



March 30, 2021

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
45 L Street, N.E.
Washington, D.C. 20554

Re: Station KLOB(FM)
Thousand Palms, California
FIN: 40518
RESPONSE TO AUDIT NOTICE

Dear Sir:

Entravision Holdings, LLC ("Entravision"), the license of Station KLOB(FM), Thousand Palms, California, is hereby responding to the Commission's EEO Audit Notice, dated February 25, 2021, in connection with the operation of Station KLOB. In response thereto, Entravision wishes to report the attached, requested information concerning KLOB, to the Commission.

Entravision, through an officer of the licensee's parent, hereby declares under penalty of perjury that the foregoing statements are true and correct, to the best of its information, knowledge and belief.

Should there be any questions in regard hereto, please communicate with Entravision's communications counsel: Barry A. Friedman, Thompson Hine LLP, Suite 700, 1919 M Street, N.W., Washington, D.C. 20036. His email address is barry.friedman@thompsonhine.com.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Alex LaBrie', written over a white background.

Alexander K. LaBrie
Executive Vice President, Global Human
Resources and Risk Management
Entravision Communications Corporation

EMPLOYMENT UNIT'S TWO MOST RECENT EEO PUBLIC FILE REPORTS

In connection with its responses to this Item 2(b), the Employment Unit wishes to advise the FCC of the following:

1. The Employment Unit maintains a website for Station KLOB. The URL for that website is: <https://www.radiolasuavecita.com/palm-springs/>
2. Copies of the Employment Unit's two most recent EEO public file reports are attached hereto.

EMPLOYMENT UNIT'S HIRING ACTION

In connection with its responses to this Item 2(b)(ii), the Employment Unit wishes to advise the FCC of the following:

The date of each full-time hire referred to in the two most recent EEO public file reports are as follows:

August 1, 2018 - July 31, 2019	
<u>Position</u>	<u>Date of Hire</u>
News Anchor	9/14/2018
Master Control Operator	9/17/2018
News Production Specialist	9/24/2018
News Producer	11/5/2018
Engineer Assistant	1/16/2019
Integrated Marketing Solutions Consultant	12/10/2018
Photojournalist	12/3/2018
News Reporter	1/2/2019
News Production Specialist	2/6/2019
Promotions Coordinator	3/18/2019
News Anchor	3/1/2019
Desert Living Producer	4/1/2019
TV Production Specialist	4/12/2019
News (TV) Production Specialist	4/25/2019

TV Production Specialist	5/9/2019
Multi-Media Journalist	5/29/2019

August 1, 2019 - July 31, 2020	
<u>Position</u>	<u>Date of Hire</u>
Photojournalist	9/1/2019
Multi-Media Journalist	9/30/2019
Senior Vice President, Integrated Marketing Solutions	9/16/2019
News Producer	10/14/2019
Multi-Media Journalist	10/1/2019
Integrated Marketing Solutions Consultant	2/24/2020
Multi-Media Journalist	1/23/2020
News Producer	1/13/2020
Multi-Media Journalist	2/1/2020

Details as to the recruitment sourcing utilized in filling these positions are contained in the attached Response as to Recruitment Sourcing.

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

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
News Anchor	2, 4, 7-8, 10, 13	8
Master Control Operator	2, 4, 7-8, 10, 13	8
News Production Specialist	2, 4, 6-8, 10, 13	8
News Producer	2, 4, 7-8, 10, 13	10
Engineer Assistant	2, 4, 6-8, 10, 13	8
Integrated Marketing Solutions Consultant	1, 4, 7-11, 13	8
Photojournalist	1, 4-5, 7-13	8
News Reporter	2, 4-5, 7-13	8
News Production Specialist	1, 4-5, 7-13	8
Promotions Coordinator	1, 4-5, 7-13	4
News Anchor	1, 4-5, 7-13	8
Desert Living Producer	1, 3-5, 7-13	8
TV Production Specialist	1, 3-5, 8-13	10
News Production Specialist	3-5, 7-13	8
TV Production Specialist	1, 4-5, 7-13	10
MMJ	1, 4-5, 7-13	8

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
2	California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, California 95814 Url : http://www.yourcba.com http://www.yourcba.com http://www.yourcba.com Manual Posting	N	0
3	Career Fair - College of the Desert 43500 Monterey Ave Palm Desert, California 92260 Url : http://www.collegecentral.com/cod Job Board Manual Posting	N	0
4	Craigslist 1381 9th Avenue San Francisco, California 94122 Url : http://www.craigslist.org Job Board Manual Posting	N	10
5	CSUSB 5500 University Parkway San Bernardino, California 92407 NA NA Manual Posting	N	0
6	Desert Job Expo PO Box 890 Indio, California 92202 Phone : 760-863-2965 Url : http://www.desertjobexpo.com Career Fair Manual Posting	N	0
7	EDD - CalJobs 72840 HWY 111 Ste C101 Palm Desert, California 92260 Url : http://www.caljobs.ca.gov Job Board Manual Posting	N	0

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Entravision 2425 Olympic Blvd Ste 6000W Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com John Mahan Manual Posting	N	26
9	Indeed Employment Website Austin, Texas Employment Website Employment Website Manual Posting	N	8
10	Purple Briefcase - COD Website Palm Desert, California Url : https://app.purplebriefcase.com Job Board Manual Posting	N	3
11	UC Riverside 900 University Ave Riverside, California 92521 Phone : 000-000-0000 Michelle Knighton Manual Posting	N	0
12	University of Redlands 1200 E Colton Ave Redlands, California 92373 NA NA Manual Posting	N	0
13	Work In Entertainment, LLC 7010 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : www.workinentertainment.com Work In Entertainment, LLC Work In Entertainment, LLC Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2018	Establishment of an intern program designed to assist members of the community	Internships were provided to students from College of the Desert, US Air Force, and Mississippi State University. These internships occurred during the Fall 2018, Winter 2018 and Spring 2019 semester in our News department.	3	News Director News Editor Chief Photographer
2	9/20/2018	Participation in Job Fairs	Business Manager and Administrative Assistant participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was at the annual Job Expo in Indio CA, for four hours.	2	Business Manager Administrative Assistant
3	11/14/2018	Provision of training to management	Annual EEO training on proper compliance with EEO regulations and sources to use when posting job openings in our area. Addressed the importance of utilizing Broadcast 1 Source to ensure proper EEO report is generated.	1	Business Operations Manager
4	3/26/2019	Participation in Job Fairs	Administrative assistant and Business Manager participated in a job fair where company and job opening information was provided along with instructions on how to apply via our company website. Job fair was at College of the Desert, in Palm Desert CA, for three hours.	2	Business Manager Administrative Assistant

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD**EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

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
Photojournalist	1-10	5
MMJ	2-10	5
SVP, IMS	2-10	5
News Producer	2-10	5
MMJ	2-10	6
Integrated Marketing Solutions Consultant	2-10	5
MMJ	2-10	5
News Producer	1-11	5
MMJ	1-11	2

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
2	Craigslist 1381 9th Avenue San Francisco, California 94122 Url : http://www.craigslist.org Job Board Manual Posting	N	3
3	CSUSB 5500 University Parkway San Bernardino, California 92407 NA NA Manual Posting	N	0
4	EDD - CalJobs 72840 HWY 111 Ste C101 Palm Desert, California 92260 Url : http://www.caljobs.ca.gov Job Board Manual Posting	N	0
5	Entravision 2425 Olympic Blvd Ste 6000W Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com John Mahan Manual Posting	N	18
6	Indeed Employment Website Austin, Texas Employment Website Employment Website Manual Posting	N	6
7	Purple Briefcase - COD Website Palm Desert, California Url : https://app.purplebriefcase.com Job Board Manual Posting	N	0

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	UC Riverside 900 University Ave Riverside, California 92521 Phone : 000-000-0000 Michelle Knighton Manual Posting	N	0
9	University of Redlands 1200 E Colton Ave Redlands, California 92373 NANA Manual Posting	N	0
10	Work In Entertainment, LLC 7010 E. Chauncey Ln., Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Url : www.workinentertainment.com Work In Entertainment, LLC Work In Entertainment, LLC Manual Posting	N	0
11	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

KEVC-CD, KLOB-FM, KMIR, KPST-FM, KVER-CD

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/12/2019	Participation in Job Fairs	Members of our stations participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was at the annual Job Expo in Indio CA, for a total of four hours.	3	Administrative Assistant Promotions Manager
2	11/14/2019	Participation in Job Fairs	Members of our stations participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was in Palm Desert, CA. Duration of the participation was three hours.	3	Administrative Assistant Promotions Manager
3	11/19/2019	Provision of training to management	Annual EEO training on proper compliance with EEO regulations and sources to use when posting job openings in our area. Also addressed the importance of utilizing Broadcast 1 Source to ensure proper EEO report is generated.	3	Business Operations Manager
4	3/31/2020	Participation in Job Fairs	Members of our stations participated in a job fair where company and job opening information was provided along with instructions on how to apply via our website. Job fair was at the annual College of the Desert Career Fair in Palm Desert CA, for a total of three hours.	3	Business Operations Manager
5	4/15/2020	Establishment of an intern program designed to assist members of the community	Internships were provided to students from College of the Desert and Cal State University of San Bernardino. These internships occurred during the Fall 2019, Winter 2019 and Spring 2020 semester in our News department.	2	News Director Assistant News Director

RESPONSE AS TO RECRUITMENT SOURCING

The Employment Unit is electing to respond to the information request, as to its recruitment sourcing, by providing documentation as to a sample notice it issued to those recruitment sources for each opening and providing the names of all other sources contacted for that same job opening. The Employment Unit also wishes to state that no third party has requested that it receive notification of job openings at the Employment Unit.

Attachment A hereto contains a sample notice for each of the 25 job openings reported on the EEO Public File Reports provided in response to Question 2(b)(i).

Attachment B is the list of recruitment sources that were contacted in connection with each of the job openings referred in to Attachment A. There were no differences in the recruitment sources contacted over the period of the EEO Public File Reports being supplied.

Attachment C is a Statement as to the Employment Unit's compliance with Section 73.2080(c)(5)(iii) of the Commission's Rules.

ATTACHMENT A

Edit Job Posting (#393892)

Required fields marked with *

Job Title: *

News Anchor

Full Job Description & Requirements: *

Use HTML styling as plain text, but do not use HTML tags (press to preparse tags)

Essential Functions:

1. Produces content daily for live newscasts.
2. Researches, investigates, writes, produces, and anchors general news or special news assignments-recorded and/or live from the studio/field
3. Produces newscasts rundowns.
4. Attends and participates in off-site company-sponsored and community events as assigned by station management.

