

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2013-Sept 20, 2014

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>Type of Station</u>	<u>Location</u> <u>City, State</u>	<u>LMA</u>
KGDD		AM, FM	PORTLAND	
KQRR, KXET		AMS	OR	2
KRYN, KOOR		AMS		2
KZZR		FM		
KSND		FM	SALEM, OR	

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.	PROGRAMMING DIRECTOR	05/01/14	06/01/14
2.	TRAFFIC ASSISTANT	09/01/14	09/15/14
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>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.								
2.								
3.	OAB	1	OAB Website	PDX	OR		ED DISTEL	
4.								

3. Internal Announcements 5110 SE Stark St Portland OR 97215 ED DISTEL VP OPERATIONS
503 233 5281

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.	PROGRAMMING DIRECTOR	EMPLOYEE REFERRAL
2.	TRAFFIC ASSISTANT	INTERNAL REFERRAL

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:

	<u>Job Title</u>	Total No. of Interviewees	Recruitment Source
1.	PROG. DIRECTOR	1	EMPLOYEE REFERRAL
2.	ASST. TRAFFIC	1	INTERNAL REFERRAL
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 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, 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.