



September 17, 2021

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

Re: Station KDVA(FM)
Buckeye, Arizona
FIN: 2750
RESPONSE TO EEO AUDIT NOTICE

Dear Sir:

Entravision Holdings, LLC ("Entravision"), the licensee of Station KDVA(FM), Buckeye, Arizona, is hereby responding to the Commission's EEO Audit Notice, dated August 6, 2021, in connection with the operation of Station KDVA. In response thereto, Entravision wishes to report the attached, requested information concerning KDVA, to the Commission.

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

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

Respectfully submitted,

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

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

Item 2(b)(i)

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 KDVA. The URL for that website is: <https://www.radiolasuavecita.com/phoenix/>
2. Copies of the Employment Unit's two most recent EEO public file reports are attached hereto.

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2019 - May 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
Executive Assistant	1-9	4

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2019 - May 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	AZ Broadcasters Association 426 N. 44th Street Suite 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Jennifer Latko Manual Posting	N	0
2	Careerpage.org Online Only Albuquerque, New Mexico Email : Suzanstrong@nmba.org Suzan Strong	N	0
3	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
4	Entravision.com 2425 Olympic Boulevard Suite 6000W Santa Monica, California 90404 Phone : 310-447-3870 Url : https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=246 Andrea Stefani Manual Posting	N	1
5	Friendly House - Human Resources 829 S. 1st Avenue Phoenix, Arizona 85004 Phone : 602-416-7232 Email : federicom@friendlyhouse.org Federico Murillo	N	0
6	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Glass door Manual Posting	N	0
7	Indeed.com 900 Concar Drive San Mateo, California 94010 Phone : (800) 475-4361 Ali Pascal Manual Posting	N	4

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT**

June 1, 2019 - May 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	LULAC National Educational Service Centers Inc 2000 L Street NW Ste 610 Washington , District of Columbia 20036 Email : jmoya@lnesc.org LULAC National Educational Svs Centers	N	0
9	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:			5

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2019 - May 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

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021**

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	1-10	4

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
 June 1, 2020 - May 31, 2021

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	AZ Broadcasters Association 426 N. 44th Street Suite 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Jennifer Latko Manual Posting	N	0
2	Careerpage.org Online Only Albuquerque, New Mexico Email : Suzanstrong@nmba.org Suzan Strong	N	0
3	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
4	Employee Referral	N	2
5	Entravision.com 2425 Olympic Boulevard Suite 6000W Santa Monica, California 90404 Phone : 310-447-3870 Uri : https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=246 Andrea Stefani Manual Posting	N	0
6	Friendly House - Human Resources 829 S. 1st Avenue Phoenix, Arizona 85004 Phone : 602-416-7232 Email : federicom@friendlyhouse.org Federico Murillo	N	0
7	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Glass door Manual Posting	N	0

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021**

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	Indeed.com 900 Concar Drive San Mateo, California 94010 Phone : (800) 475-4361 Ali Pascal Manual Posting	N	0
9	Linked In	N	1
10	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:			3

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	7/20/2020	Provision of training to management	All station staff, 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.	7	Managers & Staff	1.00
2	9/15/2020	Participation in Job Fairs	University of Arizona Career Days. Online Career Day used as additional recruitment efforts for the following positing: AE/IMSC	1	Promotions Director	0.25
3	10/21/2020	Provision of training to management	Arizona State University held a Town Hall webinar. The main topic was educating employers on diversity, equality and Inclusion in their corporate community as well as engaging companies to provide professional development opportunities to recent graduates.	1	Promotions Director	1.00
4	Ongoing Event	Establishment of a mentoring program	The Women of Entravision initiative aims to promote female leadership at the company and stimulate new advancements that will promote a safer work environment, a better community, better pathways to leadership, and greater wellbeing across all of Entravision offices worldwide.	30		1.00

**KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT**

June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	3/24/2021	Provision of training to management	The New Mexico Broadcasters hosted a webinar with David Oxenford. The topic of the webinar was "Staying on Top of Your Broadcast FCC EEO Obligations." The webinar discussed compliance with EEO rules not only with license renewal but also through periodic audits. It also reminded stations of the need for wide dissemination of information about job openings and engaging in specified outreach activities designed to educate the community about broadcast employment and training employees for advancement in their broadcast careers, even if their station has no job openings.	1	Business Operations Mgr	1.00
6	5/5/2021	Provision of training to management	Alex La Brie, EVP of Global HR & Risk Management, conducted a webinar with all EVC Business Operations Managers to review and answer any questions about the 3 prongs of EEO compliance	1	Business Operations Mgr	1.00
7	5/13/2021	Participation in Job Fairs	ASU Virtual Hiring Event via Zoom for IMSC Sales Position	1	Promotions Manager	0.25
8	5/20/2021	Provision of training to management	EVC Corporate coordinated a virtual training session with all EVC Business Operations Managers and Terrie Knight Gura, Client Services & Integrations Supervisor, of Broadcast1Source. EEO compliance requirements, tools and reports were discussed.	1	Business Operations Mgr	1.00
TOTAL POINTS OVER REPORTING PERIOD:						6.50

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:

June 1, 2019 - May 31, 2020	
<u>Position</u>	<u>Date of Hire</u>
Executive Assistant	1/29/2020

June 1, 2020 - May 31, 2021	
<u>Position</u>	<u>Date of Hire</u>
Integrated Marketing System Consultant	2/19/2021

Information concerning the communications sent to recruitment sources dealing with these hires are attached hereto.

