

KDJT, KLOK, KMBX, KSES, KSMS-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Master Control Operator	6-7, 10, 15, 14, 19, 27, 31	19
Multi Media Journalist	1, 6-7, 10, 13, 15, 19, 31	19
Sales Assistant	2, 6-7, 12-13, 15, 19, 23, 30	13
TV Production	3-4, 6, 8-10, 15, 14, 16, 18-19, 25-26, 28-29, 31-35	16
TV Production	3-4, 8-10, 15, 14, 18-19, 21, 23, 25-26, 28-35	19
Master Control Operator	6-7, 10, 12, 15, 19-20, 22	10
Master Control Operator	7, 15, 17, 19-20, 22, 26	19
Multimedia Journalist	3-4, 6-9, 11, 15, 14, 18-19, 23-24, 26, 32, 34	14
Senior VP, Integrated Marketing Solutions	4-7, 11-12, 15, 19-20, 22, 26, 30-31, 34, 36	30

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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	Agency Referral	N	1
2	allaccess.com 24955 Pacific Coast Highway Malibu, California 90265 -- Manual Posting	N	0
3	Arizona State University 1151 S Forest Ave Tempe, Arizona -- Manual Posting	N	0
4	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
5	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
6	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Lillie Player Manual Posting	N	0
7	Caljobs 1441 Schilling Place, North Salinas, California 93901 Phone : 831-796-3341 Url : https://www.caljobs.ca.gov Laura Kershner 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
8	Claremont Graduate University 150 E 10th St Claremont, California 91711 -- Manual Posting	N	0
9	Claremont McKenna College 888 N Columbia Ave Claremont, California 91711 -- Manual Posting	N	0
10	Craigslist San Francisco San Francisco, California 94107 Url : www.craigslist.com Craigslist Craigslist Manual Posting	N	4
11	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development Manual Posting	N	0
12	Current Employee	N	3
13	Employee Referral	N	3
14	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	7
15	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
16	Former Employee	N	1

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17	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	0
18	Harvey Mudd College 301 Platt Blvd Claremont, California 91711 -- Manual Posting	N	0
19	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	12
20	KCBA FOX 35 67 Garden Ct Suite 100 Monterey, California 93940 Phone : 831-642-4441 Craig Cox Manual Posting	N	0
21	KECK Graduate Institute 535 Watson Dr. Claremont, California 91711 -- Manual Posting	N	0
22	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
23	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : http://www.ksms67.com Joanne Dempsey Manual Posting	N	0

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24	medialine.com 1209 Wood Valley Rd. Agusta, Georgia 30909 Rich Everitt Manual Posting	N	0
25	Mills College 5000 MacArthur Blvd Oakland, California 94613 -- Manual Posting	N	0
26	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0
27	On Air Recruitment Ad	N	3
28	Pitzer College 1050 N Mills Ave Claremont, California 91711 -- Manual Posting	N	0
29	Pomona College 333 N College Way Claremont, California 91711 -- Manual Posting	N	0
30	Previous Employee	N	4
31	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
32	Santa Clara University 500 El Camino Real Santa Clara, California Phone : - -- 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
33	Scripps College 1030 N Columbia Ave Claremont, California 91711 -- Manual Posting	N	0
34	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
35	UC Santa Barbara 1210 Cheadle Hall Santa Barbara, California 93106 . - - Manual Posting	N	0
36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	8/15/2018	Provision of training to management	All station personnel, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course.	29	Business Operations Manager SVP - IMS SVP - IMS Chief Engineer
2	9/24/2018	Co Sponsoring Job Fair	Co-sponsor of the CSUMB Job and Internship Fair. Provide community information via TV and Radio of the upcoming event as well as take part during the event.	4	Business Operations Manager Traffic Manager Chief Engineer SVP
3	11/14/2018	Provision of training to management	Annual FCC/EEO training	1	Business Operations Manager
4	3/20/2019	Participation in Job Fairs	Center for Employment Training 5th annual Job & Resource Fair. Met with students looking to enter the job market sharing information about Entravision and the broadcasting industry including open positions and available internships.	1	Business Operations Manager
5	5/1/2019	Participation in Job Fairs	Participated in the Monterey Peninsula College Job & Career Fair 2019.	3	Business Operations Manager Traffic Manager MCO Supervisor
6	5/22/2019	Establishment of an intern program designed to assist members of the community	The purpose of this Digital Marketing Internship is to learn about Entravision's business and to gain valuable insight, training and experience in the work environment.	1	Marketing Manager Business Operations Manager