

KTFD-TV, KJMN-FM, KMXA-AM, KXPB-FM**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 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
News Photographer / Editor	1-8, 10-24, 26-30, 32-51, 54-55, 57-67, 70-73, 76-83, 85-86	29
News Reporter / Producer	1-4, 7, 11, 13-14, 17, 19-24, 26, 28-29, 32-34, 37, 39-40, 42, 45, 47-49, 53-54, 57, 59-61, 63, 65, 67, 70, 72-73, 76-80, 82-86	53
Sales Assistant	1-4, 7, 11, 13-14, 17, 19-24, 26, 28-29, 32-34, 37, 39-40, 42, 45, 47-49, 54, 57, 59-61, 63, 65, 67-68, 70, 72-73, 76-80, 82-87	42
Engineering Assistant	1-4, 7, 11, 13-14, 17, 19-24, 26, 28-29, 32-34, 37, 39-40, 42, 45, 47-49, 54, 57, 59-61, 63, 65, 67, 70, 72-76, 79-80, 82- 86	42
News Reporter - TV	1-4, 7, 11, 13-14, 17, 19-24, 26, 28, 32- 34, 37, 39-40, 42, 45, 47-49, 52, 54, 57, 59-61, 63, 65, 67-68, 70, 72-73, 76, 79- 80, 82-86	52
News Anchor / Producer	1-4, 7, 11, 13-14, 17, 19-24, 26, 28-29, 32-34, 39-40, 42, 45, 47-49, 53-54, 57, 59-61, 63, 65, 67, 70, 72-73, 78, 80, 82- 86	29
News Anchor / Producer	1-4, 7, 11, 13-14, 17, 19-26, 28-29, 32- 34, 37, 39-40, 42, 45, 47-49, 54, 57, 59- 61, 63, 65, 67, 70, 72-73, 76, 78-80, 82- 86	29
News Anchor / Producer	1-4, 7, 11, 13-14, 17, 19-24, 26, 28-30, 32-34, 37, 39-40, 42, 45, 47-49, 54, 57, 59-61, 63, 65, 67, 69, 72-73, 76, 78-80, 82, 84-86	30
Multi-Media Journalist / Producer	1-4, 6-8, 10-11, 13-14, 16-17, 19-24, 26, 28-34, 38-40, 42-51, 54, 57, 59-61, 63, 65-67, 72-73, 76, 78-80, 82-85	30
News Producer	1-4, 7, 11, 13-14, 17, 19-24, 26-29, 32- 34, 37, 39-40, 42, 45, 47-49, 54, 57, 59- 61, 65, 67, 69, 72-73, 76, 78-80, 82-85	29
Weather Anchor	1-4, 7, 11, 13-14, 17, 19-24, 26-29, 32- 34, 37, 39-40, 42, 45, 47-49, 54, 57, 59- 61, 63, 65, 67, 72-73, 76, 79-80, 82-85	29

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Multi-Media Reporter/Journalist	1-4, 7, 9, 11, 13-14, 17, 19-29, 32-34, 37, 39-40, 42, 45, 47-49, 53-54, 56-57, 59-61, 63, 65, 67, 72-73, 76, 78-80, 82- 85	25
News Assignment Editor	1-4, 7, 9, 11, 13-14, 17, 19-24, 26, 28- 30, 32, 34, 37, 39-40, 42, 45, 47-49, 54, 57, 59-61, 63, 65, 67, 72-73, 76, 78-80, 82-85	29

