

FCC - EEO PUBLIC FILE INSPECTION REPORT

**Entravision Communications Corp.
 KSMS-TV Channel 67 / KDJT-TV Channel 33 - Monterey
 KLOK-FM, KSES-FM, KMBX-AM**

Job Titles of All Full-Time Vacancies Throughout Year

	Job Title	Vacancy Date	Date Filled
1	News Anchor/Reporter	07/30/10	9/27/2010
2	Account Executive	08/31/10	10/22/2010
3	Receptionist	12/28/10	2/1/2011
4	Account Executive	1/20/2011	3/2/2011
5	Photog/Graphics Editor	02/04/11	2/24/2011
6	Sales Assistant	03/07/11	3/21/2011
7	Receptionist	04/01/11	5/2/2011
8	Account Executive	06/21/11	
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 Sources Used to Fill Vacancies

Job Title	Source		
	Contact	Address	Tel #
News Anchor/Reporter	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
	TV Ad on our Stations		
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	CAB Broadcasters Association	Web Site www.cabroadcasters.org	
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	CareerCenter SJSU	careercenter.sjsu.edu	
Account Executive	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
	TV Ad on our Stations		
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	CAB Broadcasters Association	Web Site www.cabroadcasters.org	
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	El Sol Newspaper (Spanish)	123 West Alisal Street, Salinas, CA 93903	831-649-6626
	Californian Newspaper (English)	123 West Alisal Street, Salinas, CA 93903	831-649-6626
	Association of Hispanic Adv Agencies	ahaa.org	
	CareerCenter SJSU	careercenter.sjsu.edu	
Receptionist	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
	TV Ad on our Stations		
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	AHAA	www.ahaa.org	
	Salinas Chamber	micheller@salinaschamber.com	831-585-1286
	OneStop Career Center	1000 South Main St, Salinas, CA 93901	
Account Executive	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
	TV Ad on our Stations		
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	CAB Broadcasters Association	cbaberry@aol.com John Berry	916-447-2237
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	SJSU Career Center	sjsu-csm.symplicity.com	
	The Salinas Californian	123 West Alisal Street, Salinas, CA 93903	831-754-4212
	El Sol	123 West Alisal Street, Salinas, CA 93903	
AHAA	www.ahaa.org		
Photog/Graphics Editor	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
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
	SJSU Career Center	sjsu-csm.symplicity.com	
	AHAA	www.ahaa.org	
Receptionist	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
	Monterey Peninsula College	mpc.edu/student-services/jobplacement	831-646-4196
	CSUMB	csumb-csm.symplicity.com	831-582-3845
	KSMS TV/KLOK-FM/KSES-FM	Station Web Sites	
	Craigslist	monterey.craigslist.org	
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Source That Filled Position

	Job Title	Source That Filled Position
1	News Anchor/Reporter	Targeted Hire
2	Account Executive	Targeted Hire
3	Receptionist	Employee Referral
4	Account Executive	TV Ad
5	Photog/Graphics Editor	Targeted Hire
6	Sales Assistant	Employee
7	Receptionist	
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Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Job Title	Number of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
1 Account Executive	12	3-Targeted Candidate /3-Entravision-KSMS Web Site Positng / 1-Employee Referral / 3-Walk In / 2-TV Promo
2 Advertising Producer	9	1-Craigslist, 5-Employee Referrals, 2-Media Match, 1-TV Promo
3 Asst to the Chief Engineer	4	1-Craigslist, 1-SJSU web site, 1-Employee Referral, 1-Entravision.com
4 News Anchor/Reporter		
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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. Employees that express and interest in learning about other positions at the stations are given opportunities 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 - Sexual Harrassment Prevention for California Supervisors September 2009 / June 2010 Business Manager EEO Training
	1	Sponsor/Participant Community Job Fair 3/29/10
	5	News Internship w/Hartnell College -2 Intern 8/09 - 12/09
	5	News Internship w/SJSU 1 Intern 5/10 - 8/10
	5	News Internship w/CSUMB 1 Intern 01/10 - 04/10
	5	Production Internship w/MPC 6/19/10 - 8/6/10