Job Notification Details Report

Date: 8/12/2021

From: Phoenix,AZ

Page: 1/3

Job Notification details between 6/1/2019 to 5/31/2020

Executive Assistant (Broadcast1Source tracking number 79501)

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: 12/26/2019

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: psanchez@entravision.com

Title: Executive Assistant

Experience:

The ideal candidate will be/have:

- A proactive and independent work ethic
- Superior organizational skills
- Flexibility and multitasking
- Ability to interact with staff in a fast-paced environment, sometimes under pressure
- A high level of professionalism and confidentiality is crucial
- Expert level written and verbal communication skills
- Strategic thinking
- Attention to detail

Requirements:

- 3-5+ years' experience supporting at the executive level
- Bilingual Spanish/English with writing and translation skills imperative
- Calendar management skills, including coordination of complex executive meetings
- Strong knowledge of MS Office, including Word, Excel, PowerPoint, and Google Mail/Docs
- Support Experience in the broadcast media industry, sales, or marketing environment

Description:

Job Notification Details Report

Date: 8/12/2021

From: Phoenix,AZ

Page: 2/3

Job Notification details between 6/1/2019 to 5/31/2020

Entravision Communications Corporation (NYSE: EVC), one of the fastest growing Hispanic multi-media companies, seeks an Executive Assistant for our Phoenix, Arizona stations. This position is responsible for handling a wide range of administrative and executive support related tasks, including, but not limited to, calendar management, project and event coordination, supporting management, digital/social media sales, front desk reception duties, backup accounting and finance department. Also responsible for general office duties such as maintaining office inventory, shipping/receiving coordination, and filing reports. The ideal candidate will be mature and experienced, able to handle high volumes of work and demands, and enjoy the administrative challenges of support. This is a Full Time position, Monday through Friday. Actual hours and schedule may vary.

Essential Functions:

- Gives direct support to the SVP, including prioritizing and managing multiple projects simultaneously, and follow through on issues in a timely manner.
- Works closely with executives to coordinate and launch corporate projects as assigned.
- Responsible for heavy calendar management, requiring interaction with both internal and external executives and assistants, as well as clients and affiliates, to coordinate a variety of complex executive meetings with constant awareness of daily schedule.
- Manages and coordinates special events.
- Booking travel arrangements including airfare, hotel, and car rentals.
- Accurately completes and tracks monthly expense reports.
- Coordinates, orders, and picks up executive group meals as needed.
- Maintains stock of office/kitchen supplies, stationary, office refreshments, etc.; make other purchases as directed.
- Coordinates shipping/receiving as needed.
- Manages & coordinates monthly meetings calendar and conference room calendar.
- Maintains TV FCC Files and files Quarterly Reports electronically and in hard copy as required by FCC.

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:

To apply for this position, please visit...<https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=1083>

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 Pam Sanchez at psanchez@entravision.com

Job Notification Details Report

From: Phoenix,AZ

Date: 8/12/2021

Page: 3/3

Job Notification details between 6/1/2019 to 5/31/2020

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/3/2020	Careerpage.org	No	Suzan Strong	1--	Suzanstrong@nmba.org
12/26/2019	LULAC National Educational Service Centers Inc	No	LULAC National Educational Svs Centers	1--	jmoya@lnesc.org
12/26/2019	Glassdoor	No	Glass door	1--	By User/Other System
12/26/2019	Friendly House - Human Resources	No	Federico Murillo	1--	federicom@friendlyhouse.org
12/26/2019	Indeed.com	No	Ali Pascal	1--	By User/Other System
12/26/2019	Entravision.com	No	Andrea Stefani	1--	naukerman@entravision.com
12/26/2019	Chicanos por la Causa	No	Renato Ramos	1--	renato.ramos@cplc.org
12/26/2019	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com
12/26/2019	AZ Broadcasters Association	No	Jennifer Latko	1--	By User/Other System

KBMB, KDVA, KLNZ, KVVA

Fax and E-mail verification summary report for Executive Assistant

Position: Executive Assistant

Hire Date: January 29, 2020

This report, generated by Broadcast1Source, verifies that KBMB, KDVA, KLNZ, KVVA used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Entravision Communications Corporation (NYSE: EVC), one of the fastest growing Hispanic multi-media companies, seeks an Executive Assistant for our Phoenix, Arizona stations. This position is responsible for handling a wide range of administrative and executive support related tasks, including, but not limited to, calendar management, project and event coordination, supporting management, digital/social media sales, front desk reception duties, backup accounting and finance department. Also responsible for general office duties such as maintaining office inventory, shipping/receiving coordination, and filing reports. The ideal candidate will be mature and experienced, able to handle high volumes of work and demands, and enjoy the administrative challenges of support. This is a Full Time position, Monday through Friday. Actual hours and schedule may vary.