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-6890 Email : smethers@ksu.edu Fax : 1-785-532-5484 Dr. Steve Smethers	N	0
2	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
3	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aii.edu Fax : 1-303-824-4907 Carol Lundin	N	0
4	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : susan.wade@bakerU.edu Susan Wade	N	0
5	Baker University Harter Union PO Box 65 Baldwin City, Kansas 66006 Phone : (785) 594-8382 Url : www.bakeru.edu/cdc/employer.htm Email : Eva.Durand@bakeru.edu Fax : 1-785-594-4568 Erica Johnson-Wanzer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Bartlesville Wesleyan College 2201 Silver Lake Road Bartlesville, Oklahoma 74006 Phone : 918-335-6209 Fax : 1-918-335-6258 Ruthann Colaw	N	0
7	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
8	Bethel College 300 E. 27th St. - Fine Arts Ctr. North Newton, Kansas 67117 Phone : (316) 284-5271 Url : www.bethelks.edu/academics/commarts/ Email : cecrouse-dick@bethelks.edu Fax : 316-284-5286 Christine Crouse-Dick	N	0
9	*Center for Work Education & Employment (CWEE) 1175 Osage Street Suite 300 Denver, Colorado 80204 Phone : 720-783-7898 ex 352 Url : www.cwee.org Email : elichtenberger@cwee.org Elaine Lichtenberger	Y *	0
10	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0

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11	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 ext 312 Url : www.centralchristian.edu/guidance.html Email : Pat.Muntz@centralchristian.edu Pat Muntz	N	0
12	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 Url : http://www.centralchristian.edu/guidance.html Email : patricia.muntz@centralchristian.edu Fax : 1-620-241-6032 Pat Muntz	N	0
13	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-432-0304 Email : kcoomes@neosho.edu Fax : 1-620-431-2375 Terry Coomes	N	0
14	Cloud County Community College P.O. Box 1002 Concordia, Kansas 66901 Phone : 785-243-1435 ext 323 Url : http://www.cloud.edu/ Email : bhanson@cloud.edu Fax : 1-785-243-9321 Brenda Hanson	N	0
15	Cloud County Community College P.O. Box 1002 - 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Url : http://www.cloud.edu/student-services/careercenter/index.html Email : bhanson@cloud.edu Brenda Hanson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : (620) 251-7700 Url : www.ccc.cc.ks.us/academics/programs/commbroad.htm Email : billyd@coffeyville.edu Fax : (620) 252-7098 Billy Durham	N	0
17	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Fax : 1-785-460-4691 Leisa Hansen	N	0
18	Colby Community College 1255 S. Range Ave. Colby, Kansas 67701 Phone : (785) 462-3984 Url : www.colbycc.edu Email : rod@colbycc.edu Fax : 1-785-460-4699 Rod Thomasson	N	0
19	Colorado Broadcasters Association 333 W. Hampden Ave Suite 620 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org/ Susan Strong Manual Posting	N	1
20	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0

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21	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://www.funjobsonair.com Email : dbyrd@beonair.com Debbie Byrd	N	0
22	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Michelle Gjerde Manual Posting	N	0
23	Colorado Workforce Center 1391 N. Speer Blvd Ste 500 Denver, Colorado 80204 Phone : 303-318-8819 Url : http://www.connectingcolorado.com Kathie Stenzel Manual Posting	N	0
24	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : www.cowley.edu/student/career Email : smithm@cowley.edu Fax : 1-620-441-5350 Meg Smith	N	0
25	Current Employee	N	2
26	Dodge City Community College 2501 N. 14th Ave. Dodge City, Kansas 67801 Phone : 620-225-1321 Email : ereyes@dc3.edu Fax : 1-620-225-0918 Elisha Reyes	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : 212-664-3773 Url : www.emmabowenfoundation.com Phylis Eagle-Oldson Manual Posting	N	0
28	Entertainment Careers 218 Wilshire Blvd Ste 401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	0
29	Entravision Communications Corporation 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-264-2355 Url : www.entravision.com John Mahan Manual Posting	N	27
30	Former Employee	N	5
31	Former Intern	N	1
32	Fort Hays State University 600 Park St Rm 214 Sheridan Hall Hays, Kansas 67601 Phone : 785-628-4260 Fax : 1-785-628-4093 Dan Rice	N	0
33	Friends University 2100 W. University St Wichita, Kansas 67213 Phone : 316-295-5000 Fax : 1-316-295-5010 Donna Barkley	N	0

