



April 22, 2021

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

Re: Station KSMS-TV
Monterey, California
FIN: 35611
RESPONSE TO EEO AUDIT NOTICE

Dear Sir:

Entravision Holdings, LLC ("Entravision"), the licensee of Station KSMS-TV, Monterey, California, is hereby responding to the Commission's EEO Audit Notice, dated February 25, 2021, in connection with the operation of Station KSMS-TV. In response thereto, Entravision wishes to report the attached, requested information concerning KSMS-TV, 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 'Alexander K. LaBrie', written over a faint, stylized background graphic consisting of overlapping red, yellow, and purple curved lines.

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 KSMS-TV. The URL for that website is: www.https://noticiasya.com/monterey-salinas/
2. Copies of the Employment Unit's two most recent EEO public file reports are attached hereto.

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

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	6-7, 10, 15, 14, 19, 27, 31	19
Multi Media Journalist	1, 6-7, 10, 13, 15, 19, 31	19
Sales Assistant	2, 6-7, 12-13, 15, 19, 23, 30	13
TV Production	3-4, 6, 8-10, 15, 14, 16, 18-19, 25-26, 28-29, 31-35	16
TV Production	3-4, 8-10, 15, 14, 18-19, 21, 23, 25-26, 28-35	19
Master Control Operator	6-7, 10, 12, 15, 19-20, 22	10
Master Control Operator	7, 15, 17, 19-20, 22, 26	19
Multimedia Journalist	3-4, 6-9, 11, 15, 14, 18-19, 23-24, 26, 32, 34	14
Senior VP, Integrated Marketing Solutions	4-7, 11-12, 15, 19-20, 22, 26, 30-31, 34, 36	30

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	allaccess.com 24955 Pacific Coast Highway Malibu, California 90265 -- Manual Posting	N	0
3	Arizona State University 1151 S Forest Ave Tempe, Arizona -- Manual Posting	N	0
4	Cabrillo Community College 6500 Soquel Dr. Aptos, California 95003 Phone : 831-479-6201 Url : http://csumb-csm.symplicity.com Career Center Manual Posting	N	0
5	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
6	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Lillie Player Manual Posting	N	0
7	Caljobs 1441 Schilling Place, North Salinas, California 93901 Phone : 831-796-3341 Url : https://www.caljobs.ca.gov Laura Kershner Manual Posting	N	0

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
8	Claremont Graduate University 150 E 10th St Claremont, California 91711 -- Manual Posting	N	0
9	Claremont McKenna College 888 N Columbia Ave Claremont, California 91711 -- Manual Posting	N	0
10	Craigslist San Francisco San Francisco, California 94107 Url : www.craigslist.com Craigslist Craigslist Manual Posting	N	4
11	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development Manual Posting	N	0
12	Current Employee	N	3
13	Employee Referral	N	3
14	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	7
15	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
16	Former Employee	N	1

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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
17	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	0
18	Harvey Mudd College 301 Platt Blvd Claremont, California 91711 -- Manual Posting	N	0
19	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	12
20	KCBA FOX 35 67 Garden Ct Suite 100 Monterey, California 93940 Phone : 831-642-4441 Craig Cox Manual Posting	N	0
21	KECK Graduate Institute 535 Watson Dr. Claremont, California 91711 -- Manual Posting	N	0
22	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
23	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : http://www.ksms67.com Joanne Dempsey Manual Posting	N	0

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
24	medialine.com 1209 Wood Valley Rd. Agusta, Georgia 30909 Rich Everitt Manual Posting	N	0
25	Mills College 5000 MacArthur Blvd Oakland, California 94613 -- Manual Posting	N	0
26	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0
27	On Air Recruitment Ad	N	3
28	Pitzer College 1050 N Mills Ave Claremont, California 91711 -- Manual Posting	N	0
29	Pomona College 333 N College Way Claremont, California 91711 -- Manual Posting	N	0
30	Previous Employee	N	4
31	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
32	Santa Clara University 500 El Camino Real Santa Clara, California Phone : - -- Manual Posting	N	0

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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
33	Scripps College 1030 N Columbia Ave Claremont, California 91711 -- Manual Posting	N	0
34	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
35	UC Santa Barbara 1210 Cheadle Hall Santa Barbara, California 93106 .- - Manual Posting	N	0
36	www.mediagignow.com 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:			38

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV

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

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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
Account Executive (Integrated Marketing Solutions)	3, 5, 7, 12, 15-16, 22, 26, 32-33	32
Assistant Engineer	1, 5, 7, 10, 12, 15-16, 20	10
Engineering Assistant	2, 9, 11, 16, 19, 21, 27-31	9
Administrative Assistant	3-4, 6, 16, 23	16
Master Control Operator	3, 13, 16-18, 24	13
Internet Content Publisher	4, 9, 16, 25, 32	9
TV Production	3, 8, 11, 14-18, 23, 25-26, 30	11

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**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	allaccess.com 24955 Pacific Coast Highway Malibu, California 90265 -- Manual Posting	N	0
2	Arizona State University 1151 S Forest Ave Tempe, Arizona -- Manual Posting	N	0
3	Cabrillo Community College 6500 Soquel Dr. Aptos, California 95003 Phone : 831-479-6201 Url : http://csumb-csm.symplicity.com Career Center Manual Posting	N	0
4	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Lillie Player Manual Posting	N	0
5	Caljobs 1441 Schilling Place, North Salinas, California 93901 Phone : 831-796-3341 Url : https://www.caljobs.ca.gov Laura Kershner Manual Posting	N	0
6	Central Coast College 480 S. Main St Salinas, California 93901 Phone : 831-424-6767 Denise Cook Manual Posting	N	0
7	Craigslist San Francisco San Francisco, California 94107 Url : www.craigslist.com Craigslist Craigslist Manual Posting	N	0

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**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
8	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development Manual Posting	N	0
9	Current Employee	N	2
10	Employee Referral	N	1
11	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	2
12	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
13	Former Employee	N	1
14	Handshake Handshake.com various, California Handshake.com Handshake.com Manual Posting	N	0
15	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	0
16	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	16

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**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
17	KCBA FOX 35 67 Garden Ct Suite 100 Monterey, California 93940 Phone : 831-642-4441 Craig Cox Manual Posting	N	0
18	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
19	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
20	Media Match .com online, California Joanne Dempsey Manual Posting	N	0
21	medialine.com 1209 Wood Valley Rd. Agusta, Georgia 30909 Rich Everitt Manual Posting	N	0
22	Monster 1560 W. Fountainhead Pkwy Suite 175 Tempe, Arizona 85282 Phone : 480-567-3547 Url : http://monster.com Arianne Martori Manual Posting	N	0
23	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**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
24	NAACP1049 Monterey County mcbnaacp1049@att.net Monterey, California Patricia Spence Manual Posting	N	0
25	On Air Recruitment Ad	N	2
26	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
27	Santa Clara University 500 El Camino Real Santa Clara, California Phone : - - - Manual Posting	N	0
28	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
29	UC Santa Barbara 1210 Cheadle Hall Santa Barbara, California 93106 .- - Manual Posting	N	0
30	University of Nevada, Reno Handshake.com Reno, Nevada Joanne Dempsey Manual Posting	N	0
31	University of Texas at Austin Handshake.com Austin, Texas Joanne Dempsey Manual Posting	N	0
32	Word of Mouth Referral	N	5