Essential Functions:

- Gives direct support to the SVP, including prioritizing and managing multiple projects simultaneously, and follow through on issues in a timely manner.
- Works closely with executives to coordinate and launch corporate projects as assigned.
- Responsible for heavy calendar management, requiring interaction with both internal and external executives and assistants, as well as clients and affiliates, to coordinate a variety of complex executive meetings with constant awareness of daily schedule.
- Manages and coordinates special events.
- Booking travel arrangements including airfare, hotel, and car rentals.
- Accurately completes and tracks monthly expense reports.
- Coordinates, orders, and picks up executive group meals as needed.
- Maintains stock of office/kitchen supplies, stationary, office refreshments, etc.; make other purchases as directed.
- Coordinates shipping/receiving as needed.
- Manages & coordinates monthly meetings calendar and conference room calendar.
- Maintains TV FCC Files and files Quarterly Reports electronically and in hard copy as required by FCC.

Requirements:

KBMB, KDVA, KLNZ, KVVA

Fax and E-mail verification summary report for Executive Assistant

- 3-5+ years' experience supporting at the executive level
- Bilingual Spanish/English with writing and translation skills imperative
- Calendar management skills, including coordination of complex executive meetings
- Strong knowledge of MS Office, including Word, Excel, PowerPoint, and Google Mail/Docs
- Support Experience in the broadcast media industry, sales, or marketing environment

Experience:

The ideal candidate will be/have:

- A proactive and independent work ethic
- Superior organizational skills
- Flexibility and multitasking
- Ability to interact with staff in a fast-paced environment, sometimes under pressure
- A high level of professionalism and confidentiality is crucial
- Expert level written and verbal communication skills
- Strategic thinking
- Attention to detail

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:

To apply for this position, please visit...<https://entravision.csod.com/ats/careersite/JobDetails.aspx?site=1&id=1083>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

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KBMB, KDVA, KLNZ, KVVA**Fax and E-mail verification summary report for Executive Assistant**

RS Number	Recruiting Source	Date and Time
2	Careerpage.org E-mail: Suzanstrong@nmba.org	Sent: 1/3/2020 4:04:14 PM
3	Chicanos por la Causa E-mail: renato.ramos@cplc.org	Sent: 12/26/2019 5:08:13 PM
4	Entravision.com E-mail: naukerman@entravision.com	Sent: 12/26/2019 5:08:14 PM
5	Friendly House - Human Resources E-mail: federicom@friendlyhouse.org	Sent: 12/26/2019 5:08:15 PM
8	LULAC National Educational Service Centers Inc E-mail: jmoya@lnesc.org	Sent: 12/26/2019 6:30:19 PM
9	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 12/26/2019 5:08:12 PM

Job Notification Details Report

From: Phoenix,AZ

Date: 8/12/2021

Page: 1/3

Job Notification details between 6/1/2020 to 5/31/2021

Integrated Marketing Solutions Consultant (Broadcast1Source tracking number 86873)

No. of Agencies were used: 8

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: 12/18/2020

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: psanchez@entravision.com

Title: Integrated Marketing Solutions Consultant

Experience:

- CRM experience mandatory
- Some years' experience in leadership brand, marketing, digital or business leadership positions
- Developing creative marketing solutions beyond a simple reach
- Reporting to management, developing strong presentations
- Experience in managing a National or Local client base
- Experience in developing product and sales marketing presentations to clients (e.g., upfronts)

Requirements:

The ideal candidate will be/have:

- Excellent organizational skills and an ability to multitask in a high pressure, fast-paced environment
- A self-starter
- The capacity to attract, persuade, and motivate to develop new and existing client relationships
- Self-confident and a collaborative team player through a connected environment
- The ability to exhibit professionalism and cultural sensitivity
- Understanding, experience and exposure to TV and Radio broadcasting
- A clear understanding of digital ad-tech platforms and how they can be offered to clients
- The capacity to act and think "out of the box" in order to achieve and exceed required results and develop strategic alliances and partnerships either within or outside the advertising industry
- Client contacts and the capacity to develop Tier 1, 2 and 3 level NYC and other key market relationships
- Demonstrated management ability for accountability, planning, budgeting and reporting economic and operating KPIs.
- Bilingual: English/Spanish
- Be proficient in the use of Office, Salesforce, BI tools, CRM tools, NPS platforms (active interest in the use of technology, processes and BI reporting)

Description:

Job Notification Details Report

Date: 8/12/2021

From: Phoenix,AZ

Page: 2/3

Job Notification details between 6/1/2020 to 5/31/2021

Entravision Communications Corporation (NYSE:EVC), one of the fastest growing Hispanic multi-media companies, seeks an Integrated Marketing Solutions Consultant. This position requires someone that can develop and maintain relationships with advertisers and advertising agencies, sell commercial airtime, event sponsorships and marketing/NTR campaigns and meet or exceed the revenue and OCF annual goals of the market. The IMSC must use corporate tools and workflows to provide world class product and service. This is a full-time position, Monday through Friday. Actual hours and schedule may vary.

