

FCC - EEO PUBLIC FILE INSPECTION REPORT

July 22, 2013 to July 21, 2014

Job Titles of All Full-Time Vacancies Throughout Year

Station: Sacramento

	Job Title	Vacancy Date
1	VP-IMS (Sales Manager)	6/14/13
2a	IMSC	6/14/13
2b	IMSC	7/22/13
2c	IMSC	7/22/13
2d	IMSC	8/19/13
2e	IMSC	9/27/13
3	Business Admin Assistant	10/10/13
4a	On Air KNTY	10/10/13
4b	On Air KNTY	10/10/13
5a	On Air -KHHM	10/10/13
5b	On Air -KHHM	10/10/13
6	On Air -KHHM morning show	10/22/13
7	Sales Assistant	10/31/13
8	On Air -KHHM nights	12/23/13
9	IMSC	1/10/14
10	On-Air KHHM midday	1/15/14
11a	Traffic Manager	3/7/14
11b	Traffic Manager	3/21/14
12	IMSC	4/14/14
13	Web Content Publisher	4/14/14
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Job Titles of All Full-Time Vacancies Throughout Year

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Job Title	Vacancy Date
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Sources Used to Fill Vacancies

Station: Sacramento

Job Title		Contact	Source	Address	Tel #
1	VP-IMS (Sales Manager) reposted 8-14-13	Corporate Website	www.entravisision.com		
		KHHM website	www.hot1035radio.com		
		KNTY Website	www.1019thewolf.com		
		KRCX Website	www.tricolor999.com		
		KXSE Website	www.jose1043.com		
		SacJobs.com	www.SacJobs.com		
		Sac Hispanic Chamber	www.sachcc.org		
		Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA		
		AllAccess.com	www.allaccess.com		
		Corporate Website	www.entravisision.com		
		KHHM website	www.hot1035radio.com		
		KNTY Website	www.1019thewolf.com		
		KRCX Website	www.tricolor999.com		
		KXSE Website	www.jose1043.com		
2	IMSC x 5 reposted 8-15-13	SacJobs.com	www.SacJobs.com		
		Sac Hispanic Chamber	www.sachcc.org		
		Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA		
		AllAccess.com	www.allaccess.com		
		Corporate Website	www.entravisision.com		
		KHHM website	www.hot1035radio.com		
		KNTY Website	www.1019thewolf.com		
		KRCX Website	www.tricolor999.com		
		KXSE Website	www.jose1043.com		
		SacJobs.com	www.SacJobs.com		
		Sac Hispanic Chamber	www.sachcc.org		
		Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA		
		AllAccess.com	www.allaccess.com		
		3	Business Admin Assistant posted 10-10-13	KNTY, KHHM, KRCX On air	1436 Auburn Blvd. Sacramento, CA
Bullhorn Reach.com	www.bullhornreach.com				
Simplyhired.com	www.simplyhired.com				
Twitter.com	www.twitter.com				
LinkedIn.com	www.linkedin.com				
Facebook	www.facebook.com				
Corporate Website	www.entravisision.com				
KHHM website	www.hot1035radio.com				
KNTY Website	www.1019thewolf.com				
KRCX Website	www.tricolor999.com				
KXSE Website	www.jose1043.com				
Sac Hispanic Chamber	www.sachcc.org				
Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA				
Simplyhired.com	www.simplyhired.com				

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Sources Used to Fill Vacancies

Station: Sacramento

Job Title		Contact	Source	Address	Tel #
	AllAccess.com		www.AIAAccess.com		
	Twitter.com		www.twitter.com		
	LinkedIn		www.linkedin.com		
	Facebook		www.Facebook.com		
4	On Air KNTY x 2 posted 10/10/2013	Corporate Website KHHM website KNTY Website AllAccess.com	www.entravisioin.com www.hot1035radio.com www.1019thewolf.com www.AIAAccess.com		
	Station Kitchens-Upstairs & Downstairs		1436 Auburn Blvd. Sacramento, CA		
	Sac Hispanic Chamber		www.sachcc.org		
5	On Air KHHM x 2 posted 10/10/13	Corporate Website KHHM website KNTY Website KRCX Website KXSE Website AllAccess.com	www.entravisioin.com www.hot1035radio.com www.1019thewolf.com www.tricolor999.com www.jose1043.com www.AIAAccess.com		
	Station Kitchens-Upstairs & Downstairs		1436 Auburn Blvd. Sacramento, CA		
	Sac Hispanic Chamber		www.sachcc.org		
6	On Air KHHM morning show posted 10/22/13	AllAccess.com see number 5 above	www.allaccess.com		
7	Sales Assistant posted 10-17-13	Corporate Website KHHM website KNTY Website KRCX Website KXSE Website Sac Hispanic Chamber AllAccess.com	www.entravisioin.com www.hot1035radio.com www.1019thewolf.com www.tricolor999.com www.jose1043.com www.sachcc.org www.AIAAccess.com		
	Station Kitchens-Upstairs & Downstairs		1436 Auburn Blvd. Sacramento, CA		
8	On Air KHHM nights	not posted	see number 5 above		
9	IMSC	not posted	see number 2 above		
10	On Air KHHM Midday	not posted	see number 5 above		
11	Traffic Manager x2	Corporate Website	www.entravisioin.com		

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Sources Used to Fill Vacancies