Brief Job Description: *

The information will be displayed in the job search results. See Job Stackings -> HTML tags please.

Produces content daily for live newscasts. Researches, investigates, writes, produces, and anchors general news or special news assignments-recorded and/or live from the studio/field
Produces newscast

Category Tags: *

- | | |
|--|--|
| <input type="checkbox"/> Digital - Content Production | <input type="checkbox"/> Radio - Advertising/Promotions |
| <input type="checkbox"/> Digital - Developers | <input type="checkbox"/> Radio - Production |
| <input type="checkbox"/> Digital - Gaming | <input type="checkbox"/> Radio - Sales/Marketing/Finance |
| <input type="checkbox"/> Digital - Graphic Design | <input type="checkbox"/> Radio - Talent |
| <input type="checkbox"/> Digital - Sales/Marketing/Support | <input type="checkbox"/> Radio - Technical/Operations |
| <input type="checkbox"/> Digital - Other | <input type="checkbox"/> Radio - Other |
| <input type="checkbox"/> Film - Finance/Legal/HR | <input type="checkbox"/> Stage - Marketing/Promotion |
| <input type="checkbox"/> Film - Marketing/Advertising | <input type="checkbox"/> Stage - Performers/Writers |
| <input type="checkbox"/> Film - Production | <input type="checkbox"/> Stage - Pre-Production |
| <input type="checkbox"/> Film - Sales/Promotions | <input type="checkbox"/> Stage - Production |
| <input type="checkbox"/> Film - Technical Crew | <input type="checkbox"/> Stage - Theater Staff |
| <input type="checkbox"/> Film - Other | <input type="checkbox"/> Stage - Other |



Leonides Vasquez <lvasquez@entravision.com>

craigslist post 6673011814: "Master Control Operator"

1 message

craigslist - automated message, do not reply <robot@craigslist.org>
To: lvasquez@entravision.com

Thu, Aug 16, 2018 at 3:33 PM

This email contains:

- 1) information about your transaction
- 2) instructions for how to locate and manage your post
- 3) instructions for contacting craigslist
- 4) terms of use

1) information about your transaction

posting ID: 6673011814
 date: 2018-08-16
 Payment ID: 129111274
 Credit Card Holder Name: Leonides Vasquez

Item: jobs posting
 Title: Master Control Operator
 Location: palm springs, CA
 Category: tv/film/video/radio
 Price: \$15.00 USD

Quantity: 1 posting

Total: \$15.00 USD

The terms of use are in section 4 below.

2) how to locate and manage your posts

Your ad can be found here:

palm springs.craigslist.org/tfr/d/master-control-operator/6673011814.html

*** Please keep in mind that it may take up to 30 minutes for your posts to fully appear and be searchable in each appropriate category and area.

To edit, delete, or repost your ad:

<https://post.craigslist.org/u/lmY-zaOh6BG8qD6JMK6qwQ/swq5u>

3) contact information for craigslist

for customer service issues:
email: support@craigslist.org

for questions related to billing:
email: billing@craigslist.org
phone: 415-399-5200, extension 8283
mailing address: craigslist.org, PO Box 438 San Francisco, CA 94104-0438, USA
fax: (415) 398-5213

4) terms of use



Home

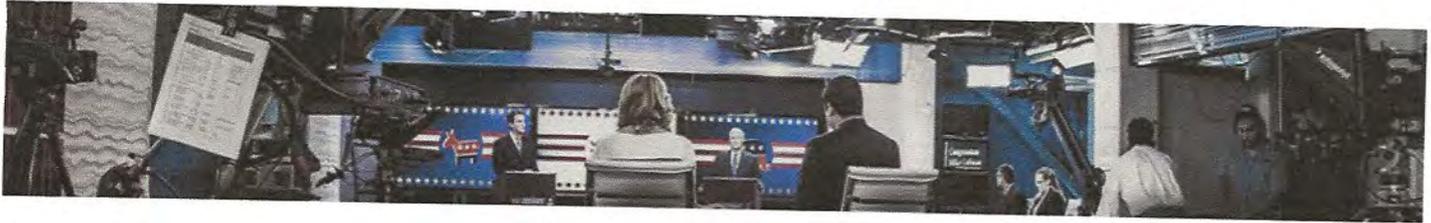
About us

Media Properties

 Site map

U.S. Latinos Press Room Investor Info Employment Contact

Welcome to Entravision's Career Site



Our career site will put your resume information directly in the hands of the hiring manager. Please click **My Account** in the upper right corner to login and build your profile.

Search jobs by Job Location, Department, Keyword, or to see all jobs at once simply click **Search**.

Nuestro sitio de carreras pondrá su información personal directamente en las manos del gerente de empleo. Por favor haga clic en **My Account** en la esquina superior derecha para entrar al sistema y construir su perfil.

Busca empleo por ubicación, departamento, palabra clave, o para ver todos los trabajos al mismo tiempo, simplemente haga clic en **Search**.

SEARCH JOBS

Palm Springs, CA

Job Department

Keyword or ReqID

Search

Create Job Alert | Share Search

- ▶ Master Control Operator - (Palm Springs, CA | Engineering | req634)
- ▶ News Anchor - (Palm Springs, CA | News | req635)
- ▶ TV Production - (Palm Springs, CA | News | req649)

(3 Results)

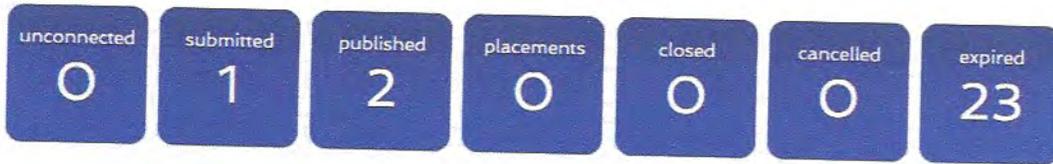
JOBS IN MEXICO

JOBS IN ARGENTINA

- my briefcase
- company profile
- campus interview
- my jobs
- add a job
- job applicants
- my schools
- powerconnect
- students
- my events

MY BRIEFCASE • JOB BOARD

From here you can manage the status of the jobs that you have already posted. All positions submitted are reviewed by the selected org/school for relevance to their talent community before publishing. You can change a job from published to closed, update expired postings, and update when you have successfully hired an applicant! If you have any questions, you can always go to the Help Center, click on the gray 'Help' button in the lower-right of the screen or contact our support team.



+ add job

PowerConnect

Select The States

Choose Your Schools

Request Connections

Options as low as \$50!

submitted job postings

Position	Company	School	Job Type	Date Created	Views	Applicants	Preview	Print Friendly	Copy	Edit	Remove
News Producer	Entravision Palm Springs	College of the Desert	Full Time	Sep 28, 2018							



Leonides Vasquez <lvasquez@entravision.com>

New Job Order Completed

1 message

CalJOBS <systemalert@geosolinc.com>

To: lvasquez@entravision.com

Mon, Oct 15, 2018 at 11:02 AM

The following Job Order(s) have been added to the CalJOBS.

Job(s) information:

Job #: 16248527

Job Title: Engineer Assistant

Current Status: Veteran Hold

This is an automated email notification. Please do not respond.

You are receiving this email, because you are a registered member of CalJOBS, and you were selected as a recipient for an email from another member, staff, or an automated process. If you would like to unsubscribe to all emails from CalJOBS, [Click Here](#).



Leonides Vasquez <lvasquez@entravision.com>

craigslist post 6744328511: " Account Executive - Integrated Marketing Solutions Consultant"

1 message

craigslist - automated message, do not reply <robot@craigslist.org>
To: lvasquez@entravision.com

Thu, Nov 8, 2018 at 4:25 PM

This email contains:

- 1) information about your transaction
- 2) instructions for how to locate and manage your post
- 3) instructions for contacting craigslist
- 4) terms of use

1) information about your transaction

posting ID: 6744328511
date: 2018-11-08
Payment ID: 135627833
Credit Card Holder Name: Leonides Vasquez

Item: jobs posting
Title: Account Executive - Integrated Marketing Solutions Consultant
Location: palm springs, CA
Category: sales
Price: \$15.00 USD

Quantity: 1 posting
Total: \$15.00 USD

The terms of use are in section 4 below.

2) how to locate and manage your posts

Your ad can be found here:

palm springs.craigslist.org/sls/d/account-executive-integrated/6744328511.html

*** Please keep in mind that it may take up to 30 minutes for your posts to fully appear and be searchable in each appropriate category and area.

To edit, delete, or repost your ad:

<https://post.craigslist.org/u/JH94ZbXj6BGHjFV9UU-qg/5ar7v>

3) contact information for craigslist

for customer service issues:
email: support@craigslist.org

for questions related to billing:
email: billing@craigslist.org
phone: 415-399-5200, extension 8283
mailing address: craigslist.org, PO Box 438 San Francisco, CA 94104-0438, USA
fax: (415) 398-5213

4) terms of use

WELCOME TO CRAIGSLIST. We (craigslist, Inc.) hope you find it useful. By accessing or otherwise interacting with our servers,



Job Title: Photojournalist
Job Category: Media - Journalism - Newspaper
Open Date: 11/14/2018
Closing Date: 12/14/2018
Job Type: Full Time
City: Palm Desert
Zipcode: 92260
State: California
Url: <http://www.entravision.com>

Job Details: Summary

Entravision Network seeks a news photographer/editor. Qualified applicant should have at least one-year shooting experience in a news environment. Candidate should possess strong video compositional skills and the ability to tell a visually compelling story. The applicant also needs to run camera, work closely with digital team.

Essential Functions

1. Works with a wide range of people.
2. Creates and edits video content to be syndicated to Entravision's several platforms.
3. Shoots and edits vos, vo-sots, and packages for Broadcast Air and On-line postings.
4. Operates studio cameras during live news shows and special shows.

Experience: Competencies

1. Strong Team Player.
2. Excellent Writing and Communication Skills.
3. Strong Attention to Detail.
4. Reliability.
5. Discretion and Confidentiality a Must.

Requirements: Required Education and Experience

1. Knowledge of Adobe Premier and Final Cut software preferred.
2. Minimum 2-3 years of experience in the field.
3. Knowledge and ability to deliver coverage across multiple platforms.
4. Fluent in Spanish and English (speak, read & write) a plus.
5. Must be willing to submit a background investigation.
6. Must have a valid driver's license.
7. Must have unrestricted work authorization to work in the United States.
8. Punctuality and Dependability are essential.
9. Must be able to work all shifts, including weekends and Holidays and be willing to change schedule with little or no notice if needed.

