

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2007-Sept 20,2008

Prepared by: Bustos Media of Oregon
(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 City, State</u> | <u>LMA</u> |
|---------------------|-------------------------------|----------------------------|---------------------------------|------------|
| KGDD,KXMG,KSZN,KOOR | | All AM | PORTLAND OR | N/A |

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. | Account Executive | 11/12/07 | 03/01/2008 |
| 2. | Account executive | 09/14/07 | |
| 3. | Account executive | 01/04/08 | |
| 4. | Account Executive | 08/06/08 | |

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. | Hispanic Chamber Job Fair | | 333 SW 5 th Ave Ste 100 | Portland | OR | 97204 | Gale Castillo | 503 222 0280 |
| 2. | Internal Announcements | 1 | 5110 SE Stark street | Portland | OR | 97215 | Tom Oberg | 503 233 52821 |
| 3. | Career Park Website | | www.careerpark.com | | | | Tom Oberg | 503 233 52821 |
| 4. | Job.Ad.Venture Website | | www.Job-ad-venture.com | | | | Tom Oberg | 503 233 52821 |
| 5. | OAB website | | www.oab.org | Portland | OR | | Tom Oberg | 503 233 52821 |
| 6. | PSU website | | www.pdx.edu | Portland | OR | | Tom Oberg | 503 233 52821 |

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 Executive | Internal Dept. Transfer |

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:

| <u>Job Title</u> | <u>Total No. of Interviewees</u> | <u>Recruitment Source</u> |
|----------------------|----------------------------------|--|
| 1. Account Executive | 4 | (3)Hispanic Chamber Job fair (1) Internal Announcements |

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):

- In March 2008, Bustos Media attended the annual Hispanic Chamber Farm Workers Summit, 11am-5pm. Flyer attached. Made the prospects to fill in their information.
- 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.).
- On May 31st 2008, Bustos Media attended the annual Hispanic Chamber Job fair , 11am-5pm. Flyer attached. Distributed the applications for the candidates to fill and submit on the spot.
- 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.
- Internal announcements were emailed and 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.