



May 10, 2021

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

Re: Station KQRT(FM)
Las Vegas, Nevada
FIN: 51731
RESPONSE TO EEO AUDIT NOTICE

Dear Sir:

Entravision Holdings, LLC ("Entravision"), the licensee of Station KQRT(FM), Las Vegas, Nevada, is hereby responding to the Commission's EEO Audit Notice, dated February 25, 2021, in connection with the operation of Station KQRTFM). In response thereto, Entravision wishes to report the attached, requested information concerning KQRT(FM), to the Commission.

In the course of preparing this response, Entravision has determined that there were deficiencies in the manner in which its EEO records in its Las Vegas Employment Unit were maintained. Attached hereto is a Supplemental Statement that explains the problems that Entravision found, the cause for the problems, and the actions being taken by Entravision in order to remediate the problems.

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,

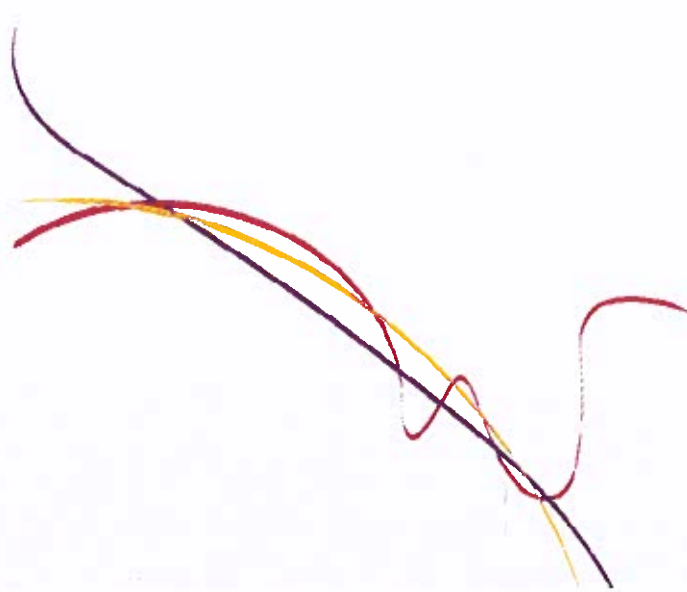
N.W., Washington, D.C. 20036. His email address is barry.friedman@thompsonhine.com.

Respectfully submitted,



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

Attachment (Supplemental Statement)



2425 Olympic Boulevard
Suite 6000 West
Santa Monica, California 90404
Tel. 310-447-3870

SUPPLEMENTAL STATEMENT

On February 25, 2021, the Commission's Media Bureau released its first EEO Audit Notice in calendar year 2021. Entravision Holdings, LLC ("Entravision") was notified in the *Public Notice* that five of its radio stations and one of its television stations were recipients of an Audit Notice.

Following receipt of the Audit Notices, Entravision, reflecting its long history of complying with Commission notices, set to work in preparing the required responses. Senior managers immediately contacted the managers of the affected Employment Units and directed them to collect the requested information for review and submission to the FCC. The managers in five of the Employment Units promptly undertook work on the project. The situation in the sixth Employment Unit, the Las Vegas, Nevada Employment Unit, was entirely different, at odds with the policies of Entravision, and has necessitated the submission of this Supplemental Statement.

Instead of assisting in the preparation of the necessary response, the Las Vegas manager, acting without explanation, immediately resigned from his position. This was not a customary resignation, with advance notice, a period of time in which the manager continued in employment, and the transitioning of work to a replacement. Instead, the manager not only left immediately, he did not participate in Entravision's required exit interview process and failed to leave any information as to how he could be contacted by telephone or electronic means if Entravision had any questions. Entravision was left with no ability to secure any relevant information from the individual.

The former manager's actions left Entravision with some concerns. It began an audit of the manager's performance and sought to secure the information necessary to provide the Audit

Notice response. What Entravision found, much to its displeasure, was that the manager had failed to comply with Entravision's operating guidelines for regulatory compliance.

For example, Entravision requires that managers responsible for Employment Unit compliance document every action, involving recruitment sourcing and initiatives, they take by maintaining files evidencing their work. Entravision has also licensed from Broadcast1Source, a software firm specializing in FCC EEO documentation, a software package that enables its Employment Unit managers to track EEO compliance and maintain records for any FCC review. When Entravision senior management examined the Broadcast1Source files, no information for the Las Vegas Employment Unit could be located. As for paper files, Entravision has been able to locate some, but not all, of the relevant records in support of the last two EEO Program Reports that were prepared for the stations in the Las Vegas Employment Unit.

Entravision has long sought to establish a culture in which its managers and employees understood that, as a regulated entity, there are rules that they have to comply with. In this regard, Entravision wishes to point to the performance of the five other Employment Units in the current audit cycle as well as those in prior audit cycles. The company is disappointed that its manager, a minority group member that Entravision entrusted managerial responsibilities to as part of its effort to hire and promote minority group members, has failed to adhere to its policies.