Salary: DOE

Contact Details: Send resume and demo to: Gino Lamont glamont@entravision.com

Job	Location	Created	Candidates	Views	Cost	Budget	Status
TV News Reporter Edit job Post job in multiple locations	Palm Desert, CA	0 min ago End date: Dec 15	0 candidates	0	\$0.00	\$13.00 daily	Processing
Photojournalist Edit job Post job in multiple locations	Palm Desert, CA	Nov 13	27 candidates (27 awaiting review)	418	\$0.00	\$13.00 daily	Paused
Integrated Marketing Solutions Consultant Edit job Post job in multiple locations	Palm Desert, CA	Nov 9	26 candidates (26 awaiting review)	366	\$0.00	\$15.00 daily	Paused
TV Newscast Producer Edit job Post job in multiple locations	Palm Desert, CA	Nov 7	22 candidates (22 awaiting review)	456	\$0.00	\$13.00 daily	Paused
Engineer Assistant Edit job Post job in multiple locations	Palm Desert, CA	Oct 15	22 candidates	225	\$0.00	\$11.00 daily	Paused

Total spend (Dec 1 - Dec 31): \$0.00

Performance Report

Billing History

Have jobs on your website? [Contact us](#)

Advertise your jobs in your social networks

Share your jobs now on social networks or by email to reach more candidates.



indeedjobs.com/entravision-communicatio... Copy Link



Site map

Apply Now

se



Saved Jobs

Entravision Communications Corporation

TV Production

Location/Market: Palm Springs, CA

JOB DESCRIPTION

Summary

Works effectively and efficiently with clients and account executives to create effective advertising campaigns. This position is hands-on and requires the individual to go on electronic field productions and be able to lift and handle equipment; edits projects in non-linear editing systems; designs company logos and or prepares images for broadcast. Helps in the execution of daily dubbing tasks for both national and local accounts plus other duties as assigned.

Essential Functions

1. Produces local and regional commercials, company promos, billboards, and public service announcements.
2. Creates and or translates television commercial scripts in English and Spanish.
3. Acts as camera operator, producer, or co-producer in field productions.
4. Edits projects in non-linear editing systems.
5. Designs company logos and or prepares images for broadcast.
6. Helps in the execution of daily dubbing tasks for both national and local accounts plus other duties as assigned.

Competencies

1. Attention to Detail.
2. Ability to Work in a Fast-Paced Environment.
3. Adaptability to a Flexible Schedule
4. Ability to Prioritize Multiple Projects.
5. Technical Capability.
6. Dependability.

Position Type/Expected Hours of Work

This is a Full Time position. Actual hours and schedule may vary.



Home About us Media Properties

Site map

U.S. Latinos Press Room Investor Info Employment Contact

Welcome to Entravision's Career Site



Our career site will put your resume information directly in the hands of the hiring manager. Please click **My Account** in the upper right corner to login and build your profile. Search jobs by Job Location, Department, Keyword, or to see all jobs at once simply click **Search**.

Nuestro tipo de carreras pondra su informacion personal directamente en las manos del gerente de empleo. Por favor haga clic en **My Account** en la esquina superior derecha para entrar al sistema y construir su perfil.

Busca empleo por ubicación, departamento, palabra clave, o para ver todos los trabajos al mismo tiempo simplemente haga clic en **Search**.

SEARCH JOBS

Palm Springs, CA
Job Department
Keyword or ReqID

Search

Create Job Alert Share Search

Promotions Coordinator TV & RD - | Palm Springs, CA | Promotions | req778 |

(1 Result)

JOBS IN MEXICO

All Pudo Mexico Job Location: Search

JOBS IN ARGENTINA

All Pudo Argentina Job Location: Search



Post a Job

[membersonly]

Preview

News Anchor

Full Time

Palm Springs

Posted 1 min ago



Closes:

Aug 31, 2018

Edit listing

Submit Listing



Entravision Palm Springs
Entravision Palm Springs

Entravision Palm Springs

A dynamic, energetic, and self-motivated individual responsible for writing, producing, and presenting accurate balanced daily news stories for the station's newscast. This position is required to spend more than 50% of the time performing work requiring invention, imagination, originality, or talent in a recognized field of artistic or creative endeavor, and regularly exercise discretion and independent judgment in the performance of the job duties.

craigslist post 6845189291: "Desert Living Producer"

1 message

craigslist - automated message, do not reply <robot@craigslist.org>
To: lvasquez@entravision.com

Tue, Mar 19, 2019 at 9:40 AM

This email contains:

- 1) information about your transaction
- 2) instructions for how to locate and manage your post
- 3) instructions for contacting craigslist
- 4) terms of use

1) information about your transaction

posting ID: 6845189291
date: 2019-03-19
Payment ID: 144877471
Credit Card Holder Name: Leonides Vasquez

Item: jobs posting
Title: Desert Living Producer
Location: palm springs, CA
Category: art/media/design
Price: \$15.00 USD

Quantity: 1 posting

Total: \$15.00 USD

The terms of use are in section 4 below.

2) how to locate and manage your posts

Your ad can be found here:

palm springs.craigslist.org/med/d/palm-desert-desert-living-producer/6845189291.html

*** Please keep in mind that it may take up to 30 minutes for your posts to fully appear and be searchable in each appropriate category and area.

To edit, delete, or repost your ad:

<https://post.craigslist.org/u/kBUj82NK6RGoCxlJb9Rmig/59g5r>

3) contact information for craigslist

for customer service issues:
email: support@craigslist.org

for questions related to billing:
email: billing@craigslist.org
phone: 415-399-5200, extension 8283
mailing address: craigslist.org, PO Box 438 San Francisco, CA 94104-0438, USA
fax: (415) 398-5213

4) terms of use



Use this folder to manage your Job Orders.
 By clicking the **Add New Job Order** button you may enter Job Orders (employment ads) that can be viewed online by local job seekers.
 Click on a Job Order title in the table below to view its details.

[Employer Portfolio]

- Employee Profiles
- Human Resource Plan

Job Orders

- Job Order Templates
- Application Questions
- Job Skill Sets
- Tools and Technology

i For help click the information icon.

[Show Filter Criteria](#)

Results View: **Summary** | [Detailed](#)
 To sort on any column, click a column title. Current Sort: *Created descending*

#	Job Title	Employer Job Status	On-line Status	System Status	Created	Inactive After	Views	Applicants	Action	Select
16533952	IV Production Specialist	Open and available	on-line	Veteran Hold	4/1/2019	5/31/2019	0	0	Copy Edit Delete Search by Job Criteria Pre-fill Advanced Resume	

craigslist post 6855676119: "TV Production Specialist"

1 message

craigslist - automated message, do not reply <robot@craigslist.org>
To: lvasquez@entravision.com

Mon, Apr 1, 2019 at 12:15 PM

This email contains:

- 1) information about your transaction
- 2) instructions for how to locate and manage your post
- 3) instructions for contacting craigslist
- 4) terms of use

1) information about your transaction

posting ID: 6855676119
date: 2019-04-01
Payment ID: 145884539
Credit Card Holder Name: Alexiss Dominguez

Item: jobs posting
Title: TV Production Specialist
Location: palm springs, CA
Category: tv/film/video/radio
Price: \$15.00 USD

Quantity: 1 posting
Total: \$15.00 USD

The terms of use are in section 4 below.

2) how to locate and manage your posts

Your ad can be found here:

palm Springs.craigslist.org/tfr/d/palm-desert-tv-production-specialist/6855676119.html

*** Please keep in mind that it may take up to 30 minutes for your posts to fully appear and be searchable in each appropriate category and area.

To edit, delete, or repost your ad:

<https://post.craigslist.org/u/kEKuIKpU6RGZMQvOy4aKmg/w2cqf>

3) contact information for craigslist

for customer service issues:
email: support@craigslist.org

for questions related to billing:
email: billing@craigslist.org
phone: 415-399-5200, extension 8283
mailing address: craigslist.org, PO Box 438 San Francisco, CA 94104-0438, USA
fax: (415) 398-5213

4) terms of use

Thanks for posting! We really appreciate it!

Purchase Receipt

This is a receipt confirming your purchase. Please print or save a copy of this receipt for your records. All sales are final. No Refunds.

Description	Price
Account Executive - Integrated Marketing Solutions Consultant	
PostingID 7025269756: los angeles > central LA 213/323 > sales	\$45.00 USD
Total amount charged:	\$45.00 USD

2019-11-22 -- Payment ID: 167664994

[Please visit your account homepage to manage this posting.](#)

#3401537 Multi-Media Journalist

Job [Preview job posting](#)

[Edit Details](#) [Expire Job](#)

[Duplicate job](#)

Applicants

[Review 0 Applicants](#)

View profiles and download application documents.

School	Applications	Last Update	Status	Comments
California State University, San Bernardino	0	Requested 5 minutes ago	Pending	0
University of California, Riverside	0	Requested 5 minutes ago	Pending	0
University of Redlands	0	Approved 5 minutes ago	Approved	0

 **Multi-Media Journalist**
Entravision Communications Corp

[Favorite Job](#)

About this Job

We are looking for a passionate storyteller who embraces today's multi-platform environment. You will shoot, write and edit your stories while also making sure you're in the social media stream before your story airs on TV. You'll cover stories as assigned by the desk, but you'll also be expected to generate story ideas every day. We respond aggressively to breaking news and weather, so you must have a strong on-camera presence on and off script and be ready to go live right after you get there. Most importantly, you must have a great attitude and collaborative spirit and enjoy and working with others.

- Qualifications:**
- *1 year experience as on-camera Video Journalist / Reporter.
 - *College degree in journalism or related field preferred.
 - *Strong news judgment with emphasis on enterprise reporting.
 - *Excellent storytelling and writing skills.

Posted to 0 Schools

This job has not been to any schools, yet. Once you post this job to schools, a summary will be shown here.

[Select Target Schools](#)

Labels

No labels have been added.

Select a label...

[Create New Label](#)

[View & Add Notes](#)

Tracking Code

No tracking code added

Social Media

[Like 0](#) [Share](#)

[Tweet](#)

[Share](#)

[Email](#)



Home About us Media Properties

U.S. Latinos Press Room Investor Info Employment Contact

Site map

Welcome to Entravision's Career Site



Our career site will put your resume information directly in the hands of the hiring manager. Please click **My Account** in the upper right corner to login and build your profile. Search jobs by Job Location, Department, Keyword, or to see all jobs at once, simply click **Search**.

