

KDJT, KLOK, KMBX, KSES, KSMS
EEO PUBLIC FILE REPORT
August 1, 2013 - July 18, 2014

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
Integrated Marketing Solutions Consultant (IMSC)	1-4, 7, 11-13, 15, 20-22, 24-25, 29-31	11
Receptionist	6, 11, 13, 19	6
Master Control Operator	1-5, 7-13, 15, 17, 20-25, 29-31	8
Master Control Operator	1-5, 7-13, 15, 17, 20-25, 29-31	9
Master Control Operator	1-5, 7-13, 15, 17, 20-25, 29-31	11
Master Control Operator	1-5, 7-13, 15, 17, 20-25, 29-31	9
Traffic Manager	1-4, 6-7, 11-13, 15-16, 20-22, 24-25, 29-32	11
Commercial/Promo Producer	1-4, 6-7, 12-13, 15, 20-22, 24, 26, 29-31	26
Assistant Engineer	1-4, 7, 9, 12-13, 15, 20-22, 24, 29, 31	9
National Sales Manager	1-4, 7, 11-13, 15, 20-22, 24, 29, 31	11
Account Executive	1-4, 6-7, 11-13, 15, 20-25, 28-31	28
Traffic Coordinator	1-4, 7, 9, 12-13, 15, 20-25, 29-31	9
Chief Engineer	1-4, 7, 12-13, 15, 20-25, 29-31	13
Digital Content Publisher	1-4, 6-7, 11-13, 15, 18, 20-25, 27, 29-31	6
Receptionist/ Administrative Assistant	1-4, 7, 11-15, 19-25, 29-31	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AHAA 8400 Westpark Dreive 2nd Floor McLean, Virginia 22102 Url : http://ahaa.org Email : kcartier@ahaa.org Kristy Cartier	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	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
4	California Chicano News Media Association 727 W 27th St Room 201 Los Angeles, California 90007 Phone : 213-821-0075 Url : http://www.ccma.org Email : ccnmainfo@ccnma.org Fax : 1-213-713-1838 Job Openings	N	0
5	Call In	N	1
6	Craigslist San Francisco San Francisco, California 94107 Url : www.craigslist.com Craigslist Craigslist Manual Posting	N	13
7	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development 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	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	5
10	Did not indicate (Source Unknown)	N	1
11	Employee Referral	N	16
12	EVC 2425 Olympic Blvd. Suite 6000W Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com Email : jmahan@entravision.com John Mahan	Y	0
13	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	9
14	Former Employee	N	1
15	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	0
16	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	1
17	Internet Ad	N	1
18	Internship Program	N	1
19	Job posting on internet	N	2
20	KLOK-FM / KSES FM 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0

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21	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
22	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : http://www.ksms67.com Joanne Dempsey Manual Posting	Y	0
23	Monster 1560 W. Fountainhead Pkwy Suite 175 Tempe, Arizona 85282 Phone : 480-567-3547 Url : http://monster.com Arianne Martori Manual Posting	N	0
24	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0
25	MontereyBayJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.montereybayjobs.com Jennifer Long Manual Posting	N	0
26	Non-Employee Referral	N	3
27	None indicated (Source Unknown)	N	1
28	Previous Applicant	N	1

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29	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
30	SantaCruzJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.santacruzjobs.com Jennifer Long Manual Posting	N	0
31	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
32	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/24/2013	Establishment of training programs for station personnel	<p>The News Director attended the 2013 Excellence in Journalism conference organized by the Radio Television Digital News Association in Anaheim, California from August 24-26th, 2013.</p> <p>This conference had panels covering the latest developments in the field of broadcast journalism. The workshops and roundtables we set to teach them resources on how to become a better news director.</p>	1	News Director	1.00
2	9/1/2013	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 a full-time students, and are given credit from instructor are potential candidates.</p> <p>A student from Cabrillo College was given the opportunity to be an intern during the fall semester (September 2013 to December 2013). During this internship the student worked on station website updates, writing and editing stories, and shadowing reporters by coming 4 hours a day three times a week.</p>	1	News Director	1.00
3	9/18/2013	Provision of training to management	On September 18, 2013 the station's Business Operations Manager had a Broadcast1Source training. The portal is specifically developed to help fulfill multiple FCC requirements using the industry's leading technology tools.	2	Business Operations Manager Executive Assistant	1.00
4	11/1/2013	Establishment of training programs for station personnel	Web-based training on Unlawful Harassment Prevention presented through Workplace Answers. This training provides company policies as well as state and federal guidelines through mock situations and then interactive Q&A.	30		1.00
5	11/1/2013	Provision of training to management	5 Management Employees completed training on Unlawful Harassment Prevention through Workplace Answers.	5		1.00

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6	2/25/2014	Participation in Job Fairs	On February 25, 2014, the station's Executive Assistant, Production Manager, and VP of Integrated Marketing Solutions participated in the California State University, Monterey Bay job fair. Job openings that were being promoted were: Chief Engineer, Promotions Assistant, Account Executive (Integrated Marketing Solutions Consultant), and News Intern.	3	Executive Assistant VP of Integrated Marketing Solutions Production Manager	0.25
7	5/8/2014	Participation in events or programs sponsored by educational institutions	On May 8, 2014, the station's Digital Content Publisher participated in the Monterey Peninsula College job fair, where he was recruiting for Social Media Content Interns.	1	Digital Content Publisher	0.25
8	6/6/2014	Provision of training to management	Management conference call with VP of Business Operations to review FCC compliance and electronic Political File.	2	Business Operations Manager Executive Assistant	1.00
9	7/15/2014	Establishment of a mentoring program	On-going internal training to acquire skills for promotions. Present employees that express an interest in learning about other positions at the station are given opportunities to observe employees presently in that position and ask questions to the employee in that position to determine their personal level of interest and provide time for the person expressing the desire to learn about the position.	2		1.00
TOTAL POINTS OVER REPORTING PERIOD:						7.50