think of a short list of questions to ask job seekers.

How to Prepare an Effective Presentation.

- **Understand What You Would Like To Achieve in 2 Minutes**
- Before you start working on your presentation, it is vital that you really understand what you want to say. Ask yourself: **Who? What? Why?**
- **Who** are you speaking to? Job seekers who you know are looking for a sales position.
- **What** do you wish to communicate? Job Description, Compensation, Benefits, Company history, **whatever gets you excited to show up to work everyday.**
- **Why?** You are telling them all this information about the position and company because YOU ARE ECXITED to meet with them back at your booth.
- **Keep it simple.** When it comes to wording your message, less is more. Give the candidates headlines not novels.
- **Be prepared**. Preparation is underrated. Write an outline on what you would like to communicate.
- **Unforgettable Delivery.** The delivery of your presentation may influence how busy you are at your booth. A good presentation always gives a good first impression and helps you meet better candidates. Be clear, concise, funny, and informational.

Cancellation Policy: You can cancel this event with no penalty 14 days before the event. 50% will be due if you cancel before 4 days prior to the event, and the full amount will be due, if you cancel 3 days or less before the date of the career fair.

United Career Fairs, Inc
154 S. Washington Street, Suite B
Carpentersville, IL 60110
www.unitedcareerfairs.com
O) 866-342-9881
F) 866-304-9473

Accounts Receivable Information and Credit Card Authorization

Would you like to pay by Check or Credit Card (circle one)

If you choose Credit Card please complete the authorization below, if check please complete the Account Receivable Form.

Credit Card Authorization

Card Holder Name____Eduardo Alonso_____
Address____5110 SE Stark_____
City & State __Portland, OR_____ Zip ____97215_____
Phone Number__253-735-9700_____ Fax Number_____
Card Number_[redacted]1104_____
Type_____
Security Number_____6019_____ (3 or 4 digit number on back)
Expiration Date___9/20_____

By filling out this form you are authorizing United Career Fairs to run this credit card for predetermined amount.

Signature_____

Accounts Receivable Information

Are you responsible for receiving and processing this invoice yes or no? _____
If another person needs to receive and process this invoice please complete the below otherwise an invoice will be processed and emailed to you.

A/P Contact Person: _____Phone:_____
EMAIL: _____

Please email to tneff@unitedcareerfairs.com or fax 866-3049473

11/17/2016

Annapurna Pillutla

From: Tim Neff <tneff@unitedcareerfairs.com>
Sent: Tuesday, November 08, 2016 1:59 PM
To: 'Eddy Alonso'
Cc: 'Annapurna Pillutla'; bclemens@unitedcareerfairs.com
Subject: RE: Deadline Approaching. Please Respond.
Attachments: Exhibitor Confirmation 6pm.pdf

Eddy!

That's great. I've copied my accounting person on this email and she'll confirm if we invoiced you or ran a card last time around and then go from there.

I've also attached the confirmation materials for you. The onsite contact this time around will be Dan DeHaan and he'll take care of everything you need onsite.

Thanks!
Tim Neff | United Career Fairs Inc | www.unitedcareerfairs.com
O. 866-342-9881 x 202 | C. 847-702-6543 | F. 866-304-9473

Connect with us on Social Media
facebook twitter

From: Eddy Alonso [mailto:ealonso@bustosmedia.com]
Sent: Tuesday, November 8, 2016 3:48 PM
To: 'Tim Neff' <tneff@unitedcareerfairs.com>
Cc: Annapurna Pillutla <apillutla@bustosmedia.com>
Subject: RE: Deadline Approaching. Please Respond.

Tim,

We will go ahead and participate in this next one. If you could send the info so that we can register.

Eddy

From: Tim Neff [mailto:tneff@unitedcareerfairs.com]
Sent: Tuesday, November 8, 2016 9:40 AM
To: Eddie Alonso <ealonso@bustosmedia.com>
Subject: Deadline Approaching. Please Respond.

Hi Eddie,

In case you missed my previous email, I wanted to let you know the deadline to register for our sales specific recruiting event is this Friday.

Our recruiting forum gives you the opportunity to meet in one location with numerous qualified candidates face to face in a short period of time. Saving you a lot of time and energy, not to mention money.

United Career Fairs has over 30 years of combined experience in producing successful sales recruiting events. Each participating company gives a short presentation on their opportunities to the entire candidate audience. This helps you get the right people to come and meet with you at your table. Our early evening events allow currently employed candidates to attend.

Details for the Event:
Seattle Area
Thursday, November 17th, 2016
Sheraton Hotel
100 112th Avenue NE
Bellevue, WA 98004

Itinerary for the Day:

5:00pm	Set Up -- Welcome Reception
6:00pm	Career Fair Begins- Candidate Orientation
6:15pm	Company Presentation
6:45pm	Meet with Candidates

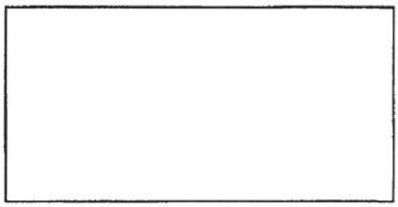
We don't have a specific ending time, but we're usually finished around 8:00 pm.

Please contact me with any other questions you may have. I would be happy to send over the package options and registration form. We look forward to helping you find some great candidates!

Sincerely,

Tim Neff
866-342-9881 x202
tneff@unitedcareerfairs.com
www.unitedcareerfairs.com
"Uniting great companies with great candidates"

This email is intended for ealonso@bustosmedia.com.
Update your preferences or Unsubscribe



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Thank you for joining us! Here is the registration form to confirm your participation.

Simply fill this out and return it via fax or email. Once we receive the completed registration form we will send you our confirmation materials, as well as an invoice or sales receipt.

Your payment is due by the date of the career fair. For your convenience we accept all Major Credit Cards.

REGISTRATION FORM

Event City:___Seattle_____ Event Date:_1/25/17_ Package (circle) Gold, Silver, **Bronze**

Company Name__Bustos Media Holdings _____

Contact Name _____Eddy Alonso_____

Attendee Name(s) (if different)_____

Phone Number___253-735-9700_____ Fax Number_____

Email Address-
_____ealonso@bustosmedia.com_____

Mailing Address__1004 W. James St _____

City & State__Kent, WA_____ Zip _____98032_____

How would you like your company sign to read?_____

Position(s) your recruiting for (please provide description)_____

By filling out this registration form and returning it to United Career Fairs you are liable to the below cancellation policy:

Cancellation Policy: You can cancel this event with no penalty 14 days before the event. 50% will be due if you cancel before 4 days prior to the event, and the full amount will be due, if you cancel 3 days or less before the date of the career fair.

Signature _____

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Your payment is due by the date of the career fair. For your convenience we accept all Major Credit Cards.

REGISTRATION FORM

Event City:___Seattle_____ Event Date:_7/25/17_ Package (circle) Gold, Silver, **Bronze**

Company Name__Bustos Media Holdings _____

Contact Name _____Eddy Alonso_____

Attendee Name(s) (if different)_____

Phone Number___253-735-9700_____ Fax Number_____

Email Address-
_____ealonso@bustosmedia.com_____

Mailing Address__1004 W. James St _____

City & State__Kent, WA_____ Zip _____98032_____

How would you like your company sign to read?_____

Position(s) your recruiting for (please provide description)_____

By filling out this registration form and returning it to United Career Fairs you are liable to the below cancellation policy:

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Signature_____