Nuestro sitio de carreras pondrá su información personal directamente en las manos del gerente de empleo. Por favor haga clic en **My Account** en la esquina superior derecha para entrar al sistema y construir su perfil.

Busca empleo por ubicación, departamento, palabra clave, o para ver todos los trabajos al mismo tiempo, simplemente haga clic en **Search**.

SEARCH JOBS

Palm Springs, CA #
Job Department ↓
Keyword or ReqID

Search

Create Job Alert | Share Search

- Photojournalist - (Palm Springs, CA | News | req790)
TV Production - (Palm Springs, CA | News | req843)

(2 Results)

JOBS IN MEXICO

All Pulpo Mexico Job Locations # Search

JOBS IN ARGENTINA

All Pulpo Argentina Job Locations # Search

Job	Location	Created	Candidates	Cost	Budget	Status
Multi-Media Journalist <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	1 min ago End date: Jun 10	0 candidates	\$0.00	\$12.00 daily	Open
TV Production Specialist <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Jan 10 End date: May 10	105 candidates (105 awaiting review)	\$0.00	\$15.00 daily	Open
Desert Living Producer <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Mar 19	92 candidates (92 awaiting review)	\$0.00	\$16.00 daily	Paused
Engineer Assestant <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Oct 15 2018	22 candidates	\$0.00	\$11.00 daily	Paused
Integrated Marketing Solutions Consultant <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Nov 9 2018	26 candidates (26 awaiting review)	\$0.00	\$15.00 daily	Paused
News Anchor <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Feb 22	28 candidates (28 awaiting review)	\$0.00	\$40.00 daily	Paused
Photojournalist <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Feb 22	29 candidates (29 awaiting review)	\$0.00	\$15.00 daily	Paused
Photojournalist <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Nov 13 2018	27 candidates (27 awaiting review)	\$0.00	\$13.00 daily	Paused
Promotions Coordinator <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Feb 11	66 candidates (66 awaiting review)	\$0.00	\$46.00 daily	Paused
TV News Reporter <small>Edit job Post job in multiple locations</small>	Palm Desert, CA	Dec 3 2018	52 candidates (59 awaiting review)	\$0.00	\$13.00 daily	Paused

Overview Jobs Candidates Career Page

Print Candidates



Post a Job

Job	Location	Created	Candidates	View	Cost	Budget	Status
Photojournalist End job: Prev job: n multiple locations	Palm Desert, CA	2 hrs ago End date: Mar 8	0 candidates		\$0.00	\$15,000 (est.)	Processing
News Anchor End job: Prev job: n multiple locations	Palm Desert, CA	4 hrs ago End date: Feb 28	0 candidates		\$0.00	\$40,000 (est.)	Processing
Promotions Coordinator End job: Prev job: n multiple locations	Palm Desert, CA	Feb 11	96 candidates (66 awaiting review)		\$97	\$495.70 \$40,000 (est.)	Paused
TV Production Specialist End job: Prev job: n multiple locations	Palm Desert, CA	Jan 19	79 candidates (79 awaiting review)		\$79	\$2,000 \$17,000 (est.)	Paused
TV News Reporter End job: Prev job: n multiple locations	Palm Desert, CA	Dec 2 2018	32 candidates (32 awaiting review)		\$32	\$0.00 \$1,500 (est.)	Paused
Photojournalist End job: Prev job: n multiple locations	Palm Desert, CA	Nov 15 2018	27 candidates (27 awaiting review)		\$27	\$0.00 \$1,000 (est.)	Paused
Integrated Marketing Solutions Consultant End job: Prev job: n multiple locations	Palm Desert, CA	Nov 3 2018	46 candidates (28 awaiting review)		\$46	\$0.00 \$1,000 (est.)	Paused
TV Newscast Producer End job: Prev job: n multiple locations	Palm Desert, CA	Nov 2 2018	22 candidates (22 awaiting review)		\$22	\$4.00 \$1,100 (est.)	Paused
Engineer Assistant End job: Prev job: n multiple locations	Palm Desert, CA	Oct 15 2018	22 candidates		\$22	\$0.00 \$11,000 (est.)	Paused

Total spend: Feb 1 - Feb 28 \$495.70

Performance Report

Billing History

Results View: [Summary](#) | [Detailed](#)

To sort on any column, click a column title. Current Sort: *Created descending*

#	Job Title	Employer Job Status	On-line Status	System Status	Created	Inactive After	Views	Applicants	Action	Select
16796433	Integrated Marketing Solutions Consultant	Veteran Hold	on-line	Veteran Hold	9/20/2019	11/19/2019	0	0	Copy Edit Delete Search by Job Criteria Pre-fill Advanced Resume Search Applicants Preview Template	
16796443	Multi-Media Journalist	Veteran Hold	on-line	Veteran Hold	9/20/2019	11/19/2019	0	0	Copy Edit Delete Search by Job Criteria Pre-fill Advanced Resume Search	



KMIR/KVER/KPSE/KEVC/KLOB-FM/KPST-FM

- **Senior Vice President, Integrated Marketing Solutions (SVP, IMS)**

JOB TYPE: Full Time

JOB DESCRIPTION:

Entravision Communications Corporation (NYSE: EVC) one of the fastest growing Hispanic multi-media companies seeks an SVP. Responsible for managing all aspects of operations in order to increase news and programming ratings and garner a greater share of market revenue. Successful candidate will be an exceptionally skilled, results-oriented, confident and self-motivated team player. The duties and responsibilities of this position involve the management of the enterprise in which he or she is employed or of a customarily recognized department or subdivision therein; customarily and regularly directs the work of two or more other employees therein; has the authority to hire or fire and advance, promote or any other change of status of employees; and customarily and regularly exercises discretion and independent judgement.

Essential Functions

1. Directs the station's day-to-day operations and provides strong leadership and motivation to the entire staff by hands-on example.
2. Oversees performance of all department heads and holds them accountable for performance against predetermined goals.
3. Ensures that sound policies, systems, and performance goals are in place for all areas of the organization, in accordance with Entravision's corporate policies.
4. Oversees the financial activities of the station, increasing cash flow to meet the station's goals. Manages and reviews budgets.
5. Oversees marketing strategy and execution. Works closely with marketing/promotions to create and enhance brand awareness.
6. Develops and maintains an effective working environment that encourages high productivity, supports good staff relations, and provides a challenging climate for all employees.
7. Establishes and maintains strong community relationships, especially with the Latino community leaders and their organizations.
8. Develops and maintains strong relationships with every head-end manager and all regional managers.

Competencies

1. Strategic Thinking.
2. A Self-Motivated Team Player.
3. Excellent People Skills.
4. Strong Leadership Qualities.
5. Tough but Fair Negotiator.
6. Ability to Communicate Effectively.
7. Capability of Rapidly Establishing Credibility and Respect.

8. **Sound Judgment and Impeccable Integrity.**
Supervisory Responsibility
Reports directly to Executive Vice President, Eastern Region
Position Type/Expected Hours of Work
This is a full-time position, Monday through Friday. Actual hours and schedule may vary.

Travel

Travel is required in and outside of the local market.

Required Education and Experience

1. CRM experience mandatory.
2. Established record of success in increasingly responsible management positions in a broadcasting company.
3. Demonstrated expertise in sales as well as knowledge and familiarity encompassing all aspects of advertising, media, promotions, news, and finance.
4. Capable of rapidly establishing credibility and respect with superiors, peers, and subordinates and community at large.

Preferred Education and Experience

1. Bilingual in Spanish/English.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Salary:

Commensurate with experience. Excellent benefits and huge growth potential for good performers.

Contact:

Send resume to:

Eddie Melendez

emclendez@entravision.com

Entravision Communications Corporation Participates in the E-Verify system operated by the US Department of Homeland Security and the Social Security Administration and will use E-Verify to confirm work eligibility for all new hire employees.

Entravision Communications is an Equal Opportunity Employer.
We encourage women and minorities to apply.

find your postings | [most recent](#) | [active](#) | [inactive](#) | [all postings](#)
 in category: any | posted during any month | search your postings | search

showing most recent
 (page: 1)

new posting in: palm springs, CA US

status	manage	posting title	area and category	posted date	exp.	id
Active	display delete repost edit	Account Executive - Integrated Marketing Solutions Consultant	psp sales receipt	20 Sep 2019 12:36 repost of 6744328511	29 days	6982971024
Active	display delete repost edit	Newscaat Producer, NBC Palm Springs	psp tv/film/video/radio receipt	20 Sep 2019 12:35 repost of 6440338956	29 days	6982969631
Active	display delete repost edit	Senior Vice President, Integrated Marketing Solutions (SVP, IMS)	psp sales receipt	20 Sep 2019 12:33 repost of 6615487521	29 days	6982968382
Active	display delete repost edit	Multi Media Journalist	psp tv/film/video/radio receipt	20 Sep 2019 12:32 repost of 6982921907	29 days	6982966894

page: 1

The Global Climate Strike is Happening NOW! #CLIMATESTRIKE

Entravision Palm Springs

Active Jobs | Pending Jobs | Expired Jobs | All Jobs

POST NEW JOB

Status	Job Title	Location	Display	Expires	Views
Active	NewsCast Producer	Palm Desert, CA	9/20/2019	3/30/2020	1
Active	Multi-Media Journalist	Palm Desert, CA	9/20/2019	3/30/2020	13
Active	Integrated Marketing Solutions Consultant	Palm Desert, CA	9/20/2019	12/31/2019	6
Active	Sr Vice President, Integrated Marketing Solutions	Palm Desert, CA	9/20/2019	12/30/2019	4
Expired	TV Production Specialist	Palm Desert, CA	5/27/2019	6/26/2019	37
Expired	TV Producer	Palm Desert, CA	3/20/2019	4/18/2019	16
Expired	Promotions	Palm Desert, CA	2/12/2019	3/13/2019	22
Expired	Photojournalist	Palm Desert, CA	2/22/2019	3/9/2019	9
Expired	News Anchor	Palm Desert, CA	2/22/2019	3/8/2019	1
Expired	Weekend Weather Reporter	Palm Desert, CA	10/27/2018	11/25/2018	5
Expired	TV NewsCast Producer	Palm Desert, CA	11/7/2018	11/17/2018	6
Expired	Engineer Assistant	Palm Desert, CA	10/16/2018	11/14/2018	10
Expired	Master Control Operator	Palm Desert, CA	9/20/2018	10/3/2018	15
Expired	News Director	Palm Desert, CA	4/29/2018	6/30/2018	33
Expired	Creative Services Producer	Palm Springs, CA	4/19/2018	5/17/2018	4
Expired	Digital Sales Manager	Palm Desert, CA	1/29/2018	2/12/2018	2
Expired	Administrative Assistant	Palm Desert, CA	12/28/2017	1/23/2018	23
Expired	Video Journalist	Palm Desert, CA	12/29/2017	1/13/2018	2
Expired	News Reporter	Palm Desert, CA	12/3/2017	1/7/2018	14
Expired	Master Control Operator	Palm Desert, CA	10/18/2017	11/3/2017	21

From here you can manage the status of the jobs that you have already posted. All positions submitted are reviewed by the selected org/school for relevance to their talent community before publishing. You can change a job from published to closed, update expired postings, and update when you have successfully hired an applicant! If you have any questions, you can always go to the Help Center, click on the gray 'Help' button in the lower-right of the screen or contact our support team.

unconnected 0 submitted 3 published 2 placements 0 closed 0 cancelled 0 expired 46

+ add job

submitted job postings

Position	Company	School	Job Type	Date Created	Views	Applicants	Print Friendly	Copy	Edit	Remove
Accounting Assistant	Entravision palm Springs	College of the Desert	Full Time	Dec 24, 2019						
Multi-Media Journalist	Entravision palm Springs	College of the Desert	Full Time	Dec 24, 2019						
News Producer	Entravision palm Springs	College of the Desert	Full Time	Dec 24, 2019						

PowerConnect
 Unlimited School Connections!
 Click for more info
 OPTIONS AS LOW AS \$70!

