

WMDO -CD
EEO PUBLIC FILE REPORT
June 2, 2018 - June 1, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-2, 4, 6-12, 14-30, 32-38, 40-42	20
Sales Assistant	1-2, 4, 6-12, 14-30, 32-38, 40-42	20
Promotions Coordinator	1-42	18
Promotions Coordinator	1-42	18
Promotions Coordinator	1-42	18
Digital Sales Manager	1-2, 4-30, 32-38, 40-42	20
Digital Sales Manager	1-2, 4-30, 32-38, 40-42	20
Digital Sales Manager	1-2, 4-30, 32-38, 40-42	20

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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	American University 4400 Mass Ave NW Washington, District of Columbia 20016 Email : jolmste@american.edu Jil Olmstead	N	0
2	American Women in Radio & Television 8405 Greensboro Dr. Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Email : info@awrt.org Fax : 1-703-506-3266 Maria Brennan	N	0
3	Black Broadcasters Alliance 3474 William Penn Hwy Pittsburg, Pennsylvania 15235 Phone : 412-829-9788 Url : http://www.thebba.org Fax : 1-412-829-0313 Career Services	N	0
4	Bowie State University 14000 Jericho Park Rd Bowie, Maryland 20175 Url : www.bowiestate.edu/ None None Manual Posting	N	0
5	Corporate Website 2425 Olympic Blvd. Ste. 600 West Santa Monica, California 90404 Phone : 310-447-3870 Url : http://www.entravision.com Email : helpdesk@entravision.com Brittany Lieteau	N	6
6	Corporation for Public Broadcasting 401 Ninth Street, NW Washington, District of Columbia 20004-2129 Phone : 202-879-9600 Fax : 1-202-879-9700 Robert Coonrad	N	0

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7	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0
8	Entravision Interactive 2425 Olympic Boulevard Ste. 600 West Santa Monica, California 90404 Phone : 3104473870 Url : www.entravision.com Email : interactive@entravision.com Interactive Interactive	N	0
9	Entravision Washington 101 Constitution Ave. NW Ste L-100 Washington, District of Columbia 2001 Phone : 202-5228656 Url : www.noticiasdc.com Email : rnadal@entravision.com Romina Nadal	N	8
10	Forty Plus of Greater Washington 1718 P Street NW T-2 Washington, District of Columbia Phone : 202-387-1582 Url : www.40plus-dc.org Email : jobpostings@40plusdc.org Fax : 1-202-387-7669 Career Service	N	0
11	George Mason University 4400 University Drive MS 3B6 Fairfax VA 22030, Virginia 22030 Url : careers@gmu.edu n/a n/a Manual Posting	N	0

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12	George Washington University School of Media and Public Affairs 805 21st Street NW #400 Washington, District of Columbia 20052 Phone : (202) 994-6227 Url : http://www.gwu.edu/ Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
13	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-687-6288 Url : www.georgetown.edu Email : jms46@georgetown.edu Mike Schaub	N	0
14	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Phone : (202) 265-8200 Url : http://www.gwul.org/aboutgwul.html Email : uhiggins@gwul.org Fax : 1-202-265-3323 Ursula Higgins	N	0
15	Howard University 2400 Sixth St NW Washington, District of Columbia Url : www.howard.edu None None Manual Posting	N	0
16	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Url : www.howard.edu Email : Hucareersandinternships@gmail.com Joan Brown	N	0

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17	Howard University, Student Resource Center C.B. Powell Building, 525 Bryant Street, NW Washington, District of Columbia Phone : 202-806-7513 Email : huocrecruit@gmail.com Fax : 1-202-462-4267 Career Service	N	0
18	Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : www.indeed.com n/a n/a Manual Posting	N	3
19	Latin American Youth Center 1419 Columbia Road NW Washington, District of Columbia Phone : 202-319-2225 Url : www.layc-dc.org Email : info@layc-dc.org Lori Kaplan	N	0
20	Linkendin www.linkendin.com Washington, District of Columbia 20001 Rolo Duarte Manual Posting	N	5
21	Maryland Comm. on Hispanic Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : (410) 260-3971 Email : lorena.rivera@maryland.gov Fax : 1-410-333-7542 Lorena Rivera	N	0
22	Maryland DC Delaware Broadcasters Association 150 Fayetteville ST Ste 1270 Raleigh , North Carolina 27601 Url : www.mdcdb.com Gail Summerville Manual Posting	N	0

