Entravision Communications Corp. KSMS-TV Channel 67 / KDJT-TV Channel 33 - Monterey KLOK-FM, KSES-FM, KMBX-AM

Job Titles of All Full-Time Vacancies Throughout Year

		Ve come	Data
	,	Vacancy	Date
	Job Title	Date	Filled
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1	Account Executive/ISS	06/21/11	Closed
2	ISM	03/02/12	4/1/2012
3	Account Executive	04/01/12	7/30/2012
4	Administrative Assistant	5/17/2012	6/18/2012
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KSMS-TV Channel 67 / KDJT-TV Channel 33 - Monterey/Salinas
KLOK-FM, KSES-FM, KMBX-AM
Sources Used to Fill Vacancies

		Source	
Job Title	Contact	Address	Tel #
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Account Executive/ISS	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	TV Ad on our Stations		001 515 1105
	Monterey Peninsula College	mpc.edu/studentservices/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	CBA Broadcasters Association	Web Site www.cabroadcasters.org	
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	Association of Hispanic Adv Agenci		
	CareerCenter SJSU	careercenter.sjsu.edu	
	Broadcast Employment Svcs	TVJobs.com	
	Monster.com		
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ISM	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	AHAA	www.ahaa.org	
	Monster.com	monster.com	
	California Broadcasters Assoc	TVJobs.com	
	Craigslist	monterey.craigslist.org	
	Snagajob	hiring.snagajob.com	
	AHAA Conexion Newsletter		
	CareerCenter SJSU	careercenter.sjsu.edu	
	Hispanic Market Weekly	hispanicmarketweekly.com/classifieds	
Account Executive	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	TV Ad on our Stations	KSMS	
	Monterey Peninsula College	mpc.edu/studentservices/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	CBA Broadcasters Association	www.yourCBA.com	
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites / Facebook	
	Craigslist	monterey.craigslist.org	
	SJSU Career Center	sjsu-csm.symplicity.com	831-585-1286
	El Sol	123 West Alisal Street, Salinas, CA 93903	
	AHAA	www.ahaa.org	831-373-6767
	Hispanic Market Weekly	hispanicmarketweekly.com/classifieds	
	Monster.com	monster.com	
	mediamatch	www.media-match.com/usa/postjob.php	
Administrative Assistant	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	Monterey Peninsula College	mpc.edu/studentservices/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites / Facebook	031 302 3043
	Craigslist	monterey.craigslist.org	
	SJSU Career Center	sjsu-csm.symplicity.com	
	AHAA	www.ahaa.org	
	CAB Broadcasters Association	www.yourCBA.com	
	Hispanic Market Weekly	hispanicmarketweekly.com	
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Source That Filled Position

	Job Title	Source That Filled Position
		~ · · · · · · · · · · · · · · · · · · ·
1	Account Executive/ISS	Closed
2	ISM	Internal - Promotion
3	Account Executive	Referral
4	Administrative Assistant	KSMS Facebook
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Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Job Title	Number of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
Job Tiue	mterviewed	now many were referred by recruitment source:
Account Executive / ISS	11	6-Employee Referral, 1-Craig's List, 1- TV Ad, 2-Online,1- WebSite
Account Executive / 155	- 11	1-Internal Candidate, 4-Employee Referrals, 2-Monster.com, 1-
ISM	9	Craiglist, 1-On-line
15141	,	2-External Referrals, 2-Employee Referrals, 1-Craig's List, 1-
Account Executive	8	Monster.com, 1-EVC Website, 1-On-Line
Account Executive	8	2-Craig's List, 1-Monster.com, 3-EVC.com, 5-Indeed (online referral),
Administrative Assistant	13	Internal Candidate, 1-Employee Referral
Administrative Assistant	13	Internal Candidate, 1-Employee Referral
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<u>List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year</u>

Menu Option	
Chosen	Description
-	Internal Training to acquire skills for promotions. Employees that express and interest in
	learning about other positions at the stations are given opportunities to observe employees
	presently in that position and ask questions of employee in the position to determine their
	personal level of interest and provide time for the person expressing desire to learn about the
	position. EX: Receptionist-trained to write stories for sports segment as well as performing on
8	air reporting)
14	Business Manager training - 6/11/12 Workplace Discrimination & Harrassment -
14	6/18/12 - General Mangaer and Business Manager participated in EEO Training
1	Tony Valencia - LSM - Participated in the Community Job Fair 05/10/120
5	Intern - News Academy of Art SF 8/11 - 12/11
5	Intern - News/Production Monterey Peninsula College 6/11 - 12/11
5	Intern - Production - Cabrillo College 9/11 - 12/11
5	Intern - News - Hartnell College 9/11 - 12/11
5	Intern - News - Fresno State 6/12 - 8/12
	January 2012 - News staff held a 2-part presentation titled "Latinos as Role Models" at Harbor
6	High School
6	3/2012 - New Reporter - Part of Watsonville Rotary "Job Shadow" program
5 5 5	Intern - Production - Cabrillo College 9/11 - 12/11 Intern - News - Hartnell College 9/11 - 12/11 Intern - News - Fresno State 6/12 - 8/12 January 2012 - News staff held a 2-part presentation titled "Latinos as Role Models" at Ha High School