- my briefcase
- my jobs
- add a job
- my schools
- my help



terms of service | contact

ATTACHMENT B

Job Title (August 1, 2018 - July 31, 2019)	List of Sources Used	Notice to Source Attached
News Anchor	CBA website, Craigslist, CA EDD, EVC website, COD website, WIE website	CBA website
Master Control Operator	CBA website, Craigslist, CA EDD, EVC website, COD website, WIE website	Craigslist
News Production Specialist	CBA website, Job Expo, Craigslist, CA EDD, EVC website, COD website, WIE website	EVC website
News Producer	CBA website, Craigslist, CA EDD, EVC website, COD website, WIE website	COD website
Engineer Assistant	CBA website, Craigslist, CA EDD, EVC website, COD website, WIE website	EDD website
Integrated Marketing Solutions Consultant	CBA website, Craigslist, CA EDD, EVC website, Indeed, COD website, UCR, WIE website	Craigslist
Photojournalist	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	CBA website
News Reporter	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Indeed
News Production Specialist	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	EVC website
Promotions Coordinator	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	EVC website
News Anchor	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	WIE website
Desert Living Producer	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Craigslist
TV Production Specialist	CBA website, Career Fair, Craigslist, CSUSB, EVC website, Indeed, COD website, UCR, UofR, WIE website	EDD website
News (TV) Production Specialist	Career Fair, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Craigslist
TV Production Specialist	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	EVC website
Multi-Media Journalist	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Indeed

Job Title (August 1, 2019 - July 31, 2020)	List of Sources Used	Notice to Source Attached
Photojournalist	CBA website, Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Indeed
Multi-Media Journalist	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	EDD website
Senior Vice President, Integrated Marketing Solutions	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	EVC website
News Producer	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Craigslist
Multi-Media Journalist	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	WIE website
Integrated Marketing Solutions Consultant	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Craigslist
Multi-Media Journalist	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	U of R
News Producer	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	COD website
Multi-Media Journalist	Craigslist, CSUSB, CA EDD, EVC website, Indeed, COD website, UCR, UofR, WIE website	Indeed

ATTACHMENT C

STATEMENT

Entravision Holdings, LLC, the licensee of the Stations in the Employment Unit responding to the Commission's February 25, 2021 Audit Notice, hereby confirms that, pursuant to Section 73.2080(c)(5)(iii) of the Commission's Rules, it has maintained in its possession or control, either in paper or electronic versions, the dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies that were supplied to the recruitment sources that it relied on when the Employment Unit engaged in recruitment actions being reported in connection with the instant Audit Notice.

EMPLOYMENT UNIT'S 2018-2020 INTERVIEWING INFORMATION

In connection with its responses to this Item 2(b)(iii), the Employment Unit wishes to advise the FCC of the following information concerning its interviewing process:

Job Title (August 1, 2018 - July 31, 2019)	Total Interviewees	Referral Source
News Anchor	2	1 Craigslist, 1 EVC website
Master Control Operator	5	4 EVC website, 1 Craigslist
News Production Specialist	1	1 EVC website
News Producer	1	1 COD
Engineer Assistant	3	2 EVC website, 1 Craigslist
Integrated Marketing Solutions Consultant	2	2 EVC website
Photojournalist	3	1 Craigslist, 1 EVC website, 1 Indeed
News Reporter	3	2 EVC website, 1 Indeed
News Production Specialist	5	3 EVC website, 2 Indeed
Promotions Coordinator	3	1 Indeed, 2 Craigslist
News Anchor	2	2 EVC website
Desert Living Producer	1	1 EVC website
TV Production Specialist	3	1 EVC website, 1 Indeed, 1 COD
News (TV) Production Specialist	8	2 EVC website, 2 Indeed, 4 Craigslist
TV Production Specialist	2	1 EVC website, 1 COD
Multi-Media Journalist	3	3 EVC website

Job Title (August 1, 2019 - July 31, 2020)	Total Interviewees	Referral Source
Photojournalist	3	3 EVC website
Multi-Media Journalist	3	2 EVC website, 1 Craigslist
Senior Vice President, Integrated Marketing Solutions	3	2 EVC website, 1 Indeed
News Producer	3	3 EVC website
Multi-Media Journalist	1	1 Indeed
Integrated Marketing Solutions Consultant	3	2 EVC website, 1 Craigslist
Multi-Media Journalist	4	3 EVC website, 1 Indeed
News Producer	3	1 Indeed, 2 EVC website
Multi-Media Journalist	4	1 Craigslist, 2 Indeed, 1 EVC website

EMPLOYMENT UNIT'S 2018-2020 RECRUITMENT INITIATIVES

In connection with its responses to this Item 2(b)(iv), the Employment Unit wishes to advise the FCC of the following:

1. The Employment Unit is providing documentation concerning its participation in recruitment initiatives.
2. The Employment Unit's annual EEO Report provides details as to the Employment Unit personnel responsible for its Initiatives.
3. As of the date of this submission, the Employment Unit has 47 full-time employees.
4. The Employment Unit is located in the Palm Springs Metropolitan Statistical Area where the population is more than 250,000.
5. Details as to the recruitment sourcing utilized in filling these positions are contained in the attached Response as to Initiatives.

RESPONSE AS TO INITIATIVES

Attached is dated documentation as to the Initiatives undertaken by the Employment Unit during the applicable time periods reported on the EEO Public File Reports.



23RD VALLEY WIDE EMPLOYMENT EXPO

September 20, 2018
9:00 a.m. - 1:00 p.m.
Fantasy Springs Casino Special Events Center
84245 Indio Springs Pwky.
Indio, CA 92201

EXPO CHECK-IN INSTRUCTIONS

Welcome to the 23rd Valley Wide Employment Expo! We are excited to have you as an exhibitor this year. This is our second year hosting the Expo at the Fantasy Springs Special Events Center. Please review the following instructions for a smooth check-in process.

Please provide these instructions to the person who is setting up your booth.

IMPORTANT: PLEASE READ

Exhibitors must check in at the employer registration desk located at the entrance of the loading dock area. The loading dock is located on the southeast side of the Special Events Center (See attached map). You will receive your booth assignment and table tent at the employer registration desk. Registration is listed by your **COMPANY NAME**.

You may unload your display items at the loading dock and then move your vehicle to the parking lot just south of the Special Events Center.

PARKING: Employers may park in the parking lot south of the Special Events Center or the parking structure (see map). There is **NO PARKING** in the Loading Dock area. Vehicles will be towed from this area.

DAY BEFORE EVENT: We strongly encourage you to set up on Wednesday, September 19th, between 1:30 p.m. - 4:30 p.m.

DAY OF EVENT: All employers **MUST** check in at the Employer Registration Desk upon entry, this includes those who set up the day before. Final Set-up and Check-in is between 7:00-8:30 a.m. on Thursday, September 20th. The Loading Dock area will **ONLY** be **open until 8:30 AM!** If you arrive after 8:30 a.m., you may be re-directed to enter through the Special Events Center front door.

Exhibitors are responsible for staffing their booths during EXPO hours from 9 a.m.-1 p.m. Appreciation raffles will be conducted at 1 p.m. for a gift card and another for a free booth the following year.

Employer-exhibitors are invited to join us for a continental breakfast from 7:00 a.m. - 9:00 a.m. the morning of the EXPO. This is a great networking opportunity. There will also be a brief opening ceremony at 8:15am.

Please bring extra applications or materials to be handed out. Advanced Imaging Solutions (AIS) is providing free copy service if you happen to run out of material. Pipe and drape is not available, but you are welcome to bring your company mirage setup or display for a 10X10 booth area. Free electricity is available but please bring your own extension cords. Wi-Fi is available upon request.

The Special Events Center restricts distribution of food and beverages. No sales allowed. No Helium Balloons. You may give away brochures, promotional items, pens, note pads, small wrapped candy, etc. This is an employment EXPO only. Exhibitors are responsible for any damages caused by them during the event at the Special Events Center.

We conducted Pre-Expo workshops again this year for jobseekers. Workshop attendees will be given a wristband and priority admittance to the Expo.

If there is an emergency on the day of the event or you will not be on time, please call Annette Best at (760) 625-6090. Please note that booths not staffed by 8:30am will be considered no-shows and subject to reassignment.

Questions on REGISTRATION AND BILLING, contact Annette Best at (760)863-2521 or Connie Muñoz (760) 863-2509.

For more detailed information and directions to the Fantasy Springs Casino Special Events Center, please visit our web site at www.desertjobexpo.com

Your Purple Briefcase receipt [#1511-6796]

1 message

Purple Briefcase <receipts+tJgeCuqwsdBlp8Uh3Gpz@stripe.com>
Reply-To: Purple Briefcase <support@purplebriefcase.com>
To: lvasquez@entravision.com

Mon, Mar 11, 2019 at 8:06 AM



Receipt from Purple Briefcase

Receipt #1511-6796

AMOUNT PAID	DATE PAID	PAYMENT METHOD
\$100	March 11, 2019	VISA - 3496

SUMMARY

College of the Desert - Spring 2019 Career & Job Fair - Career and Job Fair Registration	\$100.00
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Amount paid	\$100.00
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If you have any questions, visit our support site at <https://purplebriefcase.zendesk.com/hc/en-us>, contact us at support@purplebriefcase.com, or call at +1 585-678-9395.