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. Responsibilities include, but are not limited to:

- Developing a detailed plan to encourage the growth of new business and while also maintaining and growing existing business relationships. The IMSC presents the benefits of Spanish language advertising on one or more of our radio stations to local business owners and/or advertising agencies.
- Meeting monthly and annual sales goals.
- Developing annual plans based on existing and new opportunities, bottom up account analysis, industry trends, competitive landscape and growth potential (updated on a Quarterly basis). This activity assumes that the position of IMSC must have a fully shared commitment to making the year's financial goals.
- Developing and maintaining a direct-to-client communication channel. This position assumes that a detailed plan to call, visit or contact customers to survey client needs, satisfaction and new product development initiatives. Uses interpersonal skills to selling commercial airtime, event sponsorships, and/or customized marketing campaigns designed to achieve the client's objectives.
- Additional job requirements may include research, promotions, development, copywriting, servicing, as well as some collection efforts

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. We encourage women and minorities to apply.

Contact:

To apply for this position, please visit...<https://entravision.csod.com/ats/careersite/JobDetails.aspx?id=2321&site=1>

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 Pam Sanchez at psanchez@entravision.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
12/18/2020	Glassdoor	No	Glass door	1--	By User/Other System
12/18/2020	Friendly House - Human Resources	No	Federico Murillo	1--	federicom@friendlyhouse.org
12/18/2020	Indeed.com	No	Ali Pascal	1--	By User/Other System
12/18/2020	Entravision.com	No	Andrea Stefani	1--	naukerman@entravision.com

Job Notification Details Report

From: Phoenix,AZ

Date: 8/12/2021

Page: 3/3

Job Notification details between 6/1/2020 to 5/31/2021

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
12/18/2020	AZ Broadcasters Association	No	Jennifer Latko	1--	By User/Other System
12/18/2020	Chicanos por la Causa	No	Renato Ramos	1--	renato.ramos@cplc.org
12/18/2020	Careerpage.org	No	Suzan Strong	1--	Suzanstrong@nmba.org
12/18/2020	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

KBMB, KDVA, KLNZ, KVVA

**Fax and E-mail verification summary report for Integrated Marketing Solutions
Consultant**

Position: Integrated Marketing Solutions Consultant

Hire Date: February 19, 2021

This report, generated by Broadcast1Source, verifies that KBMB, KDVA, KLNZ, KVVA used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Entravision Communications Corporation (NYSE:EVC), one of the fastest growing Hispanic multi-media companies, seeks an Integrated Marketing Solutions Consultant. This position requires someone that can develop and maintain relationships with advertisers and advertising agencies, sell commercial airtime, event sponsorships and marketing/NTR campaigns and meet or exceed the revenue and OCF annual goals of the market. The IMSC must use corporate tools and workflows to provide world class product and service. This is a full-time position, Monday through Friday. Actual hours and schedule may vary.

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. Responsibilities include, but are not limited to:

- Developing a detailed plan to encourage the growth of new business and while also maintaining and growing existing business relationships. The IMSC presents the benefits of Spanish language advertising on one or more of our radio stations to local business owners and/or advertising agencies.
- Meeting monthly and annual sales goals.
- Developing annual plans based on existing and new opportunities, bottom up account analysis, industry trends, competitive landscape and growth potential (updated on a Quarterly basis). This activity assumes that the position of IMSC must have a fully shared commitment to making the year's financial goals.
- Developing and maintaining a direct-to-client communication channel. This position assumes that a detailed plan to call, visit or contact customers to survey client needs, satisfaction and new product development initiatives. Uses interpersonal skills to selling commercial airtime, event sponsorships, and/or customized marketing campaigns designed to achieve the client's objectives.
- Additional job requirements may include research, promotions, development, copywriting, servicing, as well as some collection efforts

Requirements:

KBMB, KDVA, KLNZ, KVVA

**Fax and E-mail verification summary report for Integrated Marketing Solutions
Consultant**

The ideal candidate will be/have:

- Excellent organizational skills and an ability to multitask in a high pressure, fast-paced environment
- A self-starter
- The capacity to attract, persuade, and motivate to develop new and existing client relationships
- Self-confident and a collaborative team player through a connected environment
- The ability to exhibit professionalism and cultural sensitivity
- Understanding, experience and exposure to TV and Radio broadcasting
- A clear understanding of digital ad-tech platforms and how they can be offered to clients
- The capacity to act and think "out of the box" in order to achieve and exceed required results and develop strategic alliances and partnerships either within or outside the advertising industry
- Client contacts and the capacity to develop Tier 1, 2 and 3 level NYC and other key market relationships
- Demonstrated management ability for accountability, planning, budgeting and reporting economic and operating KPIs.
- Bilingual: English/Spanish
- Be proficient in the use of Office, Salesforce, BI tools, CRM tools, NPS platforms (active interest in the use of technology, processes and BI reporting)

Experience:

- CRM experience mandatory
- Some years' experience in leadership brand, marketing, digital or business leadership positions
- Developing creative marketing solutions beyond a simple reach
- Reporting to management, developing strong presentations
- Experience in managing a National or Local client base
- Experience in developing product and sales marketing presentations to clients (e.g., upfronts)

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. We encourage women and minorities to apply.

