

## EEO PUBLIC FILE REPORT

For the 12-month Period ending: Sept 21, 2007-Sept 20, 2008

Prepared by: Bustos Media of Eastern Washington  
(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>
KZTA		FM	YAKIMA, WA	N/A
KZTB		FM	TRI CITIES, WA	N/A
KULE		AM & FM	EPHRATA, WA	N/A
KZML		FM	WENATCHEE, 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	9/25/07	10/1/07
2.	Account Executive	10/1/07	10/12/07
3.	Account Executive	4/25/08	4/30/08
4.	Programming	06/20/08	7/15/08
5.	Account Executive	7/1/08	7/21/08
6.	Account Executive	8/15/08	09/02/08
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:**

<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. Employee Referrals	1, 2, 5, 6	706 Butterfield,	Yakima	WA	98907	Ken Beedle	509-457-1000
2. KULE AM & FM	6	910 Basin Street SW	Ephrata	WA	98907	Tom Vinup	509-754-4661
3. Today's Classified	5, 6	Hotjobs.com, Employment911.com	On line			Denis Heinz	

4.	Job-ad-venture	5,6	www.job-ad-venture.com	On line			Fran Fuentes	509-457-1000
5.	Career Park	6	www.careerpark.com	On line			Fran Fuentes	
6.	Inside Radio	6	PO Box 442	Littleton	NH	03561	Website only	Insideradio.com
7.	Hispanic Weekly	6	2625 Ponce de Leon Blvd # 285	Coral Cables	Fl	33134	Zelena Rivera	305-448-5838
8.	Monster.com	3,6	www.monster.com	On line				

**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	Employee Referral - #1
2. Account Executive	Employee Referral - #1
3. Account Executive	Monster .com - #8
4. Programming	Came into station
5. Account Executive	Job Ad-Venture # 4
6. Account Executive	KULE Bustos Radio Advertising - #2
7.	
8.	
9.	
10.	
11.	
12.	
13.	

**D. During the previous 12 months, there were a total of 9 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	1	Employee Referral - #1
2. Account Executive	1	Employee Referral - #1
3. Account Executive	1	Monster.com
4. Programming	1	Came into station
5. Account Executive	1	KULE Bustos Radio Advertising - #2
6. Account Executive	4	KULE Bustos Radio Advertising - #2, Todays classifieds -#3, Monster . com, Job adventure-#4

**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.
- 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 Yakima area, grade schools, middle schools, and high schools, etc.).
- Bustos Media ran several national ads on the radio. We had several applicants come in for interviews conducted by John Bustos
- Bustos Media ran several ads on the radio.
- Internal announcements were posted when positions became open.
- Posted openings on line Moster.com, Hotjobs.com, employment911.com, job-adventure.com, careerpark.com
- Participated in two business expos
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