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Stripe, 510 Townsend Street, San Francisco CA 94103

FCC Training

1 message

Federico Gagliardone <fgagliardone@entravision.com>

Tue, Nov 13, 2018 at 5:12 PM

Reply-To: Federico Gagliardone <fgagliardone@entravision.com>

To: rsantos@entravision.com, lvasquez@entravision.com, pbias@entravision.com, emuniz@entravision.com, jdempsey@entravision.com, dsolorzano@entravision.com, jjouwstra@entravision.com, msalinas@entravision.com, jmonreal@entravision.com, ecanavati@entravision.com, josegonzalez@entravision.com, tmeyer@entravision.com, oramos@entravision.com, alabrie@entravision.com, sgranados@entravision.com, fgagliardone@entravision.com, rfranco@entravision.com, mtomassilli@entravision.com

Hello all,

We have our first session of FCC training tomorrow.

We are going to do a quick recap of the following:

- 1- Public File intro
- 2- EEO
- 3- Political File
- 4- Community Issues
- 5- Children Programming

Please arrive on time.

I'll record the sessions and will call for each market so that we can later send your certification.

See you tomorrow!

FCC Training

When Wed Nov 14, 2018 9:30am – 10:20am Pacific Time - Los Angeles

Joining info meet.google.com/ehu-zdna-owa

Or dial: +1 442-900-4175 PIN: 619205# [More phone numbers](#)

Who

- Federico Gagliardone - organizer
- Sandy Granados
- Pamela Bias
- msalinas@entravision.com
- emuniz@entravision.com
- rsantos@entravision.com
- Jose Monreal
- Joanne Dempsey
- rfranco@entravision.com
- lvasquez@entravision.com
- dsolorzano@entravision.com
- Jose Gonzalez
- Tonya Meyer
- ecanavati@entravision.com
- oramos@entravision.com
- jjouwstra@entravision.com
- mtomassilli@entravision.com
- Alex La Brie

Name of Student	School Attending	Internship Period	Department	Notes
Jack Fennell	College of the Desert	Spring 2019	News	Signed agreement on file.



INTERN PROGRAM AGREEMENT

The Entravision Communications Corporation ("EVC") Television Division Internship program is designed for college students 18 years of age or older, to supplement a course of studies in Business, Journalism, Communications, Broadcast Media, Spanish Language and /or Public Relations.

In order to be considered for the program, interns must present a letter from their University Department Chairman, confirming academic credit to be received in exchange for completion of the program. A college transcript with pertinent class schedule must be submitted. The internship is for the benefit of the intern, who will not displace any regular employee of EVC during the internship program.

EVC interns are not paid for their participation or work in the program, and will not be eligible to participate in any benefit programs offered to regular employees. No federal, state or local withholdings will be made on the interns, as interns are unpaid. The station will reimburse up to \$125 dollars per month per intern for reasonable and pre-approved expenses.

Interns report directly to the General Manager. Each program participant must sign a confidentiality agreement; perform in a professional manner and complete required reports to receive proper academic credit. Failure to honor the confidentiality agreement, repeated absenteeism or tardiness, or unprofessional conduct will result in immediate termination from the internship program.

Interns must be bilingual, proficient with Microsoft Office software, and have a valid driver's license. In accordance with EVC's operation standards, interns must comply with EVC's drug and alcohol policy as well as our non-smoking policy.

The Entravision Television Division Internship program is divided into three areas:

1. Office Duties
2. Street Team
3. Broadcast Training

INTERNSHIP PROGRAM

1. OFFICE DUTIES

- Assist in the creation, editing and writing of Public Service announcements, press releases, and on air promotional spots
- Assist in creation and maintenance of monthly promotional calendar
- Assist in crating, writing and editing monthly station newsletter
- Attend weekly promotions meeting
- Coordinate station contesting, winner sheets, awarding of prizes and all listener documentation
- Assist in promo item inventory maintenance
- Prepare a written summary of Internship experience for academic credit

2. STREET TEAM

- Interns must wear approved station gear to all events, remotes and promotions
- Proper language and professional courtesy must be exhibited to all employees clients and viewers
- Attend a minimum of three events per month. Assignments will be distributed weekly
- Prepare station promotional items for set up at event
- Set up and take down al all promo items (booth, banners, tables, chairs, microphones, prize wheels, etc., at each event)
- Coordinate remote activity with viewers, manages registrations, coordinate giveaways and assist all station employees

3. BROADCAST TRAINING

A) News

- Attend training sessions as scheduled
- Create, produce and record 10", 30" and 60" news cut-ins

- Practice capturing, editing, production, and voice modulation of news pieces

B) Production ■ Attend training

sessions as scheduled

- Create, produce and record 10", 30" and 60" cut-in commercial spots or PSA

- Practice capturing, editing, production, and voice modulation of spots

C) Management

- Attend training sessions as scheduled

- Assist with the creation of sales presentations, contract and traffic information

- Assist with the input of sales contract and traffic instructions

- Accompany account executives during sales presentations

I AGREE TO THE CONDITIONS OF THE INTERN PROGRAM AS OUTLINED HEREIN, AND TO COMPLY WITH THE EXPECTATIONS OF EVEC. I ALSO HEREBY WAIVE ANY AND ALL LIABILITY AGAINST EVC, ITS OFFICERS, EMPLOYEES AND AGENTS, ASSOCIATED WITH MY PARTICIPATION IN THE INTERN PROGRAM AND RELEASE EVC, ITS OFFICERS, EMPLOYEES AND AGENTS, FROM ANY AND ALL LIABILITY ASSOCIATED WITH THE INTERN PROGRAM.

AGREED: [Signature] DATE: 2/23/2019
(Signature)

PRINT NAME: [Redacted]

AGREED FOR ENTRAVISION COMMUNICATIONS CORPORATION:
[Signature] DATE:
(EVC Staff Representative)

SUPERVISING DIRECTOR: _____ DATE:

GENERAL MANAGER: [Signature] DATE:



Leonides Vasquez <lvasquez@entravision.com>

You're invited to 24th Valleywide Employment EXPO (Sep 12, 2019)

1 message

Valley-wide Employment EXPO <invite@eventbrite.com>

Reply-To: vferrino@rivco.org

To: lvasquez@entravision.com

Thu, Jun 6, 2019 at 8:00 AM

Hello Leonides,

You are invited to the following event:

24TH VALLEYWIDE EMPLOYMENT EXPO



Event to be held at the following time, date, and location:

Thursday, September 12, 2019
from 9:00 AM to 1:00 PM (PDT)

Fantasy Springs Resort Casino Event Center

84245 Indio Springs Parkway
Indio, CA 92203

[View Map](#)

[Attend Event](#)

Share this event:



The 24th Valley-wide Employment EXPO is the Coachella Valley's largest event of it's kind.

You must register on our website and receive confirmation for your registration to be complete.

www.desertjobexpo.com

Employers with questions about registration can contact

Connie Munoz (760) 863 2509

Thank You

Share this event on [Facebook](#) and [Twitter](#).

We hope you can make it!

Cheers,

Valley-wide Employment EXPO

Your Purple Briefcase receipt [#1538-4316]

1 message

Purple Briefcase <receipts+tJgeCuqwsdBlp8Uh3Gpz@stripe.com>
Reply-To: Purple Briefcase <support@purplebriefcase.com>
To: lvasquez@entravision.com

Tue, Mar 10, 2020 at 12:27 PM



Receipt from Purple Briefcase

Receipt #1538-4316

AMOUNT PAID	DATE PAID	PAYMENT METHOD
\$100	March 10, 2020	VISA – 3496

SUMMARY

College of the Desert - Spring 2020 Career & Job Fair - Spring 2020 Career & Job Fair	\$100.00
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Amount paid	\$100.00
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If you have any questions, visit our support site at <https://purplebriefcase.zendesk.com/hc/en-us>, contact us at support@purplebriefcase.com, or call at +1 585-678-9395.

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56 - 51 - 1010

- 4205



Alexiss Dominguez <adominguez@entravision.com>

JobsNow Registration Confirmation

1 message

JobsNow <gerhardk@incight.org>

Mon, Sep 30, 2019 at 9:45 AM

Reply-To: JobsNow <gerhardk@incight.org>

To: Lexy Dominguez <adominguez@entravision.com>



INCIGHT™

Unlocking the Potential of People!

Registration #:

4801

Registration

Date:

09/30/2019

Hi Lexy Dominguez, Entravision! Thanks for your registration for the Palm Desert Job Fair 3 - Employer Registration on 11/14/2019 10:00 AM - 01:30 PM PT! We have successfully received your registration. Your receipt is at the bottom of this email. Included with registration is a table, two chairs and lunch. Booths are assigned first come, first serve. Please arrive so you have ample time to set up prior to start of event. We have free WiFi and limited electrical outlets. Free parking is available onsite.

We will be using your logo in our promotions for this event. Please reply with the logo you would like us to use, and let us know if you have any questions.

Please note that no-shows or cancellations within 10 days of event will not be eligible for any refund or exchange.

Registrant Information:

E-mail Address: adominguez@entravision.com

Phone: 760 404-8511

Billing Address:

72920 Parkview Drive

Palm Desert, CA 92260 -92260

Registration Grand Total: \$300.00

Registration Summary:

Registration #: 4801

Event Name: Palm Desert Job Fair 3 - Employer Registration

Summary: If you would like to attend more than 1 job fair, please use the "Register for another Event" button when checking out. If you register for 3 or more job fairs, please use the coupon codes below for discounted prices on EACH registration. You can enter the codes at the end of the first page of EACH event you wish to

attend: 10% for 3 to 4 job fairs: 10%OFF 20% for 5 to 6 job fairs: 20%OFF 30% for 7 or more job fairs: 30%OFF

Time: 11/14/2019 10:00 AM - 01:30 PM PT

Location: Hope Lutheran Church

Address: 45900 Portola Ave.

City: Palm Desert

State: CA

Zip: 92260

Country: United States of America

Are background checks part of your hiring process for all open positions? (Specifically for prior felony convictions):
Depends

How did you hear about INCIGHT/JobNow.org and this event?: Email

How do Job Seekers apply for positions? (paper form, online application, etc.): Online Applications

How many jobs are currently available within your organization?: 2

The booth purchase includes accommodations for 2 attendees. How many attendees are planning to attend?