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV**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
33	ZipRecruiter 40 E Rio Salado Parkway, Suite 200 Tempe, Arizona 85281 Phone : 480 281-5494 Salvatore DeMeo Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV
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	11/19/2019	Provision of training to management	Annual EEO training program for management level station personnel	1	Business Operations Manager

EMPLOYMENT UNIT'S HIRING ACTIONS

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>
Master Control Operator	09/06/2018
Multimedia Journalist	08/13/2018
Sales Assistant	09/17/2018
TV Production	10/08/2018
TV Production	11/01/2018
Master Control Operator	01/29/2019
Master Control Operator	04/10/2019
Multimedia Journalist	06/17/2019
Senior VP, Integrated Marketing Solutions	06/24/2019

August 1, 2019 - July 31, 2020	
<u>Position</u>	<u>Date of Hire</u>
Account Executive (Integrated Marketing Solutions)	<u>11/11/2019</u>
Assistant Engineer	<u>10/01/2019</u>

Engineering Assistant	<u>10/16/2019</u>
Administrative Assistant	<u>12/02/2019</u>
Master Control Operator	<u>02/17/2020</u>
Internet Content Publisher	<u>01/01/2020</u>
TV Production	<u>03/02/2020</u>

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.

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

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.

Job Notification details between 8/1/2018 to 7/31/2019

Master Control Operator (Broadcast1Source tracking number 75440)

No. of Agencies were used: 7

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 02/11/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Master Control Operator

Experience:

Preferred but not necessary

Requirements:

Detail oriented and fast learner, knowledge of broadcasting equipment, basic windows platform computer skills, decision making skills, quick reflexes and sound judgment. Bilingual, Spanish/English is preferred, but not mandatory.

Description:

The Master Control Operator (MCO) combines all audio and video from studio and on-location feeds, with network programs, and prerecorded audio announcements. The MCO cues and rolls commercials and switches video and studio inputs from different sources. Additionally, the MCO is responsible for ensuring the smooth transition from one program to another and to control the switching to and from station breaks. This includes coordination of the broadcast of commercials, PSA's and promotional tapes.

The MCO is also responsible for handling all emergency situations such as loss of picture, program overruns, program under runs and equipment malfunctions. The MCO has to make immediate corrections so that broadcast interruptions are kept to a minimum.

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

Send cover letter and resume to: jdempsey@entravision.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 2/19**Job Notification details between 8/1/2018 to 7/31/2019**details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/22/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
7/22/2019	KSMS TV	Yes	Joanne Dempsey	1--	By User/Other System
2/11/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
2/11/2019	KCBA FOX 35	No	Craig Cox	1--	By User/Other System
2/11/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
2/11/2019	Hartnell College	No	Career Center	1--	By User/Other System
2/11/2019	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019

Master Control Operator (Broadcast1Source tracking number 74575)

No. of Agencies were used: 6

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 05/07/2018

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Master Control Operator

Experience:

Preferred but not necessary

Requirements:

Detail oriented and fast learner, knowledge of broadcasting equipment, basic windows platform computer skills, decision making skills, quick reflexes and sound judgment. Bilingual, Spanish/English is preferred, but not mandatory.

Description:

The Master Control Operator (MCO) combines all audio and video from studio and on-location feeds, with network programs, and prerecorded audio announcements. The MCO cues and rolls commercials and switches video and studio inputs from different sources. Additionally, the MCO is responsible for ensuring the smooth transition from one program to another and to control the switching to and from station breaks. This includes coordination of the broadcast of commercials, PSA's and promotional tapes.

The MCO is also responsible for handling all emergency situations such as loss of picture, program overruns, program under runs and equipment malfunctions. The MCO has to make immediate corrections so that broadcast interruptions are kept to a minimum.

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

Send cover letter and resume to: jdempsey@entravision.com<https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=605>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 4/19**Job Notification details between 8/1/2018 to 7/31/2019**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/19/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/19/2019	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System
5/19/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/19/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
5/19/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
5/19/2019	Craigslist	No	Craigslist Craigslist	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019

Master Control Operator (Broadcast1Source tracking number 74574)

No. of Agencies were used: 7

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 11/07/2018

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Master Control Operator

Experience:

Preferred but not necessary

Requirements:

Detail oriented and fast learner, knowledge of broadcasting equipment, basic windows platform computer skills, decision making skills, quick reflexes and sound judgment. Bilingual, Spanish/English is preferred, but not mandatory.

Description:

The Master Control Operator (MCO) combines all audio and video from studio and on-location feeds, with network programs, and prerecorded audio announcements. The MCO cues and rolls commercials and switches video and studio inputs from different sources. Additionally, the MCO is responsible for ensuring the smooth transition from one program to another and to control the switching to and from station breaks. This includes coordination of the broadcast of commercials, PSA's and promotional tapes.

The MCO is also responsible for handling all emergency situations such as loss of picture, program overruns, program under runs and equipment malfunctions. The MCO has to make immediate corrections so that broadcast interruptions are kept to a minimum.

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

Send cover letter and resume to: jdempsey@entravision.com <https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=712>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 6/19**Job Notification details between 8/1/2018 to 7/31/2019**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/18/2019	KCBA FOX 35	No	Craig Cox	1--	By User/Other System
7/18/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
7/18/2019	Craigslist	No	Craigslist Craigslist	1--	By User/Other System
7/18/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
7/18/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
7/18/2019	KSMS TV	Yes	Joanne Dempsey	1--	By User/Other System
7/18/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System

Job Notification Details Report**Date:** 3/5/2021**From:** Monterey,CA**Page:** 7/19**Job Notification details between 8/1/2018 to 7/31/2019****Sales Assistant (Broadcast1Source tracking number 74487)****No. of Agencies were used:** 6

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below**Sent On:** 07/23/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** Sales Assistant**Experience:**

The position requires proficiency in a Windows PC environment including MS Office (Word, Powerpoint and Excel), a reliable self-starter who learns quickly, strong written and verbal communication skills, and a high level of organization and time management skills with attention to detail.

Requirements:

Bilingual English/Spanish required.

Description:

Entravision Communications Corporation is currently seeking a full-time, Sales Assistant to work with the Local Sales Manager and Account Executives. The position requires an individual who has the ability to multi-task, is pro-active and willing to take on responsibilities and be accountable for their outcomes. Individuals should be professional as the position consists of interactions within and between departments as well as day to day contact with our stations' clients and viewers. Responsibilities consist of but are not limited to tasks such as handling client issues/calls when sales staff is not available, filing, word processing, order entry, viewing/handling commercials/tapes, preparing sales proposals and revenue-oriented reports and typing correspondence.

Additional Information:

Entravision Communications is an Equal Opportunity Employer (EOE). Women and minorities are encouraged to apply.

Contact:

Send cover letter and resume to jdempsey@entravision.com <https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=609>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 8/19**Job Notification details between 8/1/2018 to 7/31/2019**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/17/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
5/17/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
5/17/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/17/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/17/2019	KSMSTV.com	No	Joanne Dempsey	1--	By User/Other System
7/23/2018	allaccess.com	No	- -	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019**TV Production (Broadcast1Source tracking number 74479)****No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 09/17/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** TV Production**Experience:**

A degree in Television Production or related field, or equivalent experience in the field is preferred.