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34	Garden City Community College 801 Campus Dr Saffell Library Garden City, Kansas 67846 Phone : 620-275-3243 Email : colin.lamb@gcccks.edu Colin Lamb	N	0
35	Garden City Community College 801 Campus Dr - Saffell Library Garden City, Kansas 67846 Phone : (620) 276-9640 Url : www.gccc.cc.ks.us/ Email : ryan.ruda@gcccks.edu Ryan J.	N	0
36	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
37	Handshake College Recruiting P.O. Box 40770 San Francisco, California 94140 Url : https://joinhandshake.com/?utm_source=activity_mail College Recruiter Manual Posting	N	2
38	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	N	0
39	Haskell Indian Nations University Stidham Union - 155 Indian Ave. Lawrence, Kansas 66046 Phone : (785) 749-8448 Url : www.haskell.edu/studentlife/career.asp Email : Mona.Franklin@BIE.edu Fax : 1-785-832-6654 Mona Franklin	N	0

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40	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 602-665-3495 Email : kellyb@hutchcc.edu Fax : 1-620-728-8139 Betty Ann Kelly	N	0
41	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3579 Url : www.hutchcc.edu/gc/ Email : myersr@hutchcc.edu Fax : 1-620-728-8155 Randy Myers	N	0
42	Indeed 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : NA Url : http://www.indeed.com/ Job Board Manual Posting	N	33
43	Iowa Tribe of Kansas and Nebraska Route 1 Box 58A White Cloud, Kansas 66094 Phone : (785) 595-3258 Fax : (785) 595-6610 Director of Placement	N	0
44	Johnson County Community College 12345 College Blvd-Student Ctr 252 Box 48 Overland Park, Kansas 66210 Phone : (913) 469-3598 Url : www.jccc.net/home/depts/5301 Email : lcunningham06@jccc.net Fax : 1-913-469-3825 LeAnn Cunningham	N	0

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45	journalismjobs.com , Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
46	Kansas Department of Labor 401 SW Topeka Blvd. Topeka, Kansas 66603 Phone : (866) 444-5465 Url : www.kansasjoblink.com; www.hr.state.ks.us Email : human.resources@dol.ks.gov Placement Director	N	0
47	Kansas Wesleyan University 100 E. Claflin Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : 785-827-5541 ext1162 Fax : 1-785-827-0927 Carla Larkin	N	0
48	KansasWorks 512 Market Street Emporia, Kansas 66801 Phone : 620-342-3355 Email : podell@kansasworks.com Fax : 1-620-342-2806 Patty O'Dell	N	0
49	KansasWorks - Independence One-Stop Center 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-5904 Url : www.kansasworks.com Email : independencejobs@KS.gov Fax : 1-620-331-0856 Mat Bennett	N	0
50	Kickapoo Tribe of Kansas P.O. Box 271 Horton, Kansas 66349 Phone : (877) 864-2746 Url : www.kiikaapoa.com Fax : (785) 486-2801 Director of Placement	N	0

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51	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
52	Linked In	N	1
53	LinkedIn / Word of Mouth	N	3
54	McPherson College PO Box 1402 McPherson, Kansas 67470 Phone : 800-365-7402 Fax : 1-620-241-8443 Kris Wiens	N	0
55	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
56	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com/usa/ Career Services Manual Posting	N	0
57	Mid-America Nazarene University 2030 E. college Way Olathe, Kansas 66062 Phone : 913-791-3382 Email : careercenter@mnu.edu Fax : 1-913-791-3401 Jeanette Downs Pettitt	N	0

