

EEO PUBLIC FILE REPORT

For the 12-month Period ending: May 22, 2008-May 21, 2009

Prepared by: Bustos Media of
(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>
KDBI/ KQTA		FM	Boise	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	7/7/08	9/24/08
2.	Account Executive	8/25/08	10/2/08 and 12/03/08
3.	Account Executive	2/10/09	4/16/09
4.			
5.			

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.	Radio Advertising (KQTA- KDBI)	All	3307 Caldwell blvd. suite 102	Nampa	ID	83651	Jose Tovar	208-463-2900
2.	Idaho Job services	All	6107 Grayne Lane	Caldwell	ID	83607	canyoncountymail@lab.or.idaho.gov	208-365-7782
3.	Boise State University	All	Boise State University	Boise	ID	95815	career@boisestate.edu	208-426-1747
4.	JobAhoy.com	2	JobAhoy.com				support@jobahoy.com	
5.	Today's classifieds	2	Todayclassifeid.com				Denis Heinz	
6.	Careerfile.com	2	Careerfile.com				Careerfile.com	
7.								
8.								

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	Radio Advertising/Idaho Job Service/ Boise State University/
2. Account Executive	Radio Advertising/ Idaho Job Service/ Boise State University/ JobAhoy.com/ Today's Classifieds/ Careerfile.com
3. Account Executive	Radio Advertising/ Idaho Job Service/ Boise State University

D. During the previous 12 months, there were a total of 17 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	Radio Advertising
2. Account Executive	7	(5) Job Fair (1) Employee referral (1) Idaho Job Service
3. Account Executive	7	Radio Advertising

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):

- 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 break room when positions became open, encouraging employees to apply as well as for employee referrals.
- Bustos Media ran several local ads on the radio. We had several applicants interviewed by Jose D. Tovar.
- Our promotions team distributed flyers for radio sales personnel to different locations such as restaurants, local stores. We also brought fliers to different promotions we attended. Flyer attached. Personnel involved: Gustavo Acosta, Promotions.
- Bustos Media has an active internship program. Bustos Media realizes the important role an internship program plays in introducing new and diverse voices not only to our broadcast communities, but to the broader landscape of public radio.
- On September 9-10 2008 Bustos Media attended to the annual job fair, The Idaho Job & Career Fair. The job fair took place at the Expo Idaho in Boise, Id on Tuesday Sep 9 was from 12:00 pm to 5:00 pm and on Wednesday Sep 10 from 12:00 pm to 5:00 pm. Flyer attached.

