

**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**

	<b>Job Title</b>	<b>Vacancy Date</b>	<b>Date Filled</b>
1	Account Executive - Radio	05/25/07	05//05/08
2	Account Executive - Radio	07/02/07	4/18/2008
3	Anchor/Reporter - News	07/02/07	8/16/2007
4	Chief Engineer	07/23/07	8/6/2007
5	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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**Number of Person(s) Interviewed and Number Referred by a Recruitment Source**

	<b>Job Title</b>	<b>Number of Person(s) Interviewed</b>	<b>From the number of person(s) interviewed, how many were referred by recruitment source?</b>
1	Account Executive - Radio	3	2 On air advertising / 1 Employee Referral
2	Account Executive - Radio	6	1 TV Ad / 2 Radio Ad / 3 Employee Referrals
3	Anchor/Reporter - News	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 Assistant -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
12	Account Executive - TV	6	2 Job Fair / 1 Monster.com / 1 Employee Referral / 1 Previous posting / 1 from sales call
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**List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year**

	Menu Option Chosen	Description
	8	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 position
	14	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 a 1/2 day training session with a qualified attorney, Diversity Training is provide through on line
	9	Employees expressing a desire to learn a knew position, are allowed to work with someone from that position to see how they like or feel about that position
	1	Sponsor/Participant - Job Fair at California State Univeristy 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/ California State University Monterey Bay - 1 Intern