Contact:

To apply for this position, please visit...<https://entravision.csod.com/ats/careersite/JobDetails.aspx?id=2321&site=1>

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast!Source. If you want to change your contact details, please email Pam Sanchez at psanchez@entravision.com

KBMB, KDVA, KLNZ, KVVA**Fax and E-mail verification summary report for Integrated Marketing Solutions
Consultant**

RS Number	Recruiting Source	Date and Time
2	Careerpage.org E-mail: Suzanstrong@nmba.org	Sent: 12/18/2020 7:10:51 PM
3	Chicanos por la Causa E-mail: renato.ramos@cplc.org	Sent: 12/18/2020 7:10:52 PM
5	Entravision.com E-mail: naukerman@entravision.com	Sent: 12/18/2020 7:10:53 PM
6	Friendly House - Human Resources E-mail: federicom@friendlyhouse.org	Sent: 12/18/2020 7:10:54 PM
10	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 12/18/2020 7:10:49 PM

Item 2(b)(iii)

EMPLOYMENT UNIT'S 2019-2021 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 (June 1, 2019 – May 31, 2020)

<u>Job Title</u>	<u>Total Interviewees/Sourcing</u>
Executive Assistant	5 Interviews: 1 Entravision Website 4 Indeed

Job Title (June 1, 2020 - May 31, 2021)

<u>Position</u>	<u>Total Interviewees</u>
Integrated Marketing Solutions Consultant	3 Interviews 2 Employee Referrals 1 LinkedIn

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 nine full-time employees.
4. The Employment Unit is located in the Phoenix Metropolitan Statistical Area where the population is greater than 250,000.
5. Details as to the Initiatives undertaken by the Employment are attached hereto.



Rachel Mather <rmather@entravision.com>

Fwd: Follow-up to Broadcast1Source training

1 message

Sharishta Pearson <spearson@entravision.com> Fri, May 21, 2021 at 1:11 PM
To: Denise Sanseverino <denise.sanseverino@entravision.com>, Jennifer Adoremos <jadoremos@entravision.com>, Jose Gonzalez <josegonzalez@entravision.com>, Jesus Mendoza <jmendoza@entravision.com>, Joanne Dempsey <jdempsey@entravision.com>, Leonides Leo Vasquez <lvasquez@entravision.com>, Maria Juarez <mjuarez@entravision.com>, Martha Tomassilli <nspurr@entravision.com>, Pam Sanchez <psanchez@entravision.com>, Rachel Mather <rmather@entravision.com>, Rich Reid <rreid@entravision.com>, Tonya Meyer <tmeyer@entravision.com>
Cc: Alex La Brie <alabrie@entravision.com>, Ashraf Miqbel <amiqbel@entravision.com>

Hi All,
Thanks again for attending yesterday's training! I hope you learned something new/helpful to help with your reporting. Please use the email below as proof of yesterday's training for Prong 3. If you have any questions please let me know.

Thank you!
Sharishta



Sharishta Pearson
Human Resources Manager

2425 Olympic Blvd. Suite 6000 West
Santa Monica, CA 90404
O (310) 447-3872
spearson@entravision.com



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----- Forwarded message -----
From: Terrie Knight Gura <tgura@bc1source.com>
Date: Thu, May 20, 2021 at 1:30 PM
Subject: Follow-up to Broadcast1Source training
To: Sharishta Pearson <spearson@entravision.com>

Good afternoon, Sharishta,

Thank you for facilitating the training session for your Business Operations Managers today! I appreciated everyone's attention for our 90-minute tutorial, and I hope your BOMs found the information and best practice tips helpful. If anyone has questions about the following items we covered, I'll be happy to address them or offer clarification.

- Overview of outreach organizations (Prong 1 and Prong 2)

- Managing recruiting source details, including Prong 2 status
- Creating job vacancy notices and notifying to select sources
- Collection and storage of proof documents for external postings
- Recording interview details for accurate referral identification
- Tracking Prong 3 (Initiative) points
- Running EEO reports
- Conducting and recording Self Audits

Any of your managers are welcome to contact me directly with specific questions if they need help using our system.

Thank you again!

Terrie Knight Gura

Client Services & Integrations Supervisor

(336) 553-0620 x159

tgura@bc1source.com

www.broadcast1source.com





Rachel Mather <rmather@entravision.com>

Fwd: Final Event Details: 5/13 Hiring Event

1 message

Pam Sanchez <psanchez@entravision.com>
To: Rachel Mather <rmather@entravision.com>

Tue, May 11, 2021 at 4:06 PM



Pam Sanchez
Business Operations Mgr TV & RD

2725 E. Broadbent Pkwy NE
Albuquerque, NM 87107
O 505-341-6113 M 505-259-5714
psanchez@entravision.com



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----- Forwarded message -----

From: **Alde Gonzalez** <aidegonzalez@entravision.com>
Date: Tue, May 11, 2021 at 2:41 PM
Subject: Fwd: Final Event Details: 5/13 Hiring Event
To: Pam Sanchez <psanchez@entravision.com>, Dean Apostalides <dapostalides@entravision.com>

Hola..
Here is the letter!

Saludos,

----- Forwarded message -----

From: **ASU Career and Professional Development Services via joinhandshake.com**
<handshake@mail.joinhandshake.com>
Date: Tue, May 11, 2021 at 1:22 PM
Subject: Final Event Details: 5/13 Hiring Event
To: <aidegonzalez@entravision.com>

The logo for ASU Career and Professional Development Services features the letters 'ASU' in a large, bold, black font. The 'A' and 'S' are connected, and the 'U' is slightly larger. To the right of 'ASU', the words 'Career and Professional' are stacked above 'Development Services' in a smaller, bold, black font. Below this, 'Arizona State University' is written in a bold, black font. The entire logo is set against a background of a dense, light-colored dot pattern.