Requirements:

Candidates must be bilingual in Spanish and English, have marketing, creative writing and customer service skills, pay close attention to detail, be able to work in a fast paced environment, prioritize multiple projects and adapt to a flexible schedule. Possess extensive knowledge of the Adobe Creative Cloud Suite, electronic field production equipment and lighting design

Description:

Reports to the Production Manager. Work effectively and efficiently with clients and account executives to create effective advertising campaigns. Produce local and regional commercials, company promos, billboards and public service announcements. Create and/or translate television commercial scripts in English and Spanish. Act as camera operator, producer or co-producer in field productions. This position is hands on and requires the individual to go on electronic field productions and be able to lift and handle equipment; edit projects in non-linear editing systems; design company logos and/or prepare images for broadcast. Help in the execution of daily dubbing tasks for both national and local accounts plus other duties as assigned.

Additional Information:

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

Contact:Submit resume to: <https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=646>

Job Notification details between 8/1/2018 to 7/31/2019**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*******IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/17/2018	Arizona State University	No	- -	1--	By User/Other System
9/17/2018	UC Santa Barbara	No	.- -	1--	By User/Other System
9/17/2018	Harvey Mudd College	No	- -	1--	By User/Other System
9/17/2018	Mills College	No	- -	1--	By User/Other System
9/17/2018	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
9/17/2018	Pomona College	No	- -	1--	By User/Other System
9/17/2018	Claremont Graduate University	No	- -	1--	By User/Other System
9/17/2018	Claremont McKenna College	No	- -	1--	By User/Other System
9/17/2018	SJSU	No	Career Center	1--	By User/Other System
9/17/2018	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System
9/17/2018	Cabrillo Community College	No	Career Center	1--	By User/Other System
9/17/2018	KSMSTV.com	No	Joanne Dempsey	1--	By User/Other System
9/17/2018	KECK Graduate Institute	No	- -	1--	By User/Other System
9/17/2018	Scripps College	No	- -	1--	By User/Other System
9/17/2018	Santa Clara University	No	- -	1--	By User/Other System
9/17/2018	Pitzer College	No	- -	1--	By User/Other System
9/17/2018	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
9/17/2018	EVC	Yes	Joanne Dempsey	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019

Senior VP, Integrated Marketing Solutions (Broadcast1Source tracking number 73219)

No. of Agencies were used: 13

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 05/08/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Senior VP, Integrated Marketing Solutions

Experience:

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.

Requirements:

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.

Description:

Job Notification Details Report**Date:** 3/5/2021**From:** Monterey,CA**Page:** 12/19**Job Notification details between 8/1/2018 to 7/31/2019**

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.

Additional Information:

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. 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.

Contact:

Apply: <https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=878>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2019	KCBA FOX 35	No	Craig Cox	1--	By User/Other System
5/8/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
5/8/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/8/2019	Calif. State Univeristy Hayward, Dept of Mass Communications	No	Dana Sawka	1--	dsawka@csu Hayward.edu
5/8/2019	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System
5/8/2019	Cabrillo Community College	No	Career Center	1--	By User/Other System
5/8/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
5/8/2019	SJSU	No	Career Center	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2019	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
5/8/2019	CSUMB	No	Career Development	1--	By User/Other System
5/8/2019	KSMS TV	Yes	Joanne Dempsey	1--	By User/Other System
5/8/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/8/2019	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

Job Notification details between 8/1/2018 to 7/31/2019**Multimedia Journalist (Broadcast1Source tracking number 73094)****No. of Agencies were used:** 15

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 05/06/2019**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** Multimedia Journalist**Experience:**

1 year experience in news/media reporting field

Requirements:

- Bachelor's degree in communication, journalism or related field
- Must be fluent in Spanish (high level of reading, writing and speaking the language is essential)
- Must have Strong English, reading, writing and speaking
- Reporting, shooting, writing, and editing experience with good ratings track record
- Be informed on news events locally and nationally
- Develop and maintain a network of contacts providing access to exclusive stories
- Assist producer in establishing sources, finding and executing enterprise news investigations, building and maintaining strong list of story ideas
- Must work well under pressure
- Candidate must work effectively with other in a team oriented environment
- Independent problem solving and multi-tasking

Description:

Assist with various aspects of news production. Responsible for shooting, writing, editing, publishing content, coordinating and conducting interviews and representing the station in community related events Position reports directly to the News Director.

JOB DESCRIPTION:

- Create multimedia content for multi-platform distribution (TV & digital)
- Shoot, write & edit story ideas
- Excellent news instincts with the ability to react decisively to breaking news; combined with the ability to write succinctly and with flair
- Gather, edit, package and publish local news content – focusing on (but not limited to) News, Weather and Traffic
- Write text articles, publish video clips and edit image galleries according to the local editorial "voice in the station's websites and social media accounts. Represent the station in community related events
- Develops and maintains a network of contacts providing access to exclusive stories.
- Assist producer in establishing sources, finding and executing enterprise news investigations.

Additional Information:

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

Job Notification details between 8/1/2018 to 7/31/2019

time with our without notice. 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.

Contact:

<https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=874>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/6/2019	Caljobs	No	Laura Kershner	1--	By User/Other System
5/6/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/6/2019	Cabrillo Community College	No	Career Center	1--	By User/Other System
5/6/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
5/6/2019	SJSU	No	Career Center	1--	By User/Other System
5/6/2019	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
5/6/2019	CSUMB	No	Career Development	1--	By User/Other System
5/6/2019	KSMSTV.com	No	Joanne Dempsey	1--	By User/Other System
5/6/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/6/2019	medialine.com	No	Rich Everitt	1--	By User/Other System
5/6/2019	Claremont Graduate University	No	- -	1--	By User/Other System
5/6/2019	Harvey Mudd College	No	- -	1--	By User/Other System
5/6/2019	Claremont McKenna College	No	- -	1--	By User/Other System
5/6/2019	Arizona State University	No	- -	1--	By User/Other System
5/6/2019	Santa Clara University	No	- -	1--	By User/Other System

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 16/19**Job Notification details between 8/1/2018 to 7/31/2019****TV Production (Broadcast1Source tracking number 71845)****No. of Agencies were used:** 17

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below**Sent On:** 09/17/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** TV Production**Experience:**

A degree in Television Production or related field, or equivalent experience in the field is preferred.

Requirements:

Candidates must be bilingual in Spanish and English, have marketing, creative writing and customer service skills, pay close attention to detail, be able to work in a fast paced environment, prioritize multiple projects and adapt to a flexible schedule. Possess extensive knowledge of the Adobe Creative Cloud Suite, electronic field production equipment and lighting design

Description:

Reports to the Production Manager. Work effectively and efficiently with clients and account executives to create effective advertising campaigns. Produce local and regional commercials, company promos, billboards and public service announcements. Create and/or translate television commercial scripts in English and Spanish. Act as camera operator, producer or co-producer in field productions. This position is hands on and requires the individual to go on electronic field productions and be able to lift and handle equipment; edit projects in non-linear editing systems; design company logos and/or prepare images for broadcast. Help in the execution of daily dubbing tasks for both national and local accounts plus other duties as assigned.

