

## EEO PUBLIC FILE REPORT

For the 12-month Period ending: June 1, 2008 to May 31, 2009

Prepared by: Bustos Media of Utah, LLC  
(Licensee/Permittee)

This report covers the following employment units: KDUT-FM, KBMG-FM, KTUB-FM, KBTU-LP

| <u>Call Sign</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location</u><br><u>City, State</u> | <u>LMA</u> |
|------------------|---------------------------|------------------------|---------------------------------------|------------|
| KDUT             | 88272                     | FM                     | Randolph, UT                          | N/A        |
| KBMG             | 20029                     | FM                     | Evanston, WY                          | N/A        |
| KTUB             | 69557                     | AM                     | Centerville, UT                       | N/A        |
| KBTU-LP          | 125589                    | LP                     | Salt Lake City,<br>UT                 | 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 | 05/22/08               | 06/16/08           |
| 2.  | Account Executive | 06/13/08               | 06/29/08           |
| 3.  | News Anchor       | 07/16/08               | 08/11/08           |
| 4.  | Account Executive | 10/06/08               | 10/29/08 -         |
| 5.  |                   |                        |                    |
| 6.  |                   |                        |                    |
| 7.  |                   |                        |                    |
| 8.  |                   |                        |                    |
| 9.  |                   |                        |                    |
| 10. |                   |                        |                    |
| 11. |                   |                        |                    |
| 12. |                   |                        |                    |
| 13. |                   |                        |                    |

**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:**

|    | <b>Recruitment Source</b>            | <b>Job Opening numbers</b> | <b>Address</b>           | <b>City</b> | <b>State</b> | <b>Zip</b> | <b>Contact Person</b> | <b>Telephone Number</b> |
|----|--------------------------------------|----------------------------|--------------------------|-------------|--------------|------------|-----------------------|-------------------------|
| 1. | Radio Advertising (All stations)     | All                        | 2722 S. Redwood Road     | SLC         | UT           | 84119      | Edward C. Distel      | 801.908.8777            |
| 2. | Utah Broadcasters Association        | All                        | 1600 South Main Street   | SLC         | UT           | 84115      | Michelle Zabriskie    | 801.484.7272            |
| 3. | Utah Dept of Workforce Services      | All                        | http:www.jobs.utah.gov   | SLC         | UT           |            |                       | on-line                 |
| 4. | Internal announcements for referrals | All                        | 2722 S. Redwood Road     | SLC         | UT           | 84119      | Edward C. Distel      | 801.908.8777            |
| 5. | Utah Hispanic Chamber of Commerce    | All                        | 1635 S. Redwood Road     | SLC         | UT           | 84104      | Patricia Dark         | 801.532.3308            |
| 6. | NAACP                                | All                        | P.O. Box 25414           | SLC         | UT           | 84125      | Jeanetta Williams     | 801.250.5088            |
| 7. | Radio/TV Careers Page                | 1,2,3                      | http:www.careerspage.org |             |              |            |                       | on-line                 |
| 8. | University of Utah                   | 1*                         | http.careers.utah.edu    | SLC         | UT           |            | Julie Swaner          | 801.585.5036            |
| 9. | Brigham Young University             | 1,2,3                      | http:alumni.byu.edu      | Provo       | UT           | 84602      | Dottie Jensen         | 801.422.6931            |

\*The University of Utah did not respond to the job placement email and were extremely uncooperative

**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:**

| <b><u>Job Title</u></b> | <b><u>Recruitment Source</u></b> |
|-------------------------|----------------------------------|
| 1. Account Executive    | Referral                         |
| 2. Account Executive    | Radio Advertising                |
| 3. News Anchor          | Radio Advertising                |
| 4. Account Executive    | Radio Advertising                |
| 5.                      |                                  |
| 6.                      |                                  |
| 7.                      |                                  |
| 8.                      |                                  |
| 9.                      |                                  |
| 10.                     |                                  |
| 11.                     |                                  |
| 12.                     |                                  |
| 13.                     |                                  |

**D. During the previous 12 months, there were a total of 38 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:**

| <b><u>Job Title</u></b> | <b>Total No. of Interviewees</b> | <b>Recruitment Source</b>                                 |
|-------------------------|----------------------------------|---|
| 1. Account Executive    | 09                               | 1 Referral, 7 WkFce Svces, 1 Walk-in                      |
| 2. Account Executive    | 09                               | 1 Internal, 1 Career Builders, 6 Radio Advertising, 1 BYU |
| 3. News Anchor          | 06                               | 3 Radio Advertising, 3 Careers page                       |
| 4. Account Executive    | 14                               | 9 Radio Advertising, 3 WkFce Svces, 2 Walk-in             |
| 5.                      |                                  |   |
| 6.                      |                                  |   |
| 7.                      |                                  |   |

**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):**

- Bustos Media attends the annual job fair of the Utah Broadcasters Association. The job fair takes place at the University of Utah Student Union Building from 9am-3pm on April 7<sup>th</sup>, 2009.
- 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 Salt Lake City area, grade schools, middle schools, and high schools, etc.).
- General Manager held monthly meetings with managers and line staff to select initiatives for the employment unit and plan strategies to accomplish them. As well as ensuring clear understanding of and compliance with employment policies, including federal, state and internal company equal employment opportunities.
- Internal announcements were posted in the break room when positions became open, encouraging employees to apply as well as for employee referrals.

- Bustos Media, LLC also runs internship programs in partnership with Brigham Young University and University of Utah for broadcasting students. We utilize Ms. Julie Swaner (801.585.5036) at the University of Utah and Ms. Dottie Jensen (801.422.6931) at BYU.
- General Manager attended Hunter Junior High School career day on September 19, 2008 and presented opportunities within the broadcast industry to students. Career presentations were held to six groups of students from 8:00 AM to noon. Hunter Junior High School is located at 6131 West 3785 South, West Valley City, Utah. The school contacts are Ms. Sue Christensen and Ms. Belinda Lee.
- New hires are assigned mentors from the ranks of senior employees on an ongoing basis.
- Quarterly, the General Manager conducts training with all department heads on hiring practices, supervisory skills including ongoing training on EEO matters.
- During the past year, the General Manager and department heads have attended business and employment conferences held by the Utah Hispanic Chamber of Commerce, the Latin American Chamber of Commerce and the Latino Education Center and Utah's Multicultural Center for the purpose of outlining available careers in broadcasting, as well as our station's community commitments.
- In October, 2008, the General Manager attended the State's Office of Ethnic Affairs Business Conference and spoke to the participating audience on the subject of the state of the broadcast industry and the existing opportunities for minorities in radio and television. The stations received a Distinguished Sponsor Award for its participation.