**ASU Career and Professional
Development Services**
Arizona State University

FINAL EVENT DETAILS

Aidé,

Thank you for registering for the **ASU Virtual Hiring Event** on Thursday, May 13 from 3:00pm - 5:00pm PDT / MST.

This event will take place on Zoom.

There will be five Zoom Rooms, each hosted by a Career and Professional Development Services team member. Employers will be assigned a room, and placed into a breakout room within their assigned room. Students will be able to go in and out of rooms, and breakout rooms, to meet and chat with employers.

You may have as many representatives in your breakout room as you would like.

There are no schedules or sign ups, and you may have multiple students in your breakout room at any given time. You will be able to share your screen in your breakout room, so feel free to have a slide with your organization's name and/or titles of positions that you are recruiting for at this event.

Please click the link below to access your assigned Zoom link on the afternoon of the event. We ask that you login in 10 to 15 minutes prior to the start of the event so that we can place you and your team into your Breakout Room.

Event Zoom Links

Please let me know if you have any questions!

Korrie Brown Gernert

Arizona State University
Career and Professional Development Services
www.asuemployerguide.com
480.965.5112

Unsubscribe from Arizona State University • Unsubscribe from all Career Centers
P.O. Box 40770, San Francisco, CA 94140



Aidé González
Promotions Director



501 N. 44th St. Suite 125
Phoenix, AZ 85008
O (602) 776-1428 M (602) 558-3429
aidegonzalez@entravision.com

  entravision.com

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WISE

Women of Entravision

In October 2018, Entravision hosted the first meeting of a new initiative led by Alex Labrie called the Women of Entravision to celebrate and promote the successes of the women who lift Entravision higher.

The Women of Entravision initiative selected 11 women from Jennifer Sandoval (JR Generalist), Luisa Collins (JR News & Media Affairs & Marketing), Karina Cerda (EVP Marketing & Sales Development), Crystal Gomez (VP Local & National), Jessica Martinez (EVP US Digital), Margarita Wilkinson (SVP San Diego), and Laura Saldívar (SVP) as a group to meet with Entravision leadership to discuss ways to promote female leadership at the company.

The group established the six core tenets of the group: **persistence, awareness, assistance, connection, community, and resilience.** Using these key topics, the group strives to stimulate new arrangements that will promote a safe work environment, a better community, better pathway to leadership, and better workplace across all of our news channels worldwide.

Group members include **Diana De Lara Zamudio**, **Carla Figueroa**, **Anita Saenz**, **VP, Corpus Christi**, **Erin Yoden**, **SVP, Washington**, and **Micaela Chichoty**, **VP, Global Digital Content for the Network**.

Group members include Luisa Collins, Karina Cerda, Crystal Gomez, Margarita Wilkinson, Laura Saldívar, and Alex Labrie.





Rachel Mather <rmather@entravision.com>

Fwd: Career Job Fair | Screen shots |

1 message

Pam Sanchez <psanchez@entravision.com>
To: Rachel Mather <rmather@entravision.com>

Fri, May 14, 2021 at 12:58 PM

PHOENIX Prong 3 proofs. Th



Pam Sanchez
Business Operations Mgr TV & RD

2725 E. Broadbent Pkwy NE
Albuquerque, NM 87107
O 505-341-6113 M 505-259-5714
psanchez@entravision.com



[entravision.com](https://www.entravision.com)

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From: **Aidé González** <aldegonzalez@entravision.com>
Date: Fri, May 14, 2021 at 11:12 AM
Subject: Career Job Fair | Screen shots |
To: Pam Sanchez <psanchez@entravision.com>, Dean Apostalides <dapostalides@entravision.com>

Hi Pam,

La Tricolor 103.5
Published by **Aidé González Guerrero** · 20h · 🌐
Buscas trabajo? HOY! HOY! Feria de empleo virtual! Participa
https://asu.jobhandshake.com/.../21990/student_preview

ASU Career and Professional Development Services
Arizona State University

733 People Reached · 7 Engagements **Boost Post**

👤 You and 1 other · 1 Share

👍 Like · 💬 Comment · ➦ Share

La Suavecita 106.9/107.1FM
Published by **Aidé González Guerrero** · 19h · 🌐
Buscas trabajo? participa hoy en la Feria de Empleo de ASU! es virtual!
https://asu.jobhandshake.com/.../21990/student_preview

ASU Career and Professional Development Services
Arizona State University

147 People Reached · 0 Engagements **Boost Post**

👤 La Suavecita 106.9/107.1FM

👍 Love · 💬 Comment · ➦ Share

🗨️ Comment as La Suavecita 106.9/107.1FM

Aidé González



Promotions Director

501 N. 44th St. Suite 125
Phoenix, AZ 85008
O (602) 776-1428 M (602) 558-3429
aldegonzalez@entravision.com



entravision.com

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La tricolor 103.5

Published by Aidé González Guerrero · 20h

Buscas trabajo? HOY! HOY! Feria de empleo virtual! Participa!
https://asu.joinhandshake.com/.../21990/student_preview...