Additional Information:

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

Contact:

Submit resume to: www.entravision.647

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 17/19**Job Notification details between 8/1/2018 to 7/31/2019****Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*******IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/17/2018	Arizona State University	No	- -	1--	By User/Other System
9/17/2018	Santa Clara University	No	- -	1--	By User/Other System
9/17/2018	EVC	Yes	Joanne Dempsey	1--	By User/Other System
9/17/2018	Cabrillo Community College	No	Career Center	1--	By User/Other System
9/17/2018	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System
9/17/2018	SJSU	No	Career Center	1--	By User/Other System
9/17/2018	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
9/17/2018	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
9/17/2018	Craigslist	No	Craigslist Craigslist	1--	By User/Other System
9/17/2018	Pitzer College	No	- -	1--	By User/Other System
9/17/2018	Scripps College	No	- -	1--	By User/Other System
9/17/2018	Claremont McKenna College	No	- -	1--	By User/Other System
9/17/2018	UC Santa Barbara	No	. - -	1--	By User/Other System
9/17/2018	Mills College	No	- -	1--	By User/Other System
9/17/2018	Pomona College	No	- -	1--	By User/Other System
9/17/2018	Claremont Graduate University	No	- -	1--	By User/Other System
9/17/2018	Harvey Mudd College	No	- -	1--	By User/Other System

Job Notification details between 8/1/2018 to 7/31/2019

Multi Media Journalist (Broadcast1Source tracking number 64180)

No. of Agencies were used: 6

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below

Sent On: 05/14/2018

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Multi Media Journalist

Experience:

- Must have Strong English, reading, writing and speaking
- Reporting, shooting, writing, and editing experience with good ratings track record
- Be informed on news events locally and nationally
- Develop and maintain a network of contacts providing access to exclusive stories
- Assist producer in establishing sources, finding and executing enterprise news investigations, building and maintaining strong list of story ideas

Requirements:

- Bachelor's degree in communication, journalism or related field
- Must be fluent in Spanish (high level of reading, writing and speaking the language is essential)
- Must work well under pressure
- Candidate must work effectively with other in a team oriented environment
- Independent problem solving and multi-tasking

Flexible, with a willingness to undertake shift work associated with working for a 24/7 news operation

Description:

Job Notification Details Report**From:** Monterey, CA**Date:** 3/5/2021**Page:** 19/19**Job Notification details between 8/1/2018 to 7/31/2019****JOB DESCRIPTION:**

- Report to News Director
- Create multimedia content for multi-platform distribution (TV & digital)
- Assist in TV news production
- Shoot, write & edit story ideas
- Excellent news instincts with the ability to react decisively to breaking news; combined with the ability to write succinctly and with flair
- Coordinate, organize and conduct interviews
- Gather, edit, package and publish local news content – focusing on (but not limited to) News, Weather and Traffic
- Write text articles, publish video clips and edit image galleries according to the local editorial “voice in the station’s websites and social media accounts. Represent the station in community related events
- Perform other duties as assigned

WORKING CONDITIONS:

Must have a valid driver’s license

- Must be able to lift and/or carry and manage news photography and lighting equipment
- Exposed frequently to outside conditions
- Must be able to work Holidays
- Must work hours necessary to perform duties as outlined above
- If not a citizen of USA, must have permanent work permit

Additional Information:

Must have a valid driver’s license ? Must be able to lift and/or carry and manage news photography and lighting equipment?
 Exposed frequently to outside conditions? Must be able to work Holidays?
 necessary to perform duties as outlined above? If not a citizen of USA, must have permanent work permit

Contact:
<https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=557>
Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/14/2018	California Broadcaster Association	No	Lillie Player	1--	By User/Other System
5/14/2018	Craigslist	No	Craigslist Craigslist	1--	By User/Other System
5/14/2018	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/14/2018	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/14/2018	Caljobs	No	Laura Kershner	1--	By User/Other System
5/14/2018	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System

Job Notification Details Report

From: Monterey, CA

Date: 3/5/2021

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Job Notification details between 8/1/2019 to 7/31/2020

TV Production (Broadcast1Source tracking number 83512)

No. of Agencies were used: 10

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below

Sent On: 01/10/2020

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: TV Production

Experience:

A degree in Television Production or related field, or equivalent experience in the field is preferred.

Requirements:

Candidates must be bilingual in Spanish and English, have marketing, creative writing and customer service skills, pay close attention to detail, be able to work in a fast paced environment, prioritize multiple projects and adapt to a flexible schedule. Possess extensive knowledge of the Adobe Creative Cloud Suite, electronic field production equipment and lighting design

Description:

Reports to the Production Manager. Work effectively and efficiently with clients and account executives to create effective advertising campaigns. Produce local and regional commercials, company promos, billboards and public service announcements. Create and/or translate television commercial scripts in English and Spanish. Act as camera operator, producer or co-producer in field productions. This position is hands on and requires the individual to go on electronic field productions and be able to lift and handle equipment; edit projects in non-linear editing systems; design company logos and/or prepare images for broadcast. Help in the execution of daily dubbing tasks for both national and local accounts plus other duties as assigned.

Additional Information:

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

Contact:

Submit resume to: [www.entravision.com/requisition # 230](https://www.entravision.com/requisition/230) <https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=1115>

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 2/16**Job Notification details between 8/1/2019 to 7/31/2020****Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*******IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/10/2020	KSMS TV	Yes	Joanne Dempsey	1--	By User/Other System
1/10/2020	KCBA FOX 35	No	Craig Cox	1--	By User/Other System
1/10/2020	Handshake	No	Handshake.com Handshake.com	1--	By User/Other System
1/10/2020	University of Nevada, Reno	No	Joanne Dempsey	1--	By User/Other System
1/10/2020	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
1/10/2020	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
1/10/2020	CSUMB	No	Career Development	1--	By User/Other System
1/10/2020	Hartnell College	No	Career Center	1--	By User/Other System
1/10/2020	Cabrillo Community College	No	Career Center	1--	By User/Other System
1/10/2020	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System

Job Notification Details Report

From: Monterey,CA

Date: 3/5/2021

Page: 3/16

Job Notification details between 8/1/2019 to 7/31/2020

Internet Content Publisher (Broadcast1Source tracking number 83489)

No. of Agencies were used: 2

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below

Sent On: 11/19/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Internet Content Publisher

Experience:

- Experience using software applications for image, picture/audio/video editing software application to create Online Graphics, Photo Editing & Retouching, Animations, and other content.
- Experience working with online video production software like Adobe Premiere/After Effects, Final Cut Pro, Motion, and iMovie.
- Experience working with content within a CMS (Content Management System) environment such as: WordPress, Drupal, Joomla, Movable Type, or similar.

Requirements:

1. Bilingual English/Spanish writing and translation skills
a plus.
2. Basic Graphic Design.
3. Familiarity with Facebook/Twitter.
create pages.
4. Basic knowledge of HTML/CSS in order to create content for the web. Including experience with HTML Editors.

Description:

Job Notification details between 8/1/2019 to 7/31/2020

The Interactive Content Publisher is responsible for creating, securing and updating quality text, audio, graphic and video content for designated Entravision interactive properties web, mobile, and video/streaming as well as supporting all company-wide interactive initiatives.

