## FCC - EEO PUBLIC FILE INSPECTION REPORT

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

#### Vacancy Date Job Title Date Filled 1 Account Executive - Radio 04/19/06 11/29/006 2 Account Executive - TV 06/01/06 1/8/2007 3 Assistant to Chief Engineer 06/07/06 8/1/2006 4 Radio Sales Assistant 08/01/06 8/1/2006 5 Radio Operations Manager 08/01/06 8/15/2006 10/11/06 6 Account Executive - Radio 5/16/2007 7 Account Executive - TV 12/04/06 5/16/2007 8 Sales Assistant - Radio 12/19/06 12/26/2006 9 Anchor/Reporter 01/10/07 3/5/2007 10 Account Executive - Radio 05/09/07 6/20/2007 11 Research Assistant TV/Radio 05/09/07 5/23/2007 12 Account Executive - TV 05/09/07 5/15/2007 13 Administrative Assistant - to GM 05/15/07 5/21/2007 14 Account Executive - Radio 05/25/07 See 2007 Rpt 15 Research Assistant TV/Radio 06/05/07 7/2/2007 16 Sales Assistant - Radio 06/13/07 7/2/2007 17 Traffic Manager-Radio 06/22/07 7/1/2007 18 Account Executive - TV 06/29/07 See 2007 Rpt 19 Account Executive - Radio 07/02/07 See 2007 Rpt 20 Anchor/Reporter 07/02/07 See 2007 Rpt 21 Chief Engineer 07/23/07 See 2007 Rpt 22 Account Executive - TV 07/25/07 See 2007 Rpt 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37

### Job Titles of All Full-Time Vacancies Throughout Year

### FCC - EEO PUBLIC FILE INSPECTION REPORT

# Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM <u>Sources Used to Fill Vacancies</u>

| 1                               |  | 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   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
| Account Executive - TV          | 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                                 |
|                                 | Spots and Dots   |   |  |
| Assistant to Chief Engineer     | 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                                 |
| Radio Sales Assistant           | Internal Move of Employee  |   |  |
| Radio Sales Assistant           | Internal Move of Employee  |   |  |
|                                 |  |   |  |
| Radio Operations Manager        | Entravision Corporate Web Site<br>Internal Job Posting                         | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940  | 831-373-6767<br>831-373-6767                 |
|                                 | Internal 500 Fosting   | or ourden court, monterey, ex 75740   | 051-575-0707                                 |
| Account Executive - Radio       | 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                                 |
| Account Executive - TV          | 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                                 |
|                                 | Spots n Dots   | On line trade publication   |  |
| Sales Assistant - TV            | 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                                 |
|                                 | MPC<br>CSUMB   | 980 Femont Street, Monterey, CA 93940<br>100 Campus Center Seaside, CA 93955                                      | 831-646-4196<br>831-582-3845                 |
|                                 |  | 156 Homestead Ave Salinas, CA 93901   |  |
|                                 | Hartnell Community College   | careers@hartnell.edu  | 831-755-6925                                 |
| Anchor/Reporter                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Internal Job Posting   | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940  | 831-373-6767                                 |
|                                 |  |   |  |
| Account Executive - Radio       | Entravision Corporate Web Site<br>Internal Job Posting                         | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940  | 831-373-6767<br>831-373-6767                 |
|                                 |  | or Garden Court, Monercy, CA 73740  | 551-575-0707                                 |
| Research Assistant TV/Radio     |  | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Internal Job Posting   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
| Account Executive - TV          | 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                                 |
| Administrativa Assistant to C   | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
| Administrative Assistant - to C | Internal Job Posting   | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940  | 831-373-6767                                 |
|                                 |  |   |  |
| Account Executive Radio         | Entravision Corporate Web Site<br>Internal Job Posting                         | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940  | 831-373-6767<br>831-373-6767                 |
|                                 | Internal 500 Posting   | 07 Garden Court, Monterey, CA 93940   | 831-373-0707                                 |
| Research Assistant TV/Radio     |  | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Internal Job Posting   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
| Sales Assistant - Radio         | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 |  | 67 Garden Court, Monterey, CA 93940   | 921 272 6767                                 |
|                                 | Internal Job Posting   | 67 Gardell Court, Mollerey, CA 95940  | 831-373-6767                                 |
|                                 |  |   |  |
|                                 | Internal Job Posting<br>Entravision Corporate Web Site<br>Internal Job Posting | 67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940<br>67 Garden Court, Monterey, CA 93940 | 831-373-6767<br>831-373-6767<br>831-373-6767 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
| Traffic Manager - Radio         | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |
|                                 | Entravision Corporate Web Site   | 67 Garden Court, Monterey, CA 93940   | 831-373-6767                                 |