ASU Career and Professional Development Services

Arizona State University

733

People Reached

7

Engagements

Boost Post

You and 1 other

1 Share

Like

Comment

Share



Comment as La tricolor 103.5



La Suavecita 106.9/107.1FM

Published by Aidé González Guerrero · 19h

Buscas trabajo?...participa hoy en la Feria de Empleo de ASU es virtual!
https://asu.joinhandshake.com/.../21990/student_preview...

ASU Career and Professional Development Services

Arizona State University

147

People Reached

0

Engagements

Boost Post

La Suavecita 106.9/107.1FM

Love

Comment

Share



Comment as La Suavecita 106.9/107.1FM



5/5/2021

Entravision Communications Corporation Mail - FCC-EEO Rules - <https://mail.google.com/mail/u/0?ik=7ed3b018a3&view=pt&search=all&...>



Joanne Dempsey <jdempsey@entravision.com>

FCC-EEO Rules

1 message

alabrie@entravision.com <alabrie@entravision.com>
To: bom@entravision.com

Wed, May 5, 2021 at 1:05 PM

Hi BOM's – in advance of our 1:30pm pst call, attached you will find the 2003 revised FCC EEO recruiting rules to be used for your reference. In anticipation of our very exciting, yet mandatory review, we will be covering the three-pronged rules for broadcasters equal employment opportunity compliance.

Thank you,
Alex

Entravision
Alexander La Brie
 Executive Vice President
 Global HR and Risk Mgmt

2426 Olympic Blvd, Suite 6000 West
 Santa Monica, CA 90404
 O (310) 447-3870 · M
alabrie@entravision.com

entravision.com

Great Place To Work Certified

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FCC EEO Revised Rules MEMO_v2.pdf
99K



Pam Sanchez

Entravision

RE: Staying on Top of Your Broadcast FCC EEO Obligations

March 24, 2021

Dear Pam,

Thank you for participating in the Staying on Top of Your Broadcast FCC EEO Obligations webinar with David Oxenford on March 24, 2021.

Even in this most unusual time, the FCC has continued to enforce its EEO rules, reviewing a station's compliance both in connection with its license renewal and through periodic audits. Stations still need to engage in wide dissemination of information about job openings and engage in specified outreach activities designed to educate their communities about broadcast employment and to train employees for advancement in their broadcast careers, even if they have no job openings.

Please keep this letter for your records.

Sincerely,

Susan Wrons



Rachel Mather <rmather@entravision.com>

Fwd: ASU Town Hall Recap - 10/20

1 message

Pam Sanchez <psanchez@entravision.com>
To: Rachel Mather <rmather@entravision.com>

Thu, Oct 22, 2020 at 3:07 PM

PHOENIX EEO point



Pam Sanchez
Business Operations Mgr TV & RD

2725 E. Broadbent Pkwy NE
Albuquerque, NM 87107
O 505-341-6113 M 505-259-6714
psanchez@entravision.com



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From: **Aide Gonzalez** <aidegonzalez@entravision.com>
Date: Thu, Oct 22, 2020 at 11:35 AM
Subject: Fwd: ASU Town Hall Recap - 10/20
To: Pam Sanchez <psanchez@entravision.com>

----- Forwarded message -----

From: **ASU Career and Professional Development Services** <travis.leybeck@asu.edu>
Date: Wed, Oct 21, 2020 at 4:33 PM
Subject: ASU Town Hall Recap - 10/20
To: <aidegonzalez@entravision.com>



Dear Aide,

Thank you for registering to attend the ASU Town Hall: Diversity, Equity & Inclusion and University Partnerships.

If you were not able to attend or would like to review the town hall, you can view it [here](#). Thank you so much to our presenters and panelists:

Dr. Bryan Brayboy, Arizona State University
Sonya Robinson, State Farm
Danny Allen, SAP
Garland Fuller, CBRE
Amber Dickerson, Nationwide

Additionally, Dr. Brayboy mentioned the "To Be Welcoming" series, a free resource developed in partnership between ASU and Starbucks. It is a great resource to start the conversation about Diversity, Equity, and Inclusion in your workplace. I would also like to encourage you to join the **ASU Mentor Network**. Here, you or your colleagues can create meaningful mentor/mentee relationships and help students from diverse backgrounds get plugged in at your organization.

Stay tuned for additional information on our upcoming Town Halls!

Thank you!

ASU Career and Professional Development Services

Arizona State University
Career and Professional Development Services
PO Box 871312, Tempe AZ, 85287-1312
Telephone: 480-965-8124
<https://career.asu.edu/employers>

[View in Browser](#)



Aidé González
Promotions Director

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Phoenix, AZ 85008
O (602) 776-1428 M (602) 558-3429
aidegonzalez@entravision.com



  entravision.com

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Rachel Mather <rmather@entravision.com>

Fwd: Today's Virtual All Majors Career Fair - Employer Instructions

1 message

Pam Sanchez <psanchez@entravision.com>
To: Rachel Mather <rmather@entravision.com>

Wed, Sep 16, 2020 at 10:57 AM

Rachel,

EEO back-up for points for Phoenix.