Essential Functions

1. Designs, develops, implements and oversees comprehensive computer information systems to ensure the company's operational needs are met and information is processed effectively and securely according to company specifications and requirements. Includes both internal and external users.
2. Works and coordinates with Corporate Entravision Interactive Team, SVP, Programming and Sales as needed and directed.
3. Identifies, secures, prepares and updates Interactive content Online, Mobile, and Social Network.
4. Performs daily routine updates of sites including, but not limited to: Local news, slideshows, talent & program information, text, audio, video, local organizations, promotional packages, photo galleries, local events, local special categories, blogs, polls, surveys and other online content.
5. Monitors and improves KPI (Key Performance Indicators) like uniques, visits, page-views, and average time on site, pages per visit, lower bounce rates, social friends and followers. Online, Mobile and Social. Strong focus on growing traffic, engagement, and Monetization.
6. Creates IAB Standard display banners when needed.
7. Keeps content focused on relevancy for Hispanics.
8. Supports branding, marketing and promoting our interactive properties.
9. Assures content is free of errors, typos, and other spelling and grammar mistakes.
10. Avoids broken links, broken images, missing content.
11. Is viewer focused, striving to provide top-notch value, local information, and entertainment to our consumers.
12. Looks for opportunities to improve the way we operate through creativity and hard work.
13. Uses the system provided for feedback and constantly thinks about potential improvements to the backend and frontend.
14. Participates in ALL conference calls.
15. Is aware of the new release of tools and utilizes them.
16. Pursues individual growth, learning, and leadership qualities. Develops a fun, friendly work environment to create a positive team and family spirit.

Competencies**Additional Information:**

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. 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.

Contact:

<https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=1050>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

Job Notification Details Report**Date:** 3/5/2021**From:** Monterey,CA**Page:** 5/16**Job Notification details between 8/1/2019 to 7/31/2020**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
11/19/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
11/19/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System

Job Notification details between 8/1/2019 to 7/31/2020

Administrative Assistant (Broadcast1Source tracking number 83485)

No. of Agencies were used: 5

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 09/10/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Administrative Assistant

Experience:

The position requires proficiency in a Windows PC environment including MS Office (Word, PowerPoint and Excel), a reliable self-starter who learns quickly, strong written and verbal communication skills, and a high level of organization and time management skills with attention to detail.

Requirements:

Bilingual English/Spanish is critical to the position.

Description:

Entravision TV / Radio is seeking a full-time Administrative Assistant to work with the Senior Vice President - Integrated Marketing Solutions and the Business Operations Manager of our Monterey properties. The position requires an individual who has the ability to multi-task, is pro-active and willing to take on responsibilities and be accountable for their outcomes. Candidates must demonstrate a level of professionalism as the position consists of interactions within and between departments, corporate offices as well as day to day contact with station clients and community leaders. Responsibilities consist of tasks such as filling in with/for SVP - IMS at community events, handling client issues/calls, project management, composing correspondence, posting financial data, ordering supplies and incoming/outgoing mail handling.

Additional Information:

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

Contact:

<https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=994>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Job Notification details between 8/1/2019 to 7/31/2020

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/10/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
9/10/2019	Cabrillo Community College	No	Career Center	1--	By User/Other System
9/10/2019	Central Coast College	No	Denise Cook	1--	By User/Other System
9/10/2019	Monterey Peninsula College	No	Lien Nguyen	1--	By User/Other System
9/10/2019	California Broadcaster Association	No	Lillie Player	1--	By User/Other System

Job Notification details between 8/1/2019 to 7/31/2020

Engineering Assistant (Broadcast1Source tracking number 83480)

No. of Agencies were used: 9

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 08/07/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Engineering Assistant

Experience:

The ideal candidate will have some college and/or experience supervising others as well as training and/or experience in a broadcast engineering capacity, especially in a television production / transmission facility. Experience / knowledge of non-linear editing systems, broadcast equipment, broadcast transmission equipment and computer based systems would be a plus.

Requirements:

Strong communication and writing skills and excellent organizational skills required. Individual must be able to lift at least 50 pounds in order to handle equipment. Familiarity with public access rules and FCC regulations along with Bilingual (Spanish) skills is desired.

Description:

Job Notification Details Report**Date:** 3/5/2021**From:** Monterey,CA**Page:** 9/16**Job Notification details between 8/1/2019 to 7/31/2020**

Entravision Communications Corporation (NYSE: EVC), one of the fastest growing Hispanic multi-media companies, seeks an Assistant Engineer to supervise our Monterey, California Master Control Room operations as well as support the Chief and Assistant Chief Engineers in ensuring all stations are fully operational.

The primary role of this position is to supervise the 24/7 Master Control Operators, maintain functional studio operations and equipment, and assist engineering in other functions. This includes but is not limited to:

- training, scheduling and overseeing team of 6-8 Master Control Operators responsible for making sure all program, promotion, commercial, public service and emergency broadcast service material air and are documented in accordance with FCC requirements. Process, run, document and maintain daily broadcast log and other reports as required.
- set-up, maintenance and installation of studio and television production and transmission equipment, microwaves, satellite dish, encoders, decoders, servers etc.
- performing regular maintenance and repair of broadcast and related equipment using knowledge and understanding of work tools, test equipment, and system operations
- prepare and execute regular maintenance schedules, reports and documentation for studio, field operations, master control, transmission sites, engineering and general operations
- assisting in the maintenance and installation of computer workstations and computer based television production and automation broadcast equipment
- filling in for operation staff when necessary, possibly with short notice
- other duties as directed by the Chief Engineer
- some overnight shifts/hours and overtime are required

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

<https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=954>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1 Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/7/2019	medialine.com	No	Rich Everitt	1--	By User/Other System
8/7/2019	University of Nevada, Reno	No	Joanne Dempsey	1--	By User/Other System
8/7/2019	University of Texas at Austin	No	Joanne Dempsey	1--	By User/Other System
8/7/2019	Media Line	No	Mark Shilstone	1--	medialine@medialine.com
8/7/2019	Santa Clara University	No	- -	1--	By User/Other System

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 10/16**Job Notification details between 8/1/2019 to 7/31/2020**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/7/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
8/7/2019	Arizona State University	No	- -	1--	By User/Other System
8/7/2019	UC Santa Barbara	No	.- -	1--	By User/Other System
8/7/2019	SJSU	No	Career Center	1--	By User/Other System

Job Notification details between 8/1/2019 to 7/31/2020

Master Control Operator (Broadcast1Source tracking number 83477)

No. of Agencies were used: 5

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 10/09/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: jdempsey@entravision.com

Title: Master Control Operator

Experience:

Preferred but not necessary

Requirements:

Detail oriented and fast learner, knowledge of broadcasting equipment, basic windows platform computer skills, decision making skills, quick reflexes and sound judgment. Bilingual, Spanish/English is preferred, but not mandatory.

Description:

The Master Control Operator (MCO) combines all audio and video from studio and on-location feeds, with network programs, and prerecorded audio announcements. The MCO cues and rolls commercials and switches video and studio inputs from different sources. Additionally, the MCO is responsible for ensuring the smooth transition from one program to another and to control the switching to and from station breaks. This includes coordination of the broadcast of commercials, PSA's and promotional tapes.

The MCO is also responsible for handling all emergency situations such as loss of picture, program overruns, program under runs and equipment malfunctions. The MCO has to make immediate corrections so that broadcast interruptions are kept to a minimum.

