

Exhibit F

Any written complaints and investigation can be addressed to:

Chief Operating Officer
Bustos Media, LLC
3100 Fite Circle, Suite 101
Sacramento, CA 95827
Fax: 916-368-6335

Bustos Media, will attempt to treat all internal complaints and their investigation as confidential, recognizing however, that in the course of investigating complaints, some dissemination of information to others may be necessary and appropriate. If you have filed a complaint in good faith, you will not be disciplined or otherwise retaliated against, even if the Company does not agree with your complaint.

EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISTCRIMINATION POLICY

Bustos Media 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 will also makes reasonable accommodations for qualified individuals with disabilities as required by law.

Equal employment opportunity is basic to Bustos Media values and enforcement of this policy is a vital part of leadership responsibility, it is the responsibility of every supervisor and employee to conscientiously follow this policy. Anyone who feels that he or she has been the victim of discrimination should report it to either their supervisor or General Manager and either their local personnel representative or the corporate human resources and benefits representative immediately for review and investigation. Employees are directed to address any complaints or concerns about any violations of this policy through the procedures set forth in Bustos Media, Internal Complaint Review policy.

Allegations related to any violations of this policy will be kept confidential except to the extent necessary to conduct an investigation and take corrective action. Employee may be disciplined or subject to Disciplinary Action (as defined under "Disciplinary and Discharge Procedures) for behavior that is illegal, Egregious or inappropriate in view of this policy. Various federal, state or local government agencies may conduct investigations of alleged discrimination, and it is our policy to cooperate with reasonable official requests.

Bustos Media does not tolerate retaliation against any employee who in good faith reports suspected discriminatory conduct. Those who engage in retaliation will be

subject to disciplinary actions up to and including discharge. Failure to cooperate in a Company investigation will result in disciplinary action up to and including discharge.

SEXUAL AND OTHER HARRASSMENT POLICY

Harassment consists of unwelcome remarks or conduct, whether verbal or physical, that is directed to another employee that involves suggestive or explicit sexual language or behavior. Bustos Media, will not tolerate harassing conduct that negatively impacts or unreasonably interferes with an individual's work performance, or that creates an intimidating, hostile or offensive working environment. This policy applies at all Company locations, Company-Sponsored social and other events as well as activities at which you represent the Company.

Bustos Media will not tolerate harassment of its employees by anyone, including any supervisor or co-worker, in any form, and will attempt to protect its employees from harassment by non-employee, including vendors, clients, or customers of the Company. Similarly, Bustos Media prohibits its employees from harassing any individuals not employed by the company but with whom we have a business, service or professional relationship.

Bustos Media is intolerant of any speech or conduct that is intended to, or has the effect of, threatening, abusing or harassing any employee. Such actions destroy employee morale and camaraderie; besides being patently ILEGAL.

Examples of such conduct that denigrates, shows hostility, or shows aversion toward and individual or group based on protected classifications specified in the Company's policy prohibiting discriminations, includes but is not limited to:

- *Verbal harassment*, e.g. sexual innuendo, suggestive comments, jokes of a sexual nature, sexual advances, sexual propositions, repeated pressure for dates, request or pressure for sexual favors, questions or comments about one's sex life or experiences, derogatory or offensive comments, foul or obscene language, threats, epithets or slurs, whether spoken or via e-mail or voice mail messages:
- *Nonverbal harassment*, e.g. suggestive or offensive objects, writing, pictures, photos or graphics, suggestive or offensive sounds or obscene gestures, whether presented in person or through electronic or other means;
- *Physical harassment*, e.g., unwanted/unwelcome physical contact (i.e. touching, hugging, brushing the body, hitting, pushing), other aggressive physical contact, intimidation, or threats to take or make such contact.

Bustos Media prohibits sexual harassment of its employees in any form. Sexual harassment includes unwelcome verbal, nonverbal or physical conduct, based on sex,