

KDJT, KLOK, KMBX, KSES, KSMS-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	7, 9, 13, 18-20, 23, 27	7
News Producer	9, 8, 13, 18-19, 24, 26	8
Sales Assistant	7, 9, 13-15, 18-23, 25-26	15
Assistant Engineer	2-3, 7, 9, 11, 13-14, 17-20, 24, 26	17
Traffic Coordinator	3-5, 7, 9, 13-14, 18-19	5
Front Desk Administrative Assistant	3, 7, 9, 11, 13-14, 18-20, 24, 26	7
Master Control Operator	1, 3, 5-7, 9, 11-14, 18-21, 26	5
Multimedia Journalist	1, 9, 8, 11, 13, 18-20, 27	8
Master Control Operator	1, 3-4, 7, 9, 11, 13, 18-21, 24, 26	7
Creatives Services Producer	1, 4-5, 7, 9-11, 13, 16, 18-20, 26, 28	28

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AHAA 8280 Willow Oaks Corporate Drive Suite 600 Fairfax, Virginia 22031 Phone : 703-745-5531 Url : http://ahaa.org Email : flee@ahaa.org Fulvia Lee	N	0
2	Cabrillo Community College 6500 Soquel Dr. Aptos, California 95003 Phone : 831-479-6201 Url : http://csumb-csm.symplicity.com Career Center Manual Posting	N	0
3	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development Manual Posting	N	0
4	Current Employee	N	3
5	Current Employee - Transfer/Promotion	N	3
6	EDD Central Coast Area 730 La Guardia St Salinas, California 93905 Phone : 831-796-3618 Email : manuel.palacio@edd.ca.gov Manny Palacio	N	0
7	Employee Referral	N	9
8	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	4
9	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Facebook post	N	1
11	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	0
12	Hire Latinos 1133 19th Street Washington, District of Columbia Phone : 202-833-6130 NA NA Manual Posting	N	0
13	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	9
14	Indeed.com	N	12
15	Indeed.com - Not Directly Contacted by SEU	N	1
16	Internet Ad	N	2
17	Job Fair	N	1
18	KLOK-FM / KSES FM 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
19	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : http://www.ksms67.com Joanne Dempsey Manual Posting	Y	0

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20	MILPA 339 Melody Lane Salinas, California 93901 Phone : 831-261-2839 Url : www.milpacollective.org Rene Casas Manual Posting	N	0
21	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0
22	MontereyBayJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.montereybayjobs.com Jennifer Long Manual Posting	N	0
23	Other Source	N	2
24	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
25	SantaCruzJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.santacruzjobs.com Jennifer Long Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
27	Station Website	N	6
28	Television Ad	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/3/2015	Participation in events or programs sponsored by educational institutions	On September 3rd, 2015 the station's Business Operations Manager, Production Manager, Senior Vice Presidents of Integrated Marketing Solutions, News Director, Integrated Marketing Solutions Manager, Assistant Engineer and Executive Assistant participated in the CSUMB Job & Internship Fair. Job opening that were being promoted were Assistant Chief Engineer and Account Executive (IMSC), as well as internship programs for News and Social Media.	7	Business Operations Manager SVP of Integrated Marketing Solutions Production Manager News Director
2	9/8/2015	Establishment of an intern program designed to assist members of the community	<p>Entravision Internship Program provides opportunities for college students to obtain hands on experience in broadcast TV. Students that pose an interest in the field, are enrolled in school as full-time students, and are given credit from instructor are potential candidates.</p> <p>A student from Cal State University Monterey Bay was given the opportunity to be an intern for each of the 2015 Fall and 2016 Spring semesters. During this internship the student assisted with production of VO's and SOT's, wrote News Segments, assisted with Teleprompter, and assisted reporters to cover stories by coming 18 hours per week. Also, a student from SJSU was given the opportunity to be an intern during the 2015 summer semester (June 2015 to August 2015).</p> <p>The Social Media Internship program provides an opportunity for students to hone their communication skills and obtain real work experience using social media as a marketing tool in a professional environment. Internship is conducted by the Director of Marketing. 3-4 students are selected each year that are enrolled as full-time students and are given credit from instructor.</p>	4	News Director News Producer News Producer - Anchor Marketing Director