Pam Sanchez
Business Operations Mgr TV & RD

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Albuquerque, NM 87107
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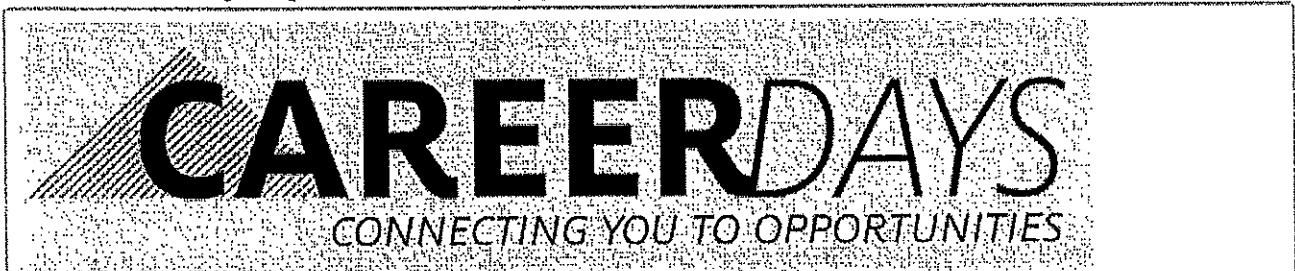
From: **Aide Gonzalez** <aidegonzalez@entravision.com>
Date: Tue, Sep 15, 2020 at 10:57 AM
Subject: Fwd: Today's Virtual All Majors Career Fair - Employer Instructions
To: Pam Sanchez <psanchez@entravision.com>

FYI! Confirmation letter for today's virtual job fairs!

----- Forwarded message -----

From: **University of Arizona - Student Engagement & Career Development** via joinhandshake.com <handshake@mail.joinhandshake.com>
Date: Tue, Sep 15, 2020 at 4:09 AM
Subject: Today's Virtual All Majors Career Fair - Employer Instructions
To: <aidegonzalez@entravision.com>

boxbe This message is eligible for Automatic Cleanup! (handshake@mail.joinhandshake.com) [Add cleanup rule](#) | [More info](#)



Welcome to The University of Arizona Fall Career Days – All Majors Day! The virtual career fair will start today, September 15, at 11:00 AM (Arizona time) in the Handshake platform.

To verify that you are fully prepared to virtually meet with our students, Handshake recommends doing the following:

- Test your browser and network to ensure you can use Handshake's video and audio tools. Please see if you can access Twilio by using its network test page. If the Handshake virtual experience is not working for you please see <https://support.joinhandshake.com/hc/en-us/articles/360051802973-Handshake-Video-Requirements-Troubleshooting-Employers->.
- Follow the step by step instructions on how to launch your sessions Hosting Virtual Fair Sessions
- You'll be able to launch sessions up to 60 minutes early
- For group sessions, Handshake will disable audio and video when more than 15 participants have joined. Also, sessions will close 20 minutes after the end time to allow for ongoing conversations
- Recruiters will receive a one-minute warning before the end of each 1:1 session
- If a recruiter accidentally leaves a live 1:1 session, the session can be rejoined up to the last minute of the scheduled time

We are thrilled to take this opportunity to share with you that Emily McCarthy recently joined the Student Engagement & Career Development team as Senior Director, Career Development after leading Northern Arizona University (NAU) Career Development for the last 7 years. Prior to NAU, Emily spent 14 years in the private sector, non-profit human resources development, and organizational change management roles at CSC, Booz Allen Hamilton, and The MITRE Corporation.

Should you have any questions before, during, or after the career fair? Our Employer & Alumni Engagement team will be available from 9:30 AM to 3:30 PM (Arizona time) in the **Career Fair Help Desk Zoom Room**: <https://arizona.zoom.us/j/95087255826>, please stop by and welcome Emily to The University of Arizona family.

Thank you for offering rewarding opportunities to our talented students, and for joining us in this new adventure of Virtual Career Fairs!

Sincerely,

MARBILA ROCHA

Senior Coordinator, Special Events

Cell: 520-313-3347 | marbilarocha@arizona.edu



career.arizona.edu

Student Union Memorial Center
1303 E. University Blvd.
Bldg. #17, Suite 411

(520) 621-2588



This email is being sent to Aide Gonzalez (aldegonzalez@entravision.com) on behalf of University of Arizona

If you do not want to receive these emails, you can unsubscribe from emails from University of Arizona

If you do not want to receive any mass emails from Handshake, you can unsubscribe from all Handshake emails

P.O. Box 40770, San Francisco, CA 94140



Aidé González
Promotions Director



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entravision.com

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This certificate is awarded to

Pam Sanchez

For Successful Completion of

Workplace Harassment Prevention for Managers - Multi-State Edition, Version 3.0 (ENV)
By SkillsSoft

8/22/2020

A handwritten signature in cursive script, appearing to read 'Alexander K. Dubois'. Below the signature is a horizontal line, and underneath that line is the printed name 'Alexander K. Dubois, VP Human Resources & Plant Management'.

This is an example of the certificate that was generated for each employee upon successful completion of the "Workplace Harassment for Employees" course. Employees were able to complete the course between 7/20/20 - 9/4/20.

Item 2(b)(v)

UNIT'S EEO COMPLAINT STATUS

To the best of Entravision Holdings, LLC's knowledge, its Phoenix 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 Phoenix 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 Pam Sanchez

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.