

EEO PUBLIC FILE REPORT

For the 12-month Period ending: September 21, 2008-September 20, 2009

Prepared by: Bustos Media of Seattle, 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>
KDDS	33683	FM	Auburn, WA	N/A
KTBK		AM	Auburn, WA	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	12/1/2008	01/19/2009
2.	Account Executive	05/01/2009	06/24/2009

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 KTBK	1-2	1400 W Main St	Auburn	WA	98001	Jose Diaz	253-735-9700
2.	KDDS	1-2	1400 W Main St	Auburn	WA	98001	Jose Diaz	253-735-9700

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	Client referral TV Azteca
2. Account Executive	Internal Referral

D. During the previous 12 months, there were a total of 14 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. Account Executive	1	Client Referral
2. Account Executive	1	Internal Referral

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.
- The stations EEO policies have been communicated to employees and job applicants through notices placed in the break room, employee manual. Personnel involved: Jose Diaz, Gerente General
- 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.
- 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 area, grade schools, middle schools, and high schools, etc.). Personnel involved: Jose Diaz, General Manager.
- Internal announcements were posted in the break room when positions became open, encouraging employees to apply as well as for employee referrals. Posting example attached. Personnel involved: Jose Diaz, General Manager.