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3	10/13/2015	Participation in events or programs sponsored by educational institutions	On October 13th, 2015 the station's Business Operations Manager, Production Manager, Senior Vice Presidents of Integrated Marketing Solutions and Executive Assistant participated in the Hartnell Veterans Appreciation Job Fair. Job opening that were being promoted were Assistant Engineer, Sales Assistant, Technical Director, and News Producer as well as internship programs for News and Social Media and a Creative internship with the Production department.	4	SVP of Integrated Marketing Business Operations Manager Production Manager Executive Assistant
4	11/5/2015	Establishment of training programs for station personnel	Business Operations Manager and Executive Assistant participated on webinar to learn about compliance review/training on EEO reporting. Training focused on broad dissemination of postings and identification of recruitment initiatives including community outreach activities.	2	Business Operations Manager Executive Assistant
5	12/1/2015	Provision of training to management	Entravision's employee platform is designed to help managers identify, manage and track their learning development and career while at Entravision. This platform also detailed training on the essentials of interviewing and hiring, confronting difficult employee behavior, leadership essentials to motivate employees, and how to create a positive work environment.	9	Business Operations Manager SVP News Director Chief Engineer

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6	1/11/2016	Establishment of an intern program designed to assist members of the community	<p>The Social Media Internship will provide an opportunity for students to hone their communication skills and obtain real work experience using social media as a marketing tool in a professional environment. Internship is conducted by the Director of Marketing. Potential candidates are students that pose an interest in the field, are enrolled as full-time students and are given credit from instructor.</p> <p>A student from CSUMB was given the opportunity to be an intern during the 2016 Spring semester. During this internship the student worked on station website updates, writing and editing stories, and created original video content to upload to the stations social media websites</p>	1	Director of Marketing
7	2/17/2016	Participation in events or programs sponsored by educational institutions	Community Service Unit of the Santa Cruz Police Department - PRIDE Program brought 7 students from Mission Hill Middle School along with 7 mentors from UCSU to do a walkthrough of the station to inform them of the different roles and positions our company offers.	3	SVP Executive Assistant MMJ
8	2/20/2016	Participation in events or programs sponsored by educational institutions	<p>The Monterey County Office of Education and Hartnell Community College hosted workshops for parents to guide them on how to prepare their children for success in college and careers.</p> <p>A multimedia journalist from Univision 67 served as Master of Ceremonies and presented her success story to the parents as well as encouraged the scholarship winners to continue their education.</p>	1	Multimedia Journalist

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9	2/22/2016	Participation in events or programs sponsored by educational institutions	On February 22nd, 2016, the station's Business Operations Manager, Production Manager, Senior Vice Presidents of Integrated Marketing Solutions, News Director, Assistant Chief Engineer and Executive Assistant participated in the Cal State University Monterey Bay 2016 Career Fair. Job opening that were being promoted were MMJ, Commercial Producer, IMSC, Traffic Coordinator, and Master Control Operators, as well as internship programs for News, Social Media and a Creative internship with the Production department.	6	Business Operations Manager Senior Vice President News Director Production Manager
10	2/24/2016	Participation in events or programs sponsored by educational institutions	Community Service Unit of the Santa Cruz Police Department - PRIDE Program brought 7 students from Branciforte Middle School along with 7 mentors from UCSU to do a walkthrough of the station to inform them of the different career opportunities in the broadcasting industry. Employees shared how their education assisted them in securing their own positions.	3	SVP Executive Assistant Reporter
11	4/20/2016	Participation in Job Fairs	On April 20th, 2016 the station's Business Operations Manager, Production Manager, Senior Vice Presidents of Integrated Marketing Solutions, News Director and Executive Assistant participated in the Hartnell College Career Fair. Job opening that were being promoted were MMJ, Commercial Producer, IMSC, and Master Control Operator, as well as internship programs for News, Social Media and a Creative internship with the Production department.	5	Business Operations Manager Production Manager Senior Vice President News Director

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12	5/12/2016	Participation in Job Fairs	On May 12th, 2016 the station's Business Operations Manager, Senior Vice Presidents of Integrated Marketing Solutions, News Director, Assistant Chief Engineer, and Executive Assistant participated in the Monterey Peninsula College Job Fair. Job openings that were being promoted were Commercial Producer, IMSC, and Master Control Operator, as well as internship programs for News, Social Media and a Creative internship with the Production department.	5	Senior Vice Presidents of Integrated Marketing Solutions, Business Operations Manager News Director Assistant Chief Engineer

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