

**KDJT, KLOK, KMBX, KSES, KSMS**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2014 - July 29, 2015**

**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
Account Executive	3-4, 7, 10, 12-14, 18-21, 23, 26-28	10
Sales Assistant	1-8, 12-15, 17, 19-21, 23, 26, 28	2
Administrative Assistant	3-7, 10, 12-21, 23, 25-26, 28	25
Master Control Operator	1, 3-7, 10, 13-15, 17-24, 26-28	10
Account Executive	3-7, 10, 13-15, 19-21, 23-24, 26, 28	10
National Sales Manager	9	9
Account Executive (Integrated Marketing Solutions	3-6, 10, 13, 11, 14, 19-22, 24-27	11
Account Executive (Integrated Marketing Solutions	3-6, 10, 13, 11, 14, 19-22, 24-27	25
Account Executive (Integrated Marketing Solutions	3-7, 13-15, 19-24, 26-29	29
Account Executive (IMSC)	3-7, 10, 13-15, 19-24, 26-29	10

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AHAA 8400 Westpark Dreive 2nd Floor McLean, Virginia 22102 Url : <a href="http://ahaa.org">http://ahaa.org</a> Email : <a href="mailto:kcartier@ahaa.org">kcartier@ahaa.org</a> Kristy Cartier	N	0
2	Application already on file	N	1
3	Cabrillo Community College 6500 Soquel Dr. Aptos, California 95003 Phone : 831-479-6201 Url : <a href="http://csumb-csm.symplicity.com">http://csumb-csm.symplicity.com</a> Career Center Manual Posting	N	0
4	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Lillie Player Manual Posting	N	0
5	California Chicano News Media Association 727 W 27th St Room 201 Los Angeles, California 90007 Phone : 213-821-0075 Url : <a href="http://www.cnma.org">http://www.cnma.org</a> Email : <a href="mailto:cnmainfo@cnma.org">cnmainfo@cnma.org</a> Fax : 1-213-713-1838 Job Openings	N	0
6	Craigslist San Francisco San Francisco, California 94107 Url : <a href="http://www.craigslist.com">www.craigslist.com</a> Craigslist Craigslist Manual Posting	N	0
7	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : <a href="http://scumb.edu">http://scumb.edu</a> Career Development Manual Posting	N	0

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8	Current Employee	N	1
9	Current Employee/Internal Promotion	N	1
10	Employee Referral	N	8
11	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	5
12	EVC 2425 Olympic Blvd. Suite 6000W Santa Monica, California 90404 Phone : 310-264-2355 Url : <a href="http://www.entravision.com">http://www.entravision.com</a> Email : <a href="mailto:jmahan@entravision.com">jmahan@entravision.com</a> John Mahan	Y	0
13	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
14	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : <a href="http://employercentral.com">http://employercentral.com</a> Career Center Manual Posting	N	0
15	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : <a href="http://www.indeed.com">www.indeed.com</a> Indeed, Inc, Indeed, Inc. Manual Posting	N	0
16	Indeed.com	N	3
17	Internet Ad	N	5
18	Job posting on internet	N	10

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19	KLOK-FM / KSES FM 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
20	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
21	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : <a href="http://www.ksms67.com">http://www.ksms67.com</a> Joanne Dempsey Manual Posting	Y	0
22	Monster 1560 W. Fountainhead Pkwy Suite 175 Tempe, Arizona 85282 Phone : 480-567-3547 Url : <a href="http://monster.com">http://monster.com</a> Arianne Martori Manual Posting	N	0
23	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : <a href="http://mpc.edu">http://mpc.edu</a> Lien Nguyen Manual Posting	N	0
24	MontereyBayJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : <a href="http://www.montereybayjobs.com">http://www.montereybayjobs.com</a> Jennifer Long Manual Posting	N	0
25	Non-Employee Referral	N	2