Please list any special accommodations you need (dietary restrictions, additional accessibility, etc.): 2

What industry is your company in?: Other

What types of positions are currently open? (part-time, full-time, entry-level, etc.): Full Time

Attendee 1

Name: Lexy Dominguez

Email: adominguez@entravison.com

Event Admission: Job Fair Booth

\$300.00

**Total for this
Registration: \$300.00**

Payments

Amount: \$300.00

Method: Credit Card (Online)

Status: Succeeded

Date: 09/30/2019

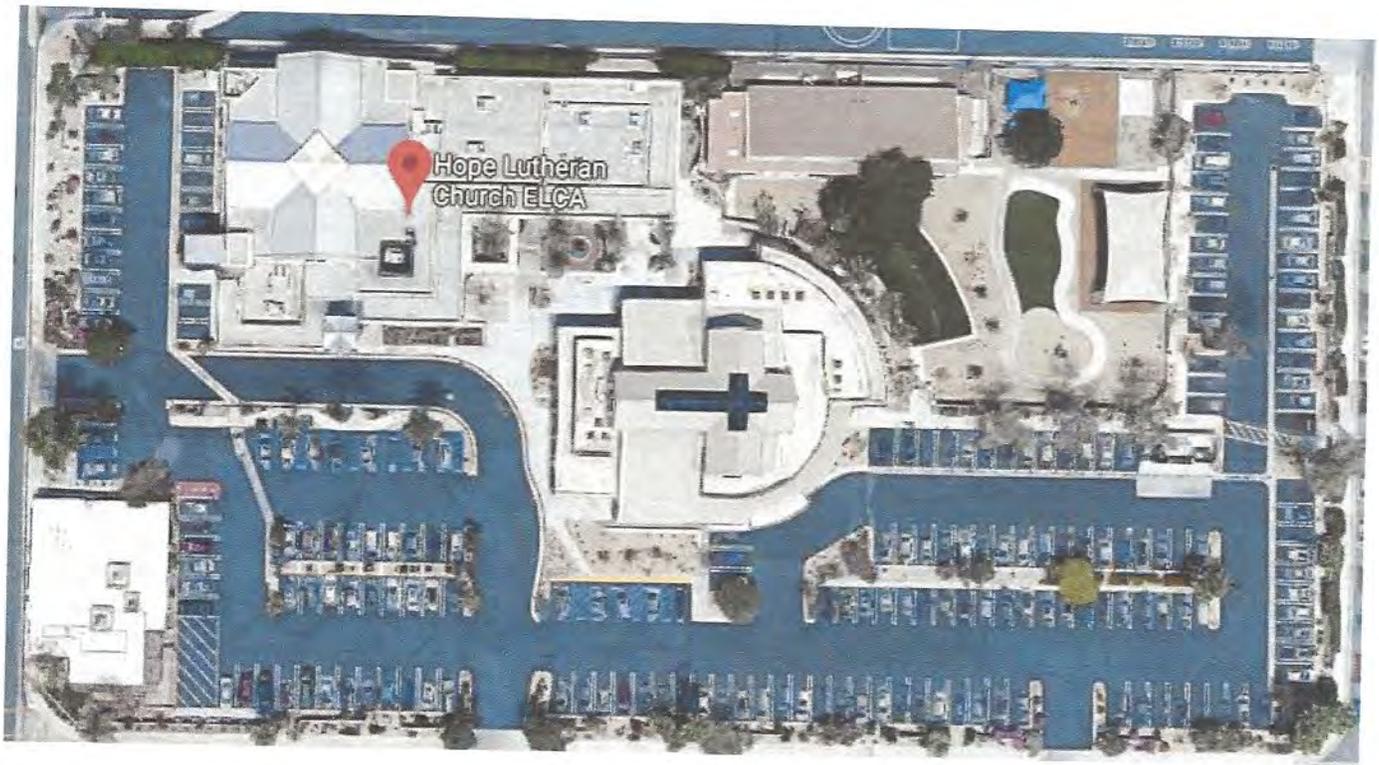
Card #:

Exp. Date: 07/22

Card Holder: Alexiss Dominguez

Transaction #: ch_1FOS0FGWBNqqPHTyaxjStHm

Total Amount Paid:\$300.00



--
John "Jay" Bailey
JobsNow.org - Job Fairs
[855.772.4872](tel:855.772.4872)
JobsNow.org
powered by
INCIGHT



Lexy Dominguez
Administration Assistant TV & Radio
72920 Park View Drive
Palm Desert Ca, 92260

Office: 760-341-5837
Cell: 760-404-8511
adominguez@entravision.com



Entravision (NYSE:EVC) is a leading media company that reaches and engages U.S. Latinos across acculturation levels and media channels, as well as consumers in Mexico. The company's comprehensive portfolio incorporates integrated media and marketing solutions comprised of acclaimed television, radio, digital properties (Pulpo), events, and data analytics services. Established in 1996, Entravision has corporate headquarters in Santa Monica, CA.
www.entravision.com

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**ENTRAVISION HOLDINGS, LLC
COMPLIANCE OFFICER'S CERTIFICATE**

I, the undersigned, Vice President of Integrated Operations and Compliance Officer of Entravision Holdings, LLC (the "Company"), do hereby certify that:

Stations KVER, KVES, KMIR, KPSE, KLOB, KPST, employees and management were provided with their annual training pursuant to the Compliance Plan for the Company on November 19, 2019.

IN WITNESS WHEREOF, the undersigned has executed this Certificate as of November 19, 2019.

A handwritten signature in black ink, appearing to read 'Federico Gagliardone', written over a horizontal line.

Name: Federico Gagliardone,
Title: Vice President of Integrated Operations and
Compliance Officer

Name of Student	School Attending	Internship Period	Department	Notes
Student Name	College of the Desert	Winter 2020	News	Signed agreement on file.

**ENTRAVISION COMMUNICATIONS CORPORATION
INTERN HIRING POLICY**

Entravision Communications Corporation ("Entravision" or the "Company") periodically employs interns in its News Department, Creative Services Department, and other departments within the Company. This policy has been prepared for intern supervisors to familiarize themselves with the policies and procedures that apply to all Entravision internships. Any questions regarding this policy should be directed to the Marissa de la Rosa in the Legal Department at (310) 447-3895 or mdelarosa@entravision.com or the Alex La Brie in the Human Resources Department at (310) 447-3878 or alabrie@entravision.com.

1. **Definition of Intern.** *Under this policy, an intern is a student enrolled in an accredited college or university and hired by Entravision for a fixed, limited period of time (an "internship") and may or may not be receiving scholarly credit for his or her participation in the internship.* The purpose of Entravision's internship program is for interns to learn about the Entravision's business and to gain valuable insight and work experience. All Entravision internships are unpaid internships.

2. **Unpaid Internships.** According to the U.S. Department of Labor, a person may be considered an intern or student "trainee" and not an employee entitled to minimum wage and overtime under the Fair Labor Standards Act if all of the below six criteria are met. Therefore, all Entravision internships must meet the following criteria:

a. The internship, even though it includes actual operation of the facilities of the Company, is similar to training that would be given in an educational environment.

b. The internship experience is for the benefit of the intern.

c. The intern does not displace regular employees of the Company, but works under close supervision of existing Company staff.

d. The Company does not derive an immediate advantage from the activities performed by the intern and on occasion its operations may be temporarily impeded.

e. The intern is not necessarily entitled to a job at the conclusion of the internship.

f. The intern is not entitled to wages or any compensation or benefits for the time spent in the internship.

For more information regarding the Department of Labor's test for unpaid interns, see attached Exhibit A.

3. **Requirements and Responsibilities Pertaining to Interns.** Interns are subject to and must abide by all applicable Entravision and department policies, procedures and rules. It is the responsibility of the intern's supervisor to review these policy and procedure details with the intern.

4. **Prohibited Activities.** Interns cannot replace or be substituted for current employees or perform work that would otherwise require another individual to be employed. Interns are also prohibited from performing the following activities:

a. *Performing work outside of Entravision's premises, including but not limited to, at remotes or promotional events; provided, however, that News Department interns may perform work outside of Entravision's premises in order to cover news stories and Creative Services Department interns may film commercials at client locations;*

b. Operating heavy equipment;

Fact Sheet #71: Internship Programs Under The Fair Labor Standards Act

This fact sheet provides general information to help determine whether interns must be paid the minimum wage and overtime under the Fair Labor Standards Act for the services that they provide to “for-profit” private sector employers.

Background

The Fair Labor Standards Act (FLSA) defines the term “employ” very broadly as including to “suffer or permit to work.” Covered and non-exempt individuals who are “suffered or permitted” to work must be compensated under the law for the services they perform for an employer. Internships in the “for-profit” private sector will most often be viewed as employment, unless the test described below relating to trainees is met. Interns in the “for-profit” private sector who qualify as employees rather than trainees typically must be paid at least the minimum wage and overtime compensation for hours worked over forty in a workweek.*

The Test For Unpaid Interns

There are some circumstances under which individuals who participate in “for-profit” private sector internships or training programs may do so without compensation. The Supreme Court has held that the term “suffer or permit to work” cannot be interpreted so as to make a person whose work serves only his or her own interest an employee of another who provides aid or instruction. This may apply to interns who receive training for their own educational benefit if the training meets certain criteria. The determination of whether an internship or training program meets this exclusion depends upon all of the facts and circumstances of each such program.

The following six criteria must be applied when making this determination:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

If all of the factors listed above are met, an employment relationship does not exist under the FLSA, and the Act’s minimum wage and overtime provisions do not apply to the intern. This exclusion from the definition of employment is necessarily quite narrow because the FLSA’s definition of “employ” is very broad. Some of the most commonly discussed factors for “for-profit” private sector internship programs are considered below.

Similar To An Education Environment And The Primary Beneficiary Of The Activity

In general, the more an internship program is structured around a classroom or academic experience as opposed to the employer's actual operations, the more likely the internship will be viewed as an extension of the individual's educational experience (this often occurs where a college or university exercises oversight over the internship program and provides educational credit). The more the internship provides the individual with skills that can be used in multiple employment settings, as opposed to skills particular to one employer's operation, the more likely the intern would be viewed as receiving training. Under these circumstances the intern does not perform the routine work of the business on a regular and recurring basis, and the business is not dependent upon the work of the intern. On the other hand, if the interns are engaged in the operations of the employer or are performing productive work (for example, filing, performing other clerical work, or assisting customers), then the fact that they may be receiving some benefits in the form of a new skill or improved work habits will not exclude them from the FLSA's minimum wage and overtime requirements because the employer benefits from the interns' work.