# FCC - EEO PUBLIC FILE INSPECTION REPORT

# 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 - TV          | Web Site and recuting of former Employe |
| 3 Assistant to Chief Engineer     | Internet Posting Company Web Site       |
| 4 Radio Sales Assistant           | Internal Move of present employee       |
| 5 Radio Operations Manager        | Internal Posting                        |
| 6 Account Executive Radio         | Internal Move of present employee       |
| 7 Account Executive - TV          | Internal Move of present employee       |
| 8 Sales Assistant - Radio         | Company Web Site                        |
| 9 Anchor/Reporter                 | Agnecy                                  |
| 10 Account Executive - Radio      | Employee Referal                        |
| 11 Research Assistant TV/Radio    | Web Site                                |
| 12 Account Exectuive - TV         | Internal Posting                        |
| 13 Administrative Assistant to GM | Employee Referal                        |
| 14 Account Executive - Radio      |   |
| 15 Research Assistant TV/Radio    | Employee Referal                        |
| 16 Sales Assistant - Radio        | Employee Referal                        |
| 17 Traffic Manager - Radio        | Internal Posting                        |
| 18                                |   |
| 19                                |   |
| 20                                |   |
| 21                                |   |
| 22                                |   |
| 23                                |   |
| 24                                |   |
| 25                                |   |
| 26                                |   |
| 27                                |   |
| 28                                |   |
| 29                                |   |
| 30                                |   |
| 31                                |   |
| 32                                |   |
| 33                                |   |
| 34                                |   |
| 35                                |   |
| 36                                |   |
|                                   |   |
|                                   |   |
|                                   |   |
|                                   |   |
|                                   |   |
|                                   |   |
|                                   |   |
|                                   |   |

### 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

|                                  | Number of Person(s) | From the number of person(s) interviewed,           |  |
|----------------------------------|---------------------|---|--|
| Job Title                        | Interviewed         | how many were referred by recruitment source?       |  |
|                                  |                     |   |  |
| Account Executive Radio          | 2                   |   |  |
| Account Executive - TV           | 3                   | 2 Company Web Site, 1 Employee Referal              |  |
| Assistant to Chief Engineer      | 3                   | 3 Internet Job Posting                              |  |
| Radio Sales Assistant            | 1                   | Internal move of present employee                   |  |
| Radio Operations Manager         | 1                   | 1 Internal Job Posting                              |  |
| Account Executive Radio          | 1                   | 1 Internal Job Posting                              |  |
| Account Executive - TV           | 1                   | 1 Internal Job Posting                              |  |
| Sales Assistant - Radio          | 2                   | 1 Company Web Site, 1 Employee Referral             |  |
| Anchor/Reporter                  | 11                  | 5 Internal Job Posting, 2 from the internet posting |  |
| Account Executive Radio          | 4                   | 2 Company Web Site, 1 Employee Referal              |  |
| Research Assistant TV/Radio      | 2                   | 1 Company Web Site                                  |  |
| Account Executive - TV           | 3                   | 1 Internal  |  |
| Administrative Assistant - to GM | 2                   | 2 Employee Referal                                  |  |
| Account Executive - Radio        | 3                   | 2 OnAir Ad  |  |
| Research Assistant TV/Radio      | 2                   | 1 Company Web Site                                  |  |
| Sales Assistant - Radio          | 2                   | 1 Internal Job Posting, 1 Employee Referal          |  |
| Traffic Manager-Radio            | 4                   | 4 Internal Posting                                  |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |
|                                  |                     |   |  |

### 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 |  |
|-------------|--|
| <br>Chosen  | Description  |
|             | -  |
|             |  |
| 8           | Internal Training to acquire skills for Promotions, present employees that express and 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 in the position 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   |
| 8           | provide training for employees that are ready for a change in position, if it is determined that an employee is ready for a promotion or a change in position time is provide for that employee to learn the skills needed to make the position change   |
| 1           | Career Day At CSUMB on 04/10/07 an annual event - an employee from Promotions, Human Resources, and Account Executive from Sales. Employees are present to provide information about openings and working for Entravision Communications Corporation   |
| 1           | JobFair with Salinas Californian and El Sol at Sherwood Hall on 03/29/07. Sales, Master  |
| <br>1       | Controll and Promotions  |
| <br>1       | Job Fair at CSUMB on 04/11/07  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |
|             |  |