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : <a href="http://salinaschamber.com">http://salinaschamber.com</a> Paul Farmer Manual Posting	N	0
27	SantaCruzJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : <a href="http://www.santacruzjobs.com">http://www.santacruzjobs.com</a> Jennifer Long Manual Posting	N	0
28	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : <a href="http://sjsu-csm.symplicity.com">http://sjsu-csm.symplicity.com</a> Career Center Manual Posting	N	0
29	Station Website EVC WEBSITE	N	5
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	8/21/2014	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 Digital Content Publisher. 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 2014 Fall 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	Digital Content Publisher	1.00
2	8/26/2014	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 Monterey Peninsula College was given the opportunity to be an intern during the 2014 fall semester. 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 12 hours per week.</p>	1	News Director	1.00

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3	1/1/2015	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. A student from CSUMB was given the opportunity to be an intern during the 2015 Spring semester (January 2015 to May 2015). During this internship the student worked on assisting 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.</p>	1	News Director	1.00
4	1/20/2015	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 Digital Content Publisher. 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 2015 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	Digital Content Publisher	1.00

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5	2/7/2015	Establishment of an intern program designed to assist members of the community	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. A student from CSUMB was given the opportunity to be an intern during the 2015 Spring semester (February 2015 to May 2015). During this internship the student worked on assisting with production of VO's and SOT's, wrote News Segments, assisted with Teleprompter, and assisted reporters to cover stories by coming 13 hours per week.	1	News Director	1.00
6	2/17/2015	Provision of training to management	Broadcast1Source training. The portal is specifically developed to help fulfill multiple EEO requirements using the industry's leading technology tools.	2	Business Operations Manager Executive Assistant	1.00
7	4/28/2015	Participation in events or programs sponsored by educational institutions	On April 28th 2015 the station's Executive Assistant, Production Manager, Integrated Marketing Solutions Manager, and Content Publisher participated in the Hartnell Community College Spring 2015 Job Fair. Job openings that were being promoted were, Assistant Chief Engineer, Master Control, Promotions Assistant, Account Executive (IMSC), and internship programs for News and Social Media.	4	Executive Assistant Production Manager Integrated Marketing Solutions Manager Content Publisher	0.25
8	5/7/2015	Participation in events or programs sponsored by educational institutions	On May 7th 2015 the station's Executive Assistant, Production Manager, Senior Vice Presidents of Integrated Marketing Solutions, News Director, Business Operations Manager and Content Publisher participated in the Monterey Peninsula College Job Fair. Job openings that were being promoted were Assistant Chief Engineer, Master Control, Promotions Assistant, Account Executive (IMSC), and internship programs for News and Social Media.	7	Senior Vice President of Integrated Marketing Solutions Senior Vice President of Integrated Marketing Solutions Business Operations Manager Productions Manager	0.25



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9	6/1/2015	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 Digital Content Publisher. 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 Chapman University was given the opportunity to be an intern during the 2015 Summer 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	Digital Content Publisher	1.00
10	6/1/2015	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 SJSU was given the opportunity to be an intern during the 2015 summer semester (June 2015 to August 2015). During this internship the student worked on assisting 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.</p>	1	News Director	1.00

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11	6/24/2015	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 Digital Content Publisher. 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 Monterey Peninsula College was given the opportunity to be an intern during the 2015 Summer 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	Digital Content Publisher	1.00
12	7/1/2015	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 San Jose State University was given the opportunity to be an intern during the 2015 summer semester. 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.</p>	1	News Director	1.00
13	7/1/2015	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.	45		1.00

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14	7/13/2015	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 Digital Content Publisher. 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 Monterey Peninsula College was given the opportunity to be an intern during the 2015 Summer 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	Digital Content Publisher	1.00
15	7/27/2015	Provision of training to management	Business Operations Manager participated on conference call conducted by Human Resources on EEO compliance review/training. Training focused on broad dissemination of postings and identification of recruitment initiatives including community outreach activities.	2	Business Operations Manager Executive Assistant	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>13.50</b>