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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

	300 Titles of All Pull-Time vacancies Throughout Tear				
		Vacancy	Date		
	Job Title	Date	Filled		
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1	Promotions Coordinator - Radio	08/27/08			
2	News - Technical Assistant	09/03/08	10/1/2008		
3	Traffic Manager	12/15/08	12/29/2008		
4	Account Executive	01/30/09	3/16/2009		
5	Account Executive	02/04/09	4/6/2009		
6	Account Executive	02/20/09	5/12/2009		
7	Account Executive	07/22/09	In progress		
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Sources Used to Fill Vacancies

Job Title	Contact	Address	Tel#
Promotions Coordinator - Rac	Internal Job Posting Board	67 Garden Court, Monterey CA 93940	831-373-676
Tomorous Coordinator Tax	Company Web Site	or ourden court, tromercy cri 75746	031 373 070
	On KSMS/KDJT job line LULAC Carlos Ramos	P.O. Box 2162 Monterey, CA 93940	831-224-326
	Monterey Peninsula College	Job Placement Office 980 Fremont St Monterey, CA	831-646-419
	CSUMB Hartnel Community College	Placement Office, Career Development, 100 Campus Cer 156 Homestead Avenue, Salinas CA 93901	831-582-384: 831-755-692:
	On Radio Stations job line		031 733 072
	CAB Broadcasters Association	Web Site www.cabroadcasters.org	
lews - Technical Assistant	Internal Job Posting Board	67 Garden Court, Monterey CA 93940	831-373-676
	Company Web Site	11 D	021 646 410
	Monterey Peninsula College CSUMB	Job Placement Office 980 Fremont St Monterey, CA Placement Office, Career Development, 100 Campus Cer	831-646-419
	Hartnel Community College	156 Homestead Avenue, Salinas CA 93901	831-755-692
	CAB Broadcasters Association	Web Site www.cabroadcasters.org	
raffic Manager	Intermal Job Posting Board	67 Garden Court, Monterey CA 93940	831-373-676
	Company Web Site Monterey Penninsula College	Job Placement Office 980 Fremont St Monterey, CA	831-646-419
	CSUMB	Placement Office, Career Development, 100 Campus Cer	831-582-384
	Hartnell Community College	156 Homestead Avenue, Salinas CA 93901	831-755-692
	SJSU Career Center LULAC Carlos Ramos	One Washington Square, San Jose, CA 95195 P.O. Box 2162 Monterey, CA 93940	408-294-603 831-224-326
account Executive	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676 831-373-676
	TV Ad On our Stations		
	Monterey Peninsula College	Job Placement Office 980 Fremont St Monterey, CA	831-646-419
	CSUMB Hartnel Community College	Placement Office, Career Development 156 Homestead Avenue, Salinas CA 93901	831-582-384 831-755-692
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ccount Executive	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
COMM EXCUMIVE	Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676
	TV Ad On our Stations		
	Monterey Peninsula College CSUMB	Job Placement Office 980 Fremont St Monterey, CA Placement Office Career Development	831-646-419 831-582-384
	Hartnel Community College	Placement Office, Career Development 156 Homestead Avenue, Salinas CA 93901	831-755-692
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account Executive	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
	TV Ad On our Stations	11 D	021 646 410
	Monterey Peninsula College CSUMB	Job Placement Office 980 Fremont St Monterey, CA Placement Office, Career Development	831-646-419 831-582-384
	Hartnel Community College	156 Homestead Avenue, Salinas CA 93901	831-755-692
account Executive	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
	TV Ad on our Stations Monterey Peninsula College	and the state of t	831-646-419
	CSUMB	mpc.edu/studentservices/jobplacement csumb-csm.symplicity.com	831-582-384
	CAB Broadcasters Association	Web Site www.cabroadcasters.org	
	KSMS TV/KLOK-FM/KSES-FM Craigslist	Station Web Sites	
	El Sol Newspaper (Spanish)	monterey.craigslist.org 123 West Alisal Street, Salinas, CA 93903	831-649-662
	Californian Newspaper (English)	123 West Alisal Street, Salinas, CA 93903	831-649-662
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Source That Filled Position

	Job Title	Source That Filled Position
	gos inc	Source That I men I obttoll
1	Promotions Coordinator - Radio	Position Eliminated
	News - Technical Assistant	Internal -Promotion
3	Traffic Manager	Employee Referral
4	Account Executive	Targeted Hire
5	Account Executive	Targeted Hire
6	Account Executive	Targeted Hire
7	Account Executive	In progress
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Number of Person(s) Interviewed and Number Referred by a Recruitment Source

		Number of Person(s)	From the number of person(s) interviewed,
	Job Title	Interviewed	how many were referred by recruitment source?
1	Promotions Coordinator - Radio		Position Eliminated
		6	3-Internal Posting / 2-Entravision Web Site Posting / 1-CBA Posting
3	Traffic Manager	4	3-Employee Referals / 1-Entravision Web Site Posting
4	Account Executive	6	2-Targeted Candidate / 2-Entravision Web Site Posting /2-Walk In
5	Account Executive	5	3-Targeted Candidate / 2-Walk In
			1-Targeted Candidate /1-Entravision Web Site Positng / 1-Employee
6	Account Executive	6	Referral / 3-Walk In
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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. Present 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
	8	position
		Management level training for EEO, Provide Sexual Harassment Training for all employees and
		Diversity Training for all Management. Sexual Harassment Training is provide on line.
	14	Diversity Training is provide through on line
	1	Sponsor/Participant at Job Fair Acess to Employement/ShareFest October 28, 2008 - Santa Cruz
	1	Sponsor/Participant at Job Fair Access to MPC Student Center Job Fair May 14, 2009
	5	Internship w/Monterey Institute of Internation Studies -1 Intern
	5	Internship w/University California Santa Cruz - 1 Intern