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58	Mid-America Nazarene University Campus Center - 2030 E. College Way Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu/career/ Email : bbatten@mnu.edu Billie Batten	N	0
59	National Image 6165 W. Pacific Drive Lakewood, Colorado 80227 Phone : 303-412-7880 Url : http://www.imagededenver.org/home.php Email : jdavalos.natlimage@ymail.com Joe Davalos	Y	0
60	New England School of Communications at Husson University 1 College Circle Bangor, Maine Phone : 207-941-7176 Email : nasonm@husson.edu Mark Nason	N	0
61	Newman University 3100 McCormick Ave Admin Bldg, Rm 302 Wichita, Kansas 67213 Phone : 316-942-4291 Fax : 1-316-942-4483 Julie Connolly	N	0
62	Newman University 302 Sacred Heart Hall 3100 McCormick Street Wichita, Kansas 67213 Phone : (316) 942-4291 Url : www.newmanu.edu/sss Email : headm@newmanu.edu Fax : 1-316-942-4483 Melody Head	N	0
63	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Fax : 1-785-738-2903 Bobette Roesti	N	0

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64	North Central Kansas Technical College P.O. Box 507 Beloit, Kansas 67420 Phone : (800) 658-4655 Url : www.ncktc.tec.ks.us Email : webmaster@ncktc.tec.ks.us Fax : (785) 738-2903 Director of Placement	N	0
65	Northern Arizona University, School of Communications 307 W. Tormey Dr P.O. Box 5619 Flagstaff, Arizona Phone : 928-523-2232 Email : norm.medoff@nau.edu Norm Medoff	N	0
66	Northwest Kansas Workforce Network 1301 Pine Hays, Kansas Phone : (785) 628-8201 Email : plashell@kansasworks.com Phyllis Lashell	N	0
67	Ottawa University 1001 S. Cedar Street Ottawa, Kansas 66067 Phone : 785-248-2350 Url : http://www.ottawa.edu/TheCollege/StudentLife/Caree Joanna Walters Manual Posting	N	0
68	Pittsburg State University 210 Grubbs Hall Pittsburg, Kansas 66762 Phone : 620-235-4715 Email : tkling@pittstate.edu Trent Kling	N	0
69	Previous Applicant	N	3
70	Regional Workforce Center 120 W. Ash Salina, Kansas 67401 Phone : 785-827-9301 Fax : 1-785-827-9758 Maureen Toll	N	0

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71	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
72	Salina Workforce Center 203 N. 10th Salina, Kansas 67401 Phone : 785-827-0385 Fax : 1-785-827-2307 Russ Sharff	N	0
73	Servicios De La Raza 3131 West 14th Avenue Denver, Colorado 80204 Phone : 303-458-5851 Url : https://serviciosdelaraza.org/ Email : info@serviciosdelaraza.org Job Program Coordinator	N	0
74	Society of Broadcast Engineers (SBE.org) 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : www.sbe.org Career Services Career Services Manual Posting	N	1
75	Society of Motion Picture & Television Engineers (SMPTE) 445 Hamilton Avenue Suite 601 White Plains, New York 10601-1827 Phone : 914-761-1100 Url : https://careercentral.smpte.org/jobs Job Board Manual Posting	N	0
76	St. Joseph's College 278 Whites Bridge Road Standish, Maine Phone : 855-7524636 Email : wyates@sjcme.edu Bill Yates	N	0

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77	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : daneenl@tabor.edu Fax : 1-620-947-2607 Daneen Landis	N	0
78	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : NA Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
79	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	1
80	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
81	University of Kansas 1130 Capitol Federal Hall 1654 Naismith Dr Lawrence, Kansas 66045 Phone : 785-864-5591 Email : kubuscareer@ku.edu Career Services	N	0

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82	University of Kansas School of Mass Communications 200 Stauffer - Flint Hall Lawrence, Kansas, Kansas 66045-2350 Phone : 785-864-4755 Email : pnoland@ku.edu Fax : 1-785-864-5318 Patty Noland	N	0
83	Walter Cronkite School of Journalism & Mass Communications 555 N. Central Ave Phoenix, Arizona Phone : 855-278-5080 Email : Mike.wong@asu.edu Michael Wong	N	0
84	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Email : career.services@wichita.edu Fax : 1-316-978-3511 Jill Pletcher	N	0
85	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
86	YWCA EMPLOYMENT & RESOURCE NETWORK 1111 N. ST. FRANCIS WICHITA, Kansas 67214 Phone : 316-263-7501 Email : mainoffice@ywcaofwichita.org Fax : 1-316-263-7503 JOANN HARTIG	N	0
87	Zip Recruiter 604 Arizona Avenue Santa Monica, California 90401 Phone : 877-252-1062 Recruitment Specialist Manual Posting	N	0

