

EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2010-Sept 20,2011

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</u> <u>City, State</u>	<u>LMA</u>
KZZR, KXET		FMs	PORTLAND	N/A
KPWX		AM	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.	Account Executive	10/01/2010	10/01/2010
2.	Account Executive	10/01/2010	10/01/2010
3.	Account Executive	10/01/2010	10/01/2010
4.	Account Executive	10/01/2010	10/01/2010
5.	Account Executive	10/01/2010	10/01/2010
6.	Account Executive	11/01/2010	02/01/2011
7.	Legal Assistant	3/01/2011	04/1/2011
8.	Administrative Assistant	6/01/2011	07/1/2011
9.	Traffic Assistant	6/01/2011	08/17/2011

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	1	333 SW 5 th Ave Ste 100	Portland	OR	97204	Gale Castillo	503 222 0280

2.	Work Source OR	1	506 High St. Oregon City	Portland	OR	97006	Patricia Castro.	971 673 6477
3.	OAB	2	OAB Website	Portland	OR	97223	Luis Cardenas S.M.	503 233 5281

3. Internal Announcements 5110 SE Stark St Portland OR 97215 Chitra Gade O.M. 503 233 5284

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 Referral from Adelante Media
2. Account Executive	Internal Referral from Adelante Media
3. Account Executive	Internal Referral from Adelante Media
4. Account Executive	Internal Referral from Adelante Media
5. Account Executive	Referral from Seattle Adelante Media office
6. Account Executive	Hispanic Chamber of Commerce
7. Administrative Assistant	Referral
8. Legal Assistant	Referral
9. Traffic Assistant	Referral

D. During the previous 12 months, there were a total of 5 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	3	(3)Hispanic Chamber Job fair
2. Admin. Assistant	2	(2) Referrals

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 June 28th, 2011, Bustos Media Holding, LLC attended to the Annual Hispanic Chamber Job Fair, 11am-5pm. Flyer attached. Made the prospects to fill in their information. The personnel in-charge was the Promotions Director
- 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, 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 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.