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

Send cover letter and resume to: jdempsey@entravision.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact

Job Notification Details Report**Date:** 3/5/2021**From:** Monterey,CA**Page:** 12/16**Job Notification details between 8/1/2019 to 7/31/2020**details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/9/2019	KCBA FOX 35	No	Craig Cox	1--	By User/Other System
10/9/2019	KSMS TV	Yes	Joanne Dempsey	1--	By User/Other System
10/9/2019	NAACP1049 Monterey County	No	Patricia Spence	1--	By User/Other System
10/9/2019	Cabrillo Community College	No	Career Center	1--	By User/Other System
10/9/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System

Job Notification Details Report**From:** Monterey, CA**Date:** 3/5/2021**Page:** 13/16**Job Notification details between 8/1/2019 to 7/31/2020****Assistant Engineer (Broadcast1Source tracking number 83463)****No. of Agencies were used:** 7

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below**Sent On:** 01/04/2019**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** Assistant Engineer**Experience:**

Broadcast Engineering and 1-2 yrs supervisory/personnel management

Requirements:

- ?-training, scheduling and overseeing team of 6-8 Master Control Operators
- ?-set-up and installation of both studio and field television production and transmission equipment, microwaves, satellite dish, etc.
- ?-performing regular maintenance and repair of equipment using work tools and test equipment
- ?-preparing and executing maintenance schedules for studio, remote, computer and transmission equipment
- ?-assisting in the maintenance and installation of computer workstations and computer based television post production and automation equipment
- ?-filling in for operation staff when necessary
- ?-other duties as directed by the Chief Engineer
- ?-some overnight shifts/hours are required to perform maintenance and repair work

Description:

The ideal candidate will have experience working in an engineering capacity especially in a television production facility; experience repairing and maintaining DVC Pro, Betacam SP and SVHS record decks; knowledge of AVID non-linear editing systems and servers; experience maintaining television transmission and automation systems. Good communication and writing skills and excellent organizational skills needed. Individual must be able to lift at least 75 pounds in order to handle equipment. Familiarity with public access rules, regulations and mission and Bilingual (Spanish) is desired.

Additional Information:

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 (EOE). Women and minorities are encouraged to apply.

Contact:

Please send cover letter and resume to: jdempsey@entravision.com

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 14/16**Job Notification details between 8/1/2019 to 7/31/2020****Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*******IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1 Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/4/2019	EVC	Yes	Joanne Dempsey	1--	By User/Other System
1/4/2019	Media Match	No	Joanne Dempsey	1--	By User/Other System
1/4/2019	Craigslist	No	Craigslist Craigslist	1--	By User/Other System
1/4/2019	Hartnell College	No	Career Center	1--	By User/Other System
1/4/2019	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
1/4/2019	allaccess.com	No	- -	1--	By User/Other System
1/4/2019	Caljobs	No	Laura Kershner	1--	By User/Other System

Job Notification Details Report**From:** Monterey, CA**Date:** 3/5/2021**Page:** 15/16**Job Notification details between 8/1/2019 to 7/31/2020****Account Executive (Integrated Marketing Solutions (Broadcast1Source tracking number 82351))****No. of Agencies were used:** 9

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:
To

All recruiting agencies listed in the report below**Sent On:** 05/16/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** jdempsey@entravision.com**Title:** Account Executive (Integrated Marketing Solutions**Experience:**

2+ years of previous experience in outside sales and/or media sales is a plus

Requirements:

Job Requirements/Qualifications: Strong interpersonal skills; problem solving and trouble shooting skills; ability to manage competing priorities, multitask & meet or exceed deadlines; working knowledge of general Microsoft software is essential i.e. Excel, PowerPoint, Word, etc.; excellent verbal and written presentation skills are critical. Bilingual English/Spanish is preferred.

Description:**Job Description/Responsibilities:** Earn

top dollar while building a rewarding sales career in broadcasting.

Salinas/Monterey's premier Spanish language television and radio stations and

the Monterey-Salinas-Santa Cruz FOX affiliate – KCBA are seeking a determined,

dynamic, self-motivated sales professional. The Account Executive (AE) will be responsible for presenting the benefits of advertising on our Television stations (Univision 67 – KSMS, UniMas

– KDJT, FOX - KCBA), Radio stations (Tri-color – KLOK-FM, Jose – KSES-FM) and

Interactive platform to local business owners and/or advertising agencies. The primary function of the AE is to use their interpersonal skills to sell commercial airtime, digital media, event

marketing, and/or customized marketing campaigns designed to achieve the

client's objectives. Consequently, successful AE's will focus on developing new

business while also maintaining and growing existing business

relationships. Additional job

requirements include research, promotions development, servicing client

accounts including collections.

Additional Information:**Contact:**

Joanne Dempsey 831-642-4405 jdempsey@entravision.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Job Notification Details Report**From:** Monterey,CA**Date:** 3/5/2021**Page:** 16/16**Job Notification details between 8/1/2019 to 7/31/2020*******IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Joanne Dempsey at jdempsey@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/16/2018	ZipRecruiter	No	Salvatore DeMeo	1--	By User/Other System
5/16/2018	Caljobs	No	Laura Kershner	1--	By User/Other System
5/16/2018	Indeed	No	Indeed, Inc, Indeed, Inc.	1--	By User/Other System
5/16/2018	Salinas Valley Chamber	No	Paul Farmer	1--	By User/Other System
5/16/2018	Hartnell College	No	Career Center	1--	By User/Other System
5/16/2018	EVC	Yes	Joanne Dempsey	1--	By User/Other System
5/16/2018	Cabrillo Community College	No	Career Center	1--	By User/Other System
5/16/2018	Craigslist	No	Craigslist Craigslist	1--	By User/Other System
5/16/2018	Monster	No	Arianne Martori	1--	By User/Other System

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)	
<u>Job Title</u>	<u>Total Interviewees</u>
Master Control Operator	5 / Indeed
Multimedia Journalist	4 / Indeed
Sales Assistant	6 / Employee Referral
TV Production	3 / Former Employee
TV Production	3 / Indeed
Master Control Operator	4 / Craig's List
Master Control Operator	5 / Indeed
Multimedia Journalist	3 / EVC Career Site
Senior VP, Integrated Marketing Solutions	3 / Previous Employee

Job Title (August 1, 2019 - July 31, 2020)

<u>Position</u>	<u>Total Interviewees</u>
Account Executive, Integrated Marketing Solutions	4 / Word of Mouth Referral
Assistant Engineer	<u>8 / Employee Referral</u>
Engineering Assistant	<u>4 / Current Employee</u>
Administrative Assistant	<u>4 / Indeed</u>
Master Control Operator	<u>1 / Former Employee</u>
Internet Content Publisher	<u>3 / Current Employee</u>
TV Production	<u>5 / EVC Career Site</u>

EMPLOYMENT UNIT'S 2019-2021 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 15 full-time employees.
4. The Employment Unit is located in the Salinas Metropolitan Statistical Area where the population is more than 250,000.
5. Details as to the Initiatives undertaken by the Employment is attached hereto.