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2023	Listing of each upper-level category opening in a job bank or newsletter	<p>Listed all openings with the following organization:</p> <p>Colorado Broadcasters Association</p> <p>Details for these Job Bank Group:</p> <p>The Colorado Broadcasters Career Page is designated for Broadcast Media Groups and includes significant numbers of members and participants in the group who are women and minorities</p>	4	<p>Business Operations Manager</p> <p>Chief Engineer</p> <p>SVP, Integrated Marketing Solutions</p> <p>News Director</p>
2	3/14/2023	Establishment of training programs for station personnel	<p>Entravision Denver's created a Training Program for current employees to get some training & shadowing in other departments that are of interest to them.</p> <p>In 2023, our Traffic Coordinator was given the opportunity to have training hours with a News Photographer/Editor and the News Producer to see what the process is like to gather news stories and shoot and edit them for air and then to put the newscast together with the Producer. He was able to get some hands on experience with operating the cameras, covering news stories and editing those stories into a news segment for air.</p> <p>Training was done over 4 weeks in March 2023 - 4-6 hours per week.</p>	4	<p>News Director</p> <p>Traffic Manager</p> <p>Business Operations Manager</p> <p>Traffic Assistant</p>

KTFD-TV, KJMN-FM, KMXA-AM, KXPB-FM**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/11/2023	Provision of training to management	<p>Entravision provided a 5 week training course to all Denver managers on Leading and Managing a Global Workforce, Subjects covered included best Recruitment Practices for EEO, Preventing Discrimination, Employee Retention and Engagement, Time and Energy Management, Mastering Motivation, Creative Problem Solving and Leading and Managing Change in a Global Landscape.</p> <p>The aim of the training was to help the management staff learn how to hire, lead and manage staff in an uncertain, complex and changing environment and how to motivate and retain staff through creative solutions.</p> <p>Station Participants: Don Daboub - VP,Integrated Marketing Solutions Erma Atencio - Traffic Manager Isela Gonzalez - News Director Tonya Meyer - Business Operations Manager</p> <p>Training was 5 weeks from 4/11 to 5/9/23</p>	4	SVP, Integrated Marketing Solutions Traffic Manager News Director Business Manager
4	7/10/2023	Participation in Job Fairs	<p>Entravision Denver participated in the Colorado Broadcasters virtual Job Fair that took place from 7/10 to 7/14/23. The job fair provides candidates with an opportunity to learn more about with our stations and apply for available positions. We had 6 applicants for this job fair.</p> <p>We posted openings for a News Photographer/Editor position as well as an Account Executive position during this time. Denver stations and notified our audience about the job fair via promotional ads about the Job Fair on both TV and Radio.</p>	1	Business Operations Manager News Director

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5	7/31/2023	Establishment of a mentoring program	<p>Entravision established a Mentoring Program to enable employees to pair up with a person in a position of upper level management, market leaders and department leaders to be able to learn and grow through 1 on 1 mentoring/training to become leaders in their own market, department and industry.</p> <p>The Mentoring Program for 2023 took place from July 31st to October 27, 2023</p> <p>Denver had 3 pairs of mentors that participated in the program:</p> <p>Senior Vice President-Integrated Marketing Solutions and the Creative Services Director.</p> <p>News Technical Director and Traffic Coordinator</p> <p>Vice President of US Digital Sales and</p> <p>Mentors and Mentees met each month for a minimum of 2 hrs to go over goals and desired outcomes of the mentoring. Corporate provided a series of questions to serve as prompts for the training sessions.</p>	5	SVP, Integrated marketing Solutions Creative Services Technical Director Traffic Assistant