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23	Maryland Office of Asian Pacific American Affairs 301 Preston St Suite 1500 Baltimore, Maryland 21201 Phone : 410-767-7138 Email : christina.poy@maryland.gov Fax : 1-410-333-7542 Christina Poy	N	0
24	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
25	Mercer County Technical Education Center 1397 Stafford Drive Princeton, West Virginia 24740 Phone : 304-425-9551 Fax : 1-304-425-0833 Lee Clark	N	0
26	Montgomery College 51 Mannakee St Rockville, Maryland Phone : na Url : www.montgomerycollege.edu None None Manual Posting	N	0
27	NAACP – Washington Bureau 1156 – 15th St. NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naACP.org Email : hoshelton@naACPnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	N	0
28	National Assn. of Broadcasters 1771 N St., NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : ww.nab.org Email : careercenter@nab.org Career Center	N	0

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29	National Assoc. of Broadcasters (NABEF) 1771 N. Street NW Washington, D.C., District of Columbia 20036 Phone : 123-456-7890 Email : broadcastcareerlink@nab.org Career Center Career Link	N	0
30	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0
31	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5497 Url : www.nab.org/bcc/ Email : careercenter@nab.org Fax : (202) 429-4199 Director of Placement	N	0
32	National Association of Hispanic Journalist 634 National Press Bldg 1193 Washington, District of Columbia 20045 Phone : 202.662.7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Career Services	N	0
33	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
34	National Hispanic Media Coalition 1825 K Street NW Ste 400 Washington, District of Columbia 20006 Email : info@nhmc.org Career Services	N	0

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35	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlgja.org Email : info@nlgja.org Career Service	N	0
36	Southeast Asian Resource Action Center 1628 16th Street NW #3 Washington, District of Columbia 20009 Phone : 202-667-4690 Url : www.searac.org Email : searac@searac.org Naomi Steinberg	N	0
37	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Url : spotsndots.com Kevin Owens Manual Posting	N	0
38	Tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
39	Unity Journalists 1601 North Kent St. Suite 1003 Arlington, Virginia 22209 Phone : (703) 469-2100 Url : www.unityjournalists.org Email : info@unityjournalists.org Fax : (703) 469-2108 Anna Lopez	N	0
40	University of Maryland College Park College Park, Maryland 20742 Phone : none Url : www.umd.edu None None Manual Posting	N	0

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41	Virginia Workforce Connection 5520 Cherokee Ave Alexandria, Virginia 22312 Phone : 703-813-1300 Url : https://www.vawc.virginia.gov/vosnet/Dashboards/De Dorethea Brown Manual Posting	N	0
42	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/14/2018	Establishment of training programs for station personnel	Entravision conducted EEO training on 11/14/18; Entravision Washington, D.C. participated in the program.	1	Senior Business Operations Manager
2	1/2/2019	Establishment of a mentoring program	Entravision managers and senior staff mentor junior staff, mid-level management, entry-level staff and potential candidates throughout the year.	4	Senior Business Operations Manager SVP, Integrated Marketing Solutions News Director Production Manager
3	1/2/2019	Establishment of an intern program designed to assist members of the community	Entravision offers non-paid internship opportunities to help students cover their credits and to improve on their communication skills. There is no experience required but, the students should at least be familiar with the broadcast terminologies and equipment	2	News Director Production
4	1/2/2019	Listing of each upper-level category opening in a job bank or newsletter	WMDO pursues a many pronged approach to recruit a diverse staff. In addition to referrals from station personnel and the Hispanic communities of Washington, D.C., Maryland and Virginia, we post and advertise our openings in a variety of locations including online postings to job boards and job banks.	4	Senior Business Operations Manager Production Manager Production Assistant SVP, IMS
5	3/29/2019	Participation in events sponsored by community groups	Entravision participated in the 10th annual Hispanic Chamber of Commerce Business Expo. At the business expo station representatives presented to attendees information on job openings and careers in broadcasting, distributed information about the station, handed out flyers with our job openings. The team also educated participants on our station, the website, different areas of the station, their experience in working in the broadcasting field and what it takes to work at Entravision.	4	Senior Vice President, IMS Production Manager Production Assistant Promotions Coordinator