Joanne Dempsey <jdempsey@entravision.com>

Training is completed - Learner Confirmation - Workplace Harassment Prevention for Managers - Multi-State Edition, Version 3.0 (2018)

1 message

entravisionhr@entravision.com <entravisionhr@entravision.com>
Reply-To: noreply@entravision.com
To: jdempsey@entravision.com

Wed, Jul 25, 2018 at 3:06 PM

entravision

Headway

entravision

entravision

Dear Joanne,

The email confirms you have completed the following training item on the University Portal:

Title: Workplace Harassment Prevention for Managers - Multi-State Edition, Version 3.0 (2018)

Class Description: Harassment and discrimination can have a very negative impact on an organization's work environment and enormous personal consequences to those involved. Managers and supervisors have a responsibility to both their employees and their company to know their role in preventing and responding to all forms of workplace harassment and discrimination, including sexual harassment. This two-hour course is intended to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course is designed specifically to address the sexual harassment training requirements under California, Connecticut, and Maine law, but is applicable for supervisor and manager training in all states. This course was developed with subject matter support provided by Wilson Sonsini Goodrich and Rosati, PC and The Potomac Law Group, PLLC. Please note, however, that the course materials and content are for informational purposes only and do not constitute legal advice and may or may not reflect the most current legal developments. Nothing herein, or in the course materials, shall be construed as professional advice as to any particular situation or constitute a legal opinion with respect to compliance with legal statutes or statutory instruments. Transmission of the information is not intended to create, and receipt does not constitute, an attorney-client relationship. Readers should not act upon this information without seeking independent legal advice.

Once a course is completed, it moves from your active transcript page, to the completed page. To view completed courses, click the down arrow on the Active button, click Completed.

Your training has moved from your Active Transcript to your Completed Transcript.

How do I get to my Completed Transcript? On your transcript page, click the arrow next to the Active button, (see drop down) to Complete. See all completed courses. To review or relaunch a course, click the down arrow next to the Certificate button across from the title. Click Launch.

To view click:

Thank you,

Administrator

CSOD SYSTEM ID: 386447

Joanne Dempsey <jdempsey@entravision.com>**CSUMB Job & Internship Fair ~ Thank you**

1 message

Priscilla Vallejo <pvallejo@csumb.edu>Bcc: jdempsey@entravision.com

Mon, Oct 1, 2018 at 10:46 AM

Hello,

On behalf of the Career Development team at CSUMB, we'd like to say thank you for your participation at the 2018 Job and Internship Fair.

We hope you enjoyed this high energy event as we welcomed 546 students to the fair. We appreciate your support and connecting with students about the various career opportunities your company has to offer.

Thank you for taking the time to complete the employer survey. We value your feedback and take into consideration as we plan our future fairs. If you did not get a chance to complete the survey, please click [here](#).

Mark your calendar!

More details to come

If you have any questions or interested in learning about other recruitment strategies, please feel free to contact me or visit our [site](#).

We look forward to having you on campus for future events.

-The CSUMB Career Development Team

Priscilla N. Vallejo, M.S.

Career Advisor & Events Coordinator
Center for Advising, Career & Student Success
California State University, Monterey Bay
P: 831-582-3380
E: pvallejo@csumb.edu

Restorative | Includer | Responsibility | Learner | Developer

"Growth means change and change involves risk,...Stepping from the known to the unknown." -G.S.

INVOICE



KSMS-TV
67 Garden Court
Monterey, CA 93940
Main: (831) 373-6767
Billing: (831) 373-6767

Billing Address:

House Monterey
Attention: Accounts Payable
DO NOT MAIL

.. .

Send Payment To:

KSMS-TV
DEPT 34872 P.O. BOX 39000
San Francisco, CA 94139

Invoice #	Invoice Date	Invoice Month	Invoice Period
418919-1	09/30/18	September 2018	08/27/18 - 09/23/18

Property	Account Executive	Sales Office	Sales Region
KSMS-TV	Monterey House	Monterey	Local

Advertiser	Product	Estimate Number
House Monterey	CSUMB JOB FAIR SPONS	CSUMB

Flight Dates	Order #	Alt Order #
09/15/18 - 09/23/18	418919	

Billing Calendar	Billing Type	Deal #
Broadcast	Cash	

Special Handling
Do Not Mail

Agency Code	Advertiser Code	Product 1/2

Agency Ref	Advertiser Ref

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	09/15/18	09/23/18	Mon-Sun 6a-6a	6a-6a Mon Sun	6666666	:30	42	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 09/10/18 09/16/18 -----66 12 \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
2	KSMS	Sa	09/15/18	6:54 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
9	KSMS	Sa	09/15/18	10:20 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
3	KSMS	Sa	09/15/18	12:48 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
7	KSMS	Sa	09/15/18	3:35 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
1	KSMS	Sa	09/15/18	8:07 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
5	KSMS	Sa	09/15/18	9:30 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
17	KSMS	Su	09/16/18	9:25 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
15	KSMS	Su	09/16/18	1:46 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
19	KSMS	Su	09/16/18	3:31 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
12	KSMS	Su	09/16/18	5:32 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
11	KSMS	Su	09/16/18	6:46 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
13	KSMS	Su	09/16/18	10:25 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 09/17/18 09/23/18 6666666 42 \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
29	KSMS	M	09/17/18	6:19 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
25	KSMS	M	09/17/18	10:01 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
27	KSMS	M	09/17/18	12:41 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
22	KSMS	M	09/17/18	3:17 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
23	KSMS	M	09/17/18	10:44 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
21	KSMS	M	09/17/18	12:23 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
35	KSMS	Tu	09/18/18	6:18 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
33	KSMS	Tu	09/18/18	9:15 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
37	KSMS	Tu	09/18/18	8:52 PM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
32	KSMS	Tu	09/18/18	12:47 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
31	KSMS	Tu	09/18/18	2:26 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
39	KSMS	Tu	09/18/18	3:51 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
43	KSMS	W	09/19/18	6:26 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
49	KSMS	W	09/19/18	7:30 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
42	KSMS	W	09/19/18	1:24 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM
41	KSMS	W	09/19/18	2:23 AM	Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00 NM

We warrant that the actual broadcast information shown on this invoice was taken from the official program log.

INVOICE

Send Payment To:



KSMS-TV
DEPT 34872 P.O. BOX 39000
San Francisco, CA 94139

Invoice #	Invoice Date	Invoice Month	Invoice Period
418919-1	09/30/18	September 2018	08/27/18 - 09/23/18

Advertiser	Product	Estimate Number
House Monterey	CSUMB JOB FAIR SPONS	CSUMB

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	09/15/18	09/23/18	Mon-Sun 6a-6a	6a-6a Mon Sun	6666666	:30	42	\$0.00	NM
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type									
45	KSMS	W	09/19/18	4:09 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
47	KSMS	W	09/19/18	5:50 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
59	KSMS	Th	09/20/18	6:46 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
57	KSMS	Th	09/20/18	7:44 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
51	KSMS	Th	09/20/18	2:29 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
52	KSMS	Th	09/20/18	12:46 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
55	KSMS	Th	09/20/18	1:53 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
53	KSMS	Th	09/20/18	3:48 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
65	KSMS	F	09/21/18	6:28 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
63	KSMS	F	09/21/18	11:21 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
61	KSMS	F	09/21/18	12:16 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
62	KSMS	F	09/21/18	1:30 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
67	KSMS	F	09/21/18	2:41 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
69	KSMS	F	09/21/18	12:46 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
75	KSMS	Sa	09/22/18	8:21 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
77	KSMS	Sa	09/22/18	10:49 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
72	KSMS	Sa	09/22/18	12:47 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
79	KSMS	Sa	09/22/18	4:00 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
73	KSMS	Sa	09/22/18	5:52 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
71	KSMS	Sa	09/22/18	11:58 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
85	KSMS	Su	09/23/18	8:59 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
81	KSMS	Su	09/23/18	10:43 AM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
87	KSMS	Su	09/23/18	1:23 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
89	KSMS	Su	09/23/18	3:15 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
82	KSMS	Su	09/23/18	4:49 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM
83	KSMS	Su	09/23/18	5:48 PM Mon-Sun 6a-6a	6a-6a Mon Sun	:30	CSUMB Career Fair 18 SPA	\$0.00	NM