Displacement And Supervision Issues

If an employer uses interns as substitutes for regular workers or to augment its existing workforce during specific time periods, these interns should be paid at least the minimum wage and overtime compensation for hours worked over forty in a workweek. If the employer would have hired additional employees or required existing staff to work additional hours had the interns not performed the work, then the interns will be viewed as employees and entitled compensation under the FLSA. Conversely, if the employer is providing job shadowing opportunities that allow an intern to learn certain functions under the close and constant supervision of regular employees, but the intern performs no or minimal work, the activity is more likely to be viewed as a bona fide education experience. On the other hand, if the intern receives the same level of supervision as the employer's regular workforce, this would suggest an employment relationship, rather than training.

Job Entitlement

The internship should be of a fixed duration, established prior to the outset of the internship. Further, unpaid internships generally should not be used by the employer as a trial period for individuals seeking employment at the conclusion of the internship period. If an intern is placed with the employer for a trial period with the expectation that he or she will then be hired on a permanent basis, that individual generally would be considered an employee under the FLSA.

Where to Obtain Additional Information

This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.

For additional information, visit our Wage and Hour Division Website: <http://www.wagehour.dol.gov> and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

**U.S. Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210**

**1-866-4-USWAGE
TTY: 1-866-487-9243
Contact Us**

* The FLSA makes a special exception under certain circumstances for individuals who volunteer to perform services for a state or local government agency and for individuals who volunteer for humanitarian purposes for private non-profit food banks. WHD also recognizes an exception for individuals who volunteer their time, freely and without anticipation of compensation for religious, charitable, civic, or humanitarian purposes to non-profit organizations. Unpaid internships in the public sector and for non-profit charitable organizations, where the intern volunteers without expectation of compensation, are generally permissible. WHD is reviewing the need for additional guidance on internships in the public and non-profit sectors.



2425 Olympic Blvd., Suite 6000 West, Santa Monica, CA 90404

January, 2020

Dear **[REDACTED]**,

We are pleased to offer you an internship (the "Internship") with Entravision Communications Corporation ("Entravision") as a **News Production Assistant** intern in Entravision's **News Department**. The purpose of this Internship is for you to learn about the Entravision's business and to gain valuable insight and experience. This letter describes certain key terms of your Internship. You will be located in our Palm Desert office and will report to Gino LaMont, News Director of Entravision.

1. **Term.** The term of this Internship begins on January 6, 2020 and ends on March 10, 2020.

2. **Nature of Internship.** By signing below, you acknowledge that you have consented to participate in this Internship. You further acknowledge that: (1) the Internship is similar to training that would be given in an educational environment; (2) the Internship is for your benefit to receive training and mentoring, and valuable experience for your future job selection, application, and performance; (3) you agree to work under the close supervision of Entravision staff; (4) Entravision will not derive an immediate advantage from the activities you will perform as an intern; (5) unless advised otherwise, you are not entitled to a job at the conclusion of your Internship; (6) you are not entitled to wages or other compensation other than your experience and learning for the time spent as an intern for Entravision; and (7) you agree that the Internship does not create an "employment" relationship under the Fair Labor Standards Act ("FLSA") or any other definition, and the FLSA's minimum wage and overtime provisions do not apply.

3. **Required Documentation.** This Internship is contingent upon Entravision's receipt of proper documentation confirming that you are a student from an accredited university or college and that you are receiving scholarly credit for this Internship.

4. **Confidentiality.** In connection with your Internship, Entravision has disclosed or may disclose to you confidential business information, software programs, databases, technical information, or other proprietary information of Entravision ("Proprietary Information"). In consideration for your Internship, and disclosure of the Proprietary Information, you agree as follows:

a. You will hold in confidence and not possess, use, or disclose any Proprietary Information except information you can document (i) is in the public domain through no fault of yours, (ii) was properly known to you, without restriction, prior to disclosure by Entravision, or (iii) was properly disclosed to you by another person without restriction, and you will not reverse engineer or attempt to derive the composition or underlying information, structure or ideas of

any Proprietary Information. The foregoing does not grant you a license in or to any of the Proprietary Information.

b. At the end of your Internship with Entravision, you will promptly return all Proprietary Information and all copies, extracts, and other objects or items in which it may be contained or embodied.

c. You will promptly notify Entravision of any unauthorized release of Proprietary Information within your control.

d. You agree that all intellectual property rights, including copyright, in all works of authorship created in the scope of your internship are owned by Entravision. All such works or portions of works created by you are "works made for hire" as defined in 17 U.S.C. § 201.

5. **At-Will Agreement.** Your Internship is "at-will", meaning that either you or Entravision may terminate the Internship at any time for any reason whatsoever or for no reason, with or without notice. This letter merely sets forth certain terms of your Internship with Entravision, for such time as you are an intern with Entravision.

6. **Use of Name, Photographs and Recordings.** Interns may be photographed, videotaped or recorded while on company premises, participating in company events or otherwise in the performance of their Internship duties. Entravision has the right to use such photographs and recordings throughout the world in perpetuity in any and all media now known or hereafter devised in connection with its business. Employees shall have no right to inspect or approve such photographs and recordings, and any use of such photographs and recordings shall be without compensation to employees. You release Entravision from all liability arising out of the use of your name and the photographs and recordings.

7. **Release.** You voluntarily assume full responsibility for any and all risks, injuries, or loss, including the risk of injury and death, in any way related to this Internship. In consideration of the opportunity afforded to you to participate in the Internship, you, your assignees, heirs, guardians, and legal representatives hereby waive and release any rights, actions, or causes of action against Entravision or any of its affiliated entities, or either of their employees, officers or directors, collectively or individually (the "Entravision Entities"), resulting from personal injury or death to you, or damage to your property, sustained in connection with your participation in the Internship. *[Delete the following sentences if not in California:]* You understand and agree that all of my rights under California Civil Code Section 1542 are expressly waived. You understand that Section 1542 provides as follows: "A general release does not extend to claims which a creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him, must have materially affected his settlement with the debtor."

8. **Miscellaneous.** In performing your Internship duties, you agree to abide by all applicable federal, state and local laws, as well as Entravision's rules, regulations and policies, as may be in effect from time to time. This letter constitutes the entire agreement and understanding between the parties hereto with respect to the subject matter hereof and supersedes any and all prior or contemporaneous, express or implied, written or oral agreements, representations and conditions between the parties with respect thereto. This letter may not be amended or modified except by a writing signed by Entravision. This letter will be governed by, construed and enforced in accordance with the laws of the State of [Insert State], and without

the aid of any canon, custom or rule of law requiring construction against the draftsman. If any provision hereof is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of this letter. This letter may be executed in counterpart originals, may be signed by electronic signature and exchanged by facsimile, e-mail or other electronic form, with the same legal effect as if all signatures had appeared in original handwriting on the same physical document.

We look forward to your contributions to Entravision! If you have any questions, please contact me at (760) 340-1623.

Sincerely,

Gino LaMont
News Director

Acknowledged and Agreed to:


Intern Name:

12/12/2019

Date

Item 2(b)(v)

UNIT'S EEO COMPLAINT STATUS

To the best of Entravision Holdings, LLC's knowledge, its Palm Springs Employment Unit is not the subject of any EEO complaints that are currently pending or were resolved during the Employment Unit's current license term.

MANAGEMENT RESPONSIBILITIES

The responsibilities of each level of management, applicable to the Palm Springs Employment Unit, to ensure enforcement of EEO policies are as follows:

President/Chief Operating Officer Jeffery A. Liberman

Oversees the operations and policies of the broadcast operations of the Company.

Executive Vice President/Global Human Resources and Global Risk Management
Alexander LaBrie

Annually reviews the EEO policy of the Company. Notifies all local Business Operations Managers of any new changes and requirements for EEO compliance. Annually, distributes Company handbooks to be reviewed and acknowledged by all current employees, which include the Company EEO policy. Reviews compliance efforts by individual Stations and Employment Units.

Local Business Operations Manager Leonides Vasquez

Informs Employment Unit members as to the existence of the electronic EEO handbook and their obligations to review and understand. The BOM is also responsible for the Station's direct EEO compliance and management of hiring decisions.

Administers EEO policy by providing EEO information to the Unit's personnel and ensures that personnel electronically verify their receipt of the Company's policies. Prepares the annual EEO Report for the Public File. Arranges for job postings for open positions, both internally and externally, ensuring that potential applicants are equally considered.

How EEO information is disseminated:

As indicated above, the Company has an electronic employee handbook that contains its EEO policies and is provided to each employee of the Unit. In the case of any advertising or other external employment communications, the Unit indicates that they comply with EEO requirements.

EEO RECRUITMENT POLICY ANALYSIS

Where Entravision is engaging in recruitment efforts during a calendar quarter, Entravision, through its Business Operations Managers and Executive Vice President for Global Human Resources and Risk Management, undertake a regular review of each Employment Unit's efforts in order to be certain that recruitment process is carried out in a manner that assures equal opportunity outreach. The analysis involves a review of the Employment Unit's open positions, the recruitment efforts to fill them, and the selection procedures for the hire, if a hire has occurred. Entravision management has determined, based on its reviews and analysis of its employee and management population, that its outreach to the general population is an effective one which is confirmed by the wide range of applicants for various positions and the diverse population of Entravision's employees and managers.

STATEMENT CONCERNING EMPLOYMENT UNIT PRACTICES AND PROCEDURES

The Business Operations Manager of the Employment Unit, supervised by Entravision's Executive Vice President for Global Human Resources and Risk Management and the Company's Chief Operating Officer, are responsible for analyzing the EEO, hiring, compensation, and retention activities of the Employment Unit.

In addition to regular Employment Unit and corporate reviews of hiring, staffing and compensation, the Entravision provides the Employment Unit with data from such sources as state labor departments, private compensation consultants, and publicly available compensation database that allow it to ensure that there are no inequities in compensation or benefits among the Employment Unit's personnel.

All promotions are initially proposed by the Unit Business Operations Manager and then are considered by the Executive Vice President for Global Human Resources and Risk Management and, finally, the Chief Operating Officer of Entravision.

The Employment Unit and Entravision are sensitive to EEO issues. Entravision submits that the significant minority and female component of its workforce reflects well on its concern for ensuring EEO compliance and its efforts to recruit and retain both women and minorities on the Unit's staff.

The Employment Unit is not represented by a labor union.