FCC - EEO PUBLIC FILE INSPECTION REPORT

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

Job Titles of All Full-Time Vacancies Throughout Year

		Vacancy	Date
	Job Title	Date	Filled
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1	Account Executive - Radio	05/25/07	05//05/08
2	Account Executive - Radio	07/02/07	4/18/2008
	Anchor/Reporter - News	07/02/07	8/16/2007
	Chief Engineer	07/23/07	8/6/2007
	Account Executive - TV	07/25/07	9/12/2007
6	Account Executive - TV	06/01/07	3/31/2008
7	Reporter - News	08/14/07	12/11/2007
8	Sales Assistannt -TV	08/15/07	9/2/2007
9	Anchor/Reporter - News	10/12/2007	11/5/2007
10	Promotions Coordinator	12/11/07	1/1/2008
11	Account Executive - TV	02/07/08	3/31/2008
12	Account Executive - TV	05/16/08	6/20/2008
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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM Sources Used to Fill Vacancies

		Source	
Job Title	Contact	Address	Tel #
Account Executive - Radio	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting TV Ad on our Stations	67 Garden Court, Monterey, CA 93940	831-373-6767
	Radio Ad On our Stations		
Account Executive - Radio	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767 831-373-6767
	TV Ad on our Stations Radio Ad On our Stations		
Anchor/Reporter - News	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
<u> </u>	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Chief Engineer	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767 831-373-6767
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Account Executive - TV	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767 831-373-6767
	TV Ad on our Stations Radio Ad On our Stations		
Account Executive -TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting TV Ad on our Stations	67 Garden Court, Monterey, CA 93940	831-373-6767
	Radio Ad On our Stations		
Reporter - News	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767 831-373-6767
Salar Assistant TV			831-373-6767
Sales Assistant - TV	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767
Anchor/Reporter - News	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
Promotions Coordinator	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-6767 831-373-6767
Account Executive -TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
Account Executive -1 v	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	TV Ad on our Stations Radio Ad On our Stations		
Account Executive - TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting TV Ad on our Stations	67 Garden Court, Monterey, CA 93940	831-373-6767
	Radio Ad On our Stations Monster.com		
	Monterey Peninsula College CSUMB	Job Placement Office 980 Fremont St Monterey, CA Placement Office, Career Development	831-646-4196 831-582-3845
	Hartnel Community College LULAC Council #2055	156 Homestead Avenue, Salinas CA 93901 P.O. Box 1396 Salinas, CA 93902	831-755-6925
	LULAC Council #2055	P.O. Box 1596 Sainas, CA 95902	
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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM Source That Filled Position

Job Title	Source That Filled Position
1 Account Executive - Radio	Referral
2 Account Executive - Radio	Radio Ad
3 Anchor/Reporter	Referral
4 Chief Engineer	Internal Posting
5 Account Executive - TV	Targeted Hire
6 Account Executive - TV	Targeted Hire
7 Reporter - News	Internal Posting
8 Sales Assistant -TV	Internal Posting
9 Anchor/Reporter - News	Entravision Web Site Posting
10 Promotions Coordinator	
11 Account Executive - TV	Internal Posting
	KSMS TV ad
12 Account Executive - TV	Called - In to see if we had openning
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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Job Title 1 Account Executive - Radio 2 Account Executive - Radio 3 Anchor/Reporter - News	aber of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
2 Account Executive - Radio 3 Anchor/Reporter - News	3	· · · · ·
2 Account Executive - Radio 3 Anchor/Reporter - News	3	
3 Anchor/Reporter - News		2 On air advertising / 1 Employee Referral
	6	1 TV Ad / 2 Radio Ad / 3 Employee Referrals
	6	1 Entravision Web Site / 3 Targeted Candidates / 2 Employee Referrals
4 Chief Engineer	1	1 Internal Posting
5 Account Executive - TV	6	2 TV Ad / 4 Targeted Candidates
6 Account Executive - TV	4	1 Employee Referral / 2 Targeted Candidates / 1 Call-in
7 Reporter - News	5	1 - web site, 4 internal posting
8 Sales Assistannt -TV	2	1Employee Referral / 1 Internal Candidate
9 Anchor/Reporter - News	4	2 Entravision Web Site / 1 Targeted Candidate / 1 Employee Referral
10 Promotions Coordinator	3	3 Internal Posting
11 Account Executive - TV	8	5 TV Ad / 3 Entravision Web Site
		2 Job Fair / 1 Monster.com / 1 Employee Referral / 1 Previous posting / 1
12 Account Executive - TV	6	from sales call
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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year

Menu Option	
Chosen	Description
	Internal Training to acquire skills for promotions. Present employees that express an interest in
	learning about other positions at the Stations are give opportunity 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
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	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 and thru
14	a 1/2 day training session with a qualified attorney, Diversity Training is provide through on line
	Employees expressing a desire to learn a knew position, are allowed to work with someone from
9	that position to see how they like or feel about that position
 1	Sponsor/Participant - Job Fair at California State University Monterey Bay Feb 2, 2008
1	Sponsor/Participant - Job Fair at Monterey Conference Center on March 27, 2008
 5	Internship w/California State University, Stanislaus -1 Intern
5	Internship w/University California Santa Cruz - 1 Intern
 5	Internship w/ Califonia State University Monterey Bay - 1 Intern
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