Total Spots **54**

Payment Terms 30 Days

Net Total **\$0.00**

4/20/2021

Entravision Communications Corporation Mail - CSUMB Job & Internship Fair ~ Thank you - <https://mail.google.com/mail/u/0?ik=7ed3b0...>



CareerFair-SP19_Stu-8.5x11.pdf
80K

Joanne Dempsey <jdempsey@entravision.com>**Re: SAVE YOUR SPOT at CSUMB Job & Internship Fair!**

1 message

Priscilla Vallejo <pvallejo@csumb.edu>To: Joanne Dempsey <jdempsey@entravision.com>

Thu, Sep 6, 2018 at 4:46 PM

Hi Joanne,

I believe that would be fine.

My concern is the timeframe of these going out considering that the event is in less than 20 days. I was hoping to hear from you sooner on if you and your team were interested in participating so we could have got these out at least a month in advance.

Can you please provide me with those details that you used for last time so if we need updates those can be sent over.

Thank you,

Priscilla N. Vallejo, M.S.

Career Advisor & Events Coordinator
Center for Advising, Career & Student Success
California State University, Monterey Bay
P: 831-582-3380
E:

*Restorative | Includer | Responsibility | Learner | Developer**"Growth means change and change involves risk,...Stepping from the known to the unknown." -G.S.*On Wed, Sep 5, 2018 at 3:39 PM, Joanne Dempsey <jdempsey@entravision.com>
Hi Priscilla,

> wrote:

I am checking in to see if you would like to have us sponsor again by running TV and Radio spots. Please let me know so I can get the spots running ASAP. Also, if you recall we had created new spots for the last job fair are these still good to use.

Joanne



Joanne Dempsey
Business Operations Manager



-642-4405
Cell: 831-818-6041

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.

This message contains information from Entravision Communications Corporation that may be confidential or privileged. If you are not the intended

4/20/2021

Entravision Communications Corporation Mail - Re: SAVE YOUR SPOT at CSUMB Job & Internship Fair! - <https://mail.google.com/mail/...>

recipient, be aware that any disclosure, copying, distribution or use of the contents of this information is prohibited. If you have received this transmission in error, please notify me immediately by telephone or electronic mail. Thank you.

On Mon, Aug 27, 2018 at 1:01 PM Priscilla Vallejo <

> wrote:

Hello,

CSUMB's Job and Internship Fair is in less than a month!
Reserve your spot today as space is filling up!



If you are looking to fill part-time, full-time, internship or volunteer opportunities, then this event is for you! Connect and meet with hundreds of Cal State Monterey Bay students!

Increase your recruitment needs and company's brand at this event with one of our registration packages below!

Click to Register

Standard Package \$250:

- 2 representatives
- One 6' foot table and chairs
- Parking Permit
- Light breakfast refreshments, coffee, and water
- Lunch for representatives
- Company's name and link to the employment site on Career Services event website
- : Additional Rep: \$50, Additional Table: \$75, Outlet: \$40*
- Non-profits & Government agencies may qualify for a discount

Otter Package \$500:

- Includes "Standard Package" Plus:
- 2 additional representatives
- Parking permit
- 1 Lunch and Learn Information Session
- 1 On-campus tabling
- Preferred table location at fair
- Targeted email blast about company and job openings for the semester
-

Visit our to learn more about our services and our Career Fairs
you may contact me at or call 831-582-3380.

. If you have any questions,

We look forward to having you at our event on September 24!

Priscilla N. Vallejo, M.S.
Career Advisor & Events Coordinator

4/20/2021

Entravision Communications Corporation Mail - Re: SAVE YOUR SPOT at CSUMB Job & Internship Fair! - <https://mail.google.com/mail/...>

Center for Advising, Career & Student Success

California State University, Monterey Bay

P: 831-582-3380

E:

Restorative | Includer | Responsibility | Learner | Developer

"Growth means change and change involves risk,...Stepping from the known to the unknown." -G.S.

entravisionJoanne Dempsey <jdempsey@entravision.com>**CET's 5th Annual Job and Resource Fair**

1 message

Amairani Ruelas Cortez <acortez@cetweb.edu>
To: Amairani Ruelas Cortez <acortez@cetweb.edu>

Fri, Mar 15, 2019 at 10:05 AM

Thank you for signing up to CET's 5th Annual Job & Resource Fair. Our job fair will be taking place on March 20, 2019 at

Set up time will be from 9:30 a.m. – 10:45 a.m. The event will be from 11:00 a.m. – 2:00 p.m.

We will be serving coffee and pastries from 9:30 to 11 a.m. and lunch after 1 p.m.

If you have any questions or concerns please contact us at

Thank you and hope to see you soon,

Amairani Ruelas

Receptionist

Center for Employment Training

183 11-424-0663

MNTRY PENINSULA CLLGE
980 FREMONT STREET
MONTEREY, CA 9394000000, US
8316464043

Store #1001263667

04/24/19 11:52:18 AM

Retail Sale

Billing Address

Joanne Dempsy/ Job Fair

Entravision Comm. Corp/Job Fair 67 Garden Ct

Monterey, CA
93940

Credit Card Information

CREDIT CARD NUMBER: Visa8640

SWIPE CARD: No

STATUS: APPROVED - 195225

ORDER NUMBER: 10.174.122.180-16A50B0FE64-693199E4-51D18F5

PO NUMBER: 3807

Qty	Unit Cost	Extended Cost
1	25.00	25.00
SUBTOTAL:		\$25.00
TOTAL:		\$25.00

I AGREE TO PAY ABOVE AMOUNT



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

May 14th, 2019

Dear Paulina:

We are pleased to offer you an internship (the "Internship") with Entravision Communications Corporation ("Entravision") as a **Digital Marketing** intern in Entravision's **Marketing 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 **Monterey** office and will report to **Kara Spadone, Marketing Manager** of Entravision.

1. **Term.** The term of this Internship begins on **May 22nd** and ends on **August 8th**.
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.
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 or 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. 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 **California**, 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 (831) 642-4410.

Sincerely,

Kara Spadone
Marketing Manager at KCBA FOX 35

Acknowledged and Agreed to:


Intern Name: _____

5/16/19

Date

**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 KSMS, KDJT 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', is written over a horizontal line. The signature is stylized with a large loop at the beginning and a long, sweeping underline.

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

UNIT'S EEO COMPLAINT STATUS

To the best of Entravision Holdings, LLC's knowledge, its Monterey-Salinas 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 Monterey-Salinas 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 Joanne Dempsey

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/ 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/ 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.