

KINC-TV, KQRT-FM, KRRN-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Marketing Solutions Consultant	1, 3, 5-8, 10-13, 15-17	17
Integrated Marketing Solutions Consultant	1-4, 7, 11, 13, 15-16, 18	2
Traffic Coordinator	1, 3, 6-16, 18	8
Multimedia Journalist	3, 6-7, 10-12, 18	3

KINC-TV, KQRT-FM, KRRN-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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	College of Southern Nevada 3200 E Cheyenne Ave Las Vegas, Nevada 89030 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
2	Employee Referral	N	2
3	Entravision 2425 Olympic Blvd Ste 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : http://www.entravision.com Entravision Communications Manual Posting	N	6
4	In House On Air announcements 500 Pilot Road Suite D Las Vegas, Nevada 89119 On Air Announcements Manual Posting	N	0
5	Indeed.com 6433 Champion Granview Way Bldg 1 Austin, Texas 78750 Phone : (650) 282-8031 Url : indeed.com Ali Pascal Manual Posting	N	0
6	Las Vegas Women in Communications 1027 S Rainbow Blvd Las Vegas, Nevada 89145 Url : http://www.womenincommunicationslv.org Email : kristine@lvradio.com Job Board	N	0
7	Latin Chamber of Commerce 300 N 13th St Las Vegas, Nevada 89101 Url : http://www.lvlcc.com Email : info@lvlcc.com Job Board	N	0
8	Linked In	N	2

KINC-TV, KQRT-FM, KRRN-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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
9	LinkedIn 222 2nd St San Francisco, California 94105 Job Bank Manual Posting	N	0
10	LULAC National Office 2000 L Street NW Ste 610 Washington, District of Columbia 20036 Url : http://www.lulac.org Email : jmoya@lnesc.org Job Board	N	0
11	Nevada Broadcasters Association 8985 S Eastern Ave Ste 205 Las Vegas, Nevada 89123 Phone : (702) 794-4994 Url : http://www.nevadabroadcasters.org Email : jeanette@nevadabroadcasters.org Jeanette Cerne-Hill	N	0
12	Nevada Job Connect 4001 South Virginia St Ste 11 Reno, Nevada 89502 Phone : (775) 284.9627 Email : p-delaney@detr.nv.gov Julie Frost	N	0
13	Nevada State College 1300 Nevada State Dr Henderson, Nevada 89002 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
14	Truckee Meadows Community College 5250 Neil Rd MDWN 205 Reno, Nevada 89502 Phone : (775) 857-4987 Url : https://tmcc-csm.symplicity.com/ Sidney Sullivan Manual Posting	N	0

KINC-TV, KQRT-FM, KRRN-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	University of Nevada, Las Vegas 4505 S Maryland Pkwy Las Vegas, Nevada 89154 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
16	University of Nevada, Reno 1664 N Virginia St Reno, Nevada 89557 Phone : (775) 682-7114 Url : https://app.joinhandshake.com/login Kaitlyn Zhang Manual Posting	N	0
17	Word of Mouth Referral	N	3
18	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:			13

KINC-TV, KQRT-FM, KRRN-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	Ongoing Event	Establishment of a mentoring program	The Entravision Mentorship Program was implemented globally, across all levels and business units. Its purpose is to recruit, motivate and engage top talent employees, provide a consistent monitoring process across the organization, retain high potential team members and create future leaders in the company. SEU's SVP IMSC and Business Operations Manager each serve as mentors to our Promotions Manager and Sales Assistant/Assistant to the Business Operations Manager respectively. Our SVP IMSC and Promotions Manager as well as our Business Operations Manager and Sales Assistant/Assistant to the Business Operations Manager each meet for at least two hours per month to discuss goals within the company, including opportunities for advancement into leadership positions, and any challenges being faced. Mentees are learning the ins and outs of media sales management, accounting and creative services management.	4	Business Operations Manager Sales Assistant & Assistant to BOM SVP IMSC Promotions Manager	1.00
2	Ongoing Event	Establishment of a mentoring program	The Women of Entravision initiative celebrates and promotes the success of the women who call Entravision home. The Women of Entravision meet with leadership to discuss ways to promote female leadership at the company. The initiative stimulates new advancements that promote a safer work environment, a better community, better pathways to leadership, and greater wellbeing across all of Entravision offices worldwide.	7	Business Operations Manager Sales Assistant Integrated Marketing Solutions Consultant Integrated Marketing Solutions Consultant	1.00
3	4/28/2023	Provision of training to management	On April 28, 2023, our SEU participated in a training session on EEO compliance and practices provided by Broadcast1Source. Station participants included our Business Operations Manager.	1	Business Operations Manager	1.00

KINC-TV, KQRT-FM, KRRN-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	5/10/2023	Participation in events or programs sponsored by educational institutions	On May 10, 2023, our SEU participated in career day at Sports Leadership & Management of Nevada (charter school). Station participants included one of our multimedia journalists, who demonstrated the reporting process, talked to the students about the ins and outs of daily television reporting, and held a questions and answers session.	1	MMJ	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.25