Station: Sacramento

Job Title	Source		Tel #
	Contact	Address	
12 IMSC posted 3-28-14 & 4-18-14	KHHM website	www.hot1035radio.com	
	KNTY Website	www.1019thewolf.com	
	KRCX Website	www.tricolor999.com	
	KXSE Website	www.jose1043.com	
	Bullhorn Reach.com	www.bullhornreach.com	
	SacJobs.com	www.SacJobs.com	
	AllAccess.com	www.allaccess.com	
	Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA	
	Twitter.com	www.twitter.com	
	Corporate Website	www.entraction.com	
	KHHM website	www.hot1035radio.com	
	KNTY Website	www.1019thewolf.com	
	KRCX Website	www.tricolor999.com	
KXSE Website	www.jose1043.com		
Bullhorn Reach.com	www.bullhornreach.com		
LinkedIn	www.linkedin.com		
Facebook.com	www.facebook.com		
AllAccess.com	www.allaccess.com		
Station Kitchens-Upstairs & Downstairs	1436 Auburn Blvd. Sacramento, CA		
twitter.com	www.twitter.com		
13 Web Content Publisher posted 4-14-14	Bullhorn Reach.com	www.bullhornreach.com	
	LinkedIn	www.linkedin.com	
	Twitter.com	www.twitter.com	

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Source That Filled Position

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	Job Title	Source That Filled Position
1	VP-IMS (Sales Manager)	Entravision Employee referral
2a	IMSC	Entravision Employee referral
2b	IMSC	rehire
2c	IMSC	KRCX station website
2d	IMSC	Entravision website
2e	IMSC	Entravision Employee referral
3	Business Admin Assistant	Entravision Employee referral
4a	On Air KNTY	All Access.com
4b	On Air KNTY	All Access.com
5a	On Air -KHHM	Entravision Employee referral
5b	On Air -KHHM	Rehire
6	On Air -KHHM morning show	Entravision Employee referral
7	Sales Assistant	All Access.com
8	On Air -KHHM nights	Promoted from within
9	IMSC	LinkedIn.com
10	On-Air KHHM midday	All Access.com
11a	Traffic Manager	Entravision Employee referral
11b	Traffic Manager	Bullhorn Reach.com
12	IMSC	Entravision Employee referral
13	Web Content Publisher	Entravision Employee referral
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Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Station: Sacramento

Job Title	Number of Person(s) Interviewed	Sources
1 VP-IMS (Sales Manager)	9	LinkedIn (5), corporate website (1), Station employee (1), Entravision employee referral (2)
2 IMSC x 5	13	Entravision employee referral (2), Cold call (1), KNTY website (1), KRCX website (1), Station employee (2), linkedin (3), corporate website (2), facebook (1)
3 Business Admin Assistant	3	Corporate Website (2), Entravision employee referral (1)
4 On Air KNTY x 2	8	AllAccess (6), Station employees (2)
5 On Air -KHMM x 2	13	AllAccess (8), Station employees (3), Entravision employee referral (2)
6 On Air -KHMM morning show		see # 5 above
7 Sales Assistant	4	Corporate Website (1), Entravision employee referral (1), AllAccess (1), KHMM website (1)
8 On Air -KHMM nights		see # 5 above
9 IMSC	1	LinkedIn (1) had interviewed with group #2 above
10 On-Air KHMM midday		see #5 above
11 Traffic Manager x 2	8	SacJobs.com (1), AllAccess (3), Entravision Employee referral (2), station employee (1), KRCX website (1)
12 IMSC	5	LinkedIn of new employee (5)
13 Web Content Publisher	1	Employee referral (1)
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Station: __ Sacramento

List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year

Job Title	Menu Option Chosen	Description
1 EEO Mgr training	b-xiv	Martha Carlson, Business Manager conference call EEOC training review of Prong #3 list, 6/6/14
2 El Camino High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 1-10-14
3 Union Mine High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 1-17-14
4 Oakridge High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 1-23-14
5 Oakmont High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 1-31-14
6 JFK High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-13-14
7 Placer High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-14-14
8 Inderkum High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-20-14
9 Monterey Trail High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-21-14
10 River City High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-24-14
Rio Linda High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 2-28-14

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Job Title	Menu Option Chosen	Description
11 West Campus High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 3-7-4
12 Cordova High School	b-x	Fred Salamat, On air personality and Brandon Shimabukuro, On air personality, KHHM spoke to Students about careers in broadcasting, 3-12-14
13 Language Academy	b-x	60 kids from the Language Academy visited the station, moving groups visited all station staff learning about what each person or group of people did at the station, 3-20-14
14 Lee Middle School	b-x	Robert Haney, On Air personality, KNTY, spoke with students about careers in broadcasting, 4-18-14
15 Douglas Middle School	b-x	Robert Haney, On Air personality, KNTY, spoke with students about careers in broadcasting, 4-25-15
16 Woodland High School	b-x	Mike Wilson, On Air personality, KNTY and Justin Marshall, KHHM spoke to students about careers in broadcasting, 5-28-14
17 Pioneer High School Internship Program, Promotions/Programming Department	b-x b-v	Mike Wilson, On Air personality, KNTY and Justin Marshall, KHHM spoke to students about careers in broadcasting, 5-29-14
18 KNTY		Sofia Pena, Senior, Sacramento State University Intern Spring 2014 Served in Promotions department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted on-air production, sales department and Traffic department.

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Job Title	Menu Option Chosen	Description
19 Internship Program, Promotions/Programming Department KNTY	b-v	Megan Mrozinski, Junior, American River College Intern Fall 2013 Served in Promotions department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted on-air production, sales department and Traffic department.
20 Internship Program, Promotions/Programming Department KHHM	b-v	Justien Matsueda, Junior, Sacramento State University Intern Summer 2014 Served in Promotions department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted on-air production, sales department and Traffic department.
21 Internship Program, Promotions/Programming Department KNTY	b-v	Jenna Stevenson, Junior, Sacramento State University Intern Summer 2014 Served in Promotions department where she gained experience in radio station promotion efforts, including attending promotion events, engaging listeners in person and via social media and back office paperwork. Also assisted on-air production, sales department and Traffic department.