In recent weeks, Entravision has hired a female minority group member to take over the EEO work for the Las Vegas Employment Unit. Both senior management and the new manager have committed themselves to ensuring full compliance by the Employment Unit going forward. To that end, the new manager will consult with both another manager with EEO compliance experience and Entravision's senior managers at its headquarters.

Entravision is disappointing in having to report that someone it entrusted responsibility to has failed to perform as expected. It has responded to this event by developing a protocol to ensure that this will not happen again. Entravision is committed to ensuring such a result.

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 KQRT. The URL for that website is: www.radiolatricolor.com/las-vegas/
2. Copies of the Employment Unit's two most recent EEO public file reports are attached hereto.

FCC - EEO PUBLIC FILE INSPECTION REPORT

Entravision Communications Corp.
KINC TV / KELV TV - Las Vegas, NV
KWWB LP - Mesquite, NV
KMCC TV - Dolan Springs
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP/KMCC, Laughlin, NV
Job Titles of All Full-Time Vacancies Throughout Year

JUNE 2018 TO MAY 2019

	Job Title	Vacancy Date
1	Multi Media Journalist	8/1/2018
2	Integrated Marketing Solutions Consultant	8/16/2018
3	Digital Sales Manager	1/2/2019
4	Integrated Marketing Solutions Consultant	1/15/2019
5	Multi Media Journalist	3/18/2019
6	Photog/Editor	3/18/2019
7	Integrated Marketing Solutions Consultant	3/18/2019
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Entravision Communications Corp.
 KINC TV / KELV TV - Las Vegas, NV
 KWVB LP - Mesquite, NV
 KQRT FM, Las Vegas, NV
 KRRN FM, Moapa Valley, NV
 KNTL-LP, Laughlin, NV
 Job Titles of All Full-Time Vacancies Throughout Year
 Sources Used to Fill Vacancies

JUNE 2018 TO MAY 2019

Job Title	Source		Tel #
	Contact	Address	
1 Multi Media Journalist	Latin Chamber of Commerce	lvcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php	
	Indeed.com	indeed.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Las Vegas Women in Communications	womenincommunicationlv.org	
	Entertainment Careers	entertainmentcareers.net	
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106	702 483 4211
	All Access.com	allaccess.com	
	Media Line	medialine.com	
	Tvjobs.com	tvjobs.com	
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106	
	Media Recruiters	mediarecruiter.com	
	Journalism Jobs	journalismjobs.com	
El Tiempo	PO Box 920, Las Vegas, NV 89125	702-383-0383	
Media Match	media-match.com	n/a	
2 Integrated Marketing Solutions Co	Latin Chamber of Commerce	lvcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php	
	Academy of Radio Broadcasting	arbradio.com	
	indeed.com	indeed.com	
	All Access.com	allaccess.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Journalism Jobs	journalismjobs.com	
	Entertainment Careers	entertainmentcareers.net	
	Media Line	medialine.com	
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106	702 483 4211
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106	
	Las Vegas Women in Communications	womenincommunicationlv.org	
	Spots and Dots	spotsndots.com	
3 Digital Sales Manager	Latin Chamber of Commerce	lvcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php	
	Academy of Radio Broadcasting	arbradio.com	
	indeed.com	indeed.com	
	All Access.com	allaccess.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Journalism Jobs	journalismjobs.com	
	Entertainment Careers	entertainmentcareers.net	
	Media Line	medialine.com	
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106	702 483 4211
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106	
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	Spots and Dots	spotsndots.com	
4 Integrated Marketing Solutions Co	Latin Chamber of Commerce	lvcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
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	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php	
	Academy of Radio Broadcasting	arbradio.com	
	indeed.com	indeed.com	
	All Access.com	allaccess.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Journalism Jobs	journalismjobs.com	
	Entertainment Careers	entertainmentcareers.net	
	Media Line	medialine.com	
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106	702 483 4211

FCC - EEO PUBLIC FILE INSPECTION REPORT

Sources Used to Fill Vacancies

JUNE 2018 TO MAY 2019

Job Title	Contact	Source		Tel #
		Address		
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
	Las Vegas Women in Communications	womenincommunicationlv.org		
	Spots and Dots	spotsndots.com		
5 Multi Media Journalist	Latin Chamber of Commerce	lvcc.com		702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	craigslist.org	craigslist.org		
	indeed.com	indeed.com		
	UNLV	unlv-csm.simplicity.com		
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php		
	All Access.com	allaces.com		
	Academy of Radio Broadcasting	arradio.com		
	Entertainment Careers	entertainmentcareers.net		
	Journalism Jobs	journalismjobs.com		
	Media Line	medialine.com		
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106		702 483 4211
	Nevada Broadcasters Assoc	nevadabroadcasters.org		
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
	Las Vegas Women in Communications	womenincommunicationlv.org		
	Spots and Dots	spotsndots.com		
	Tvjobs.com	tvjobs.com		
6 Photo/Editor	Latin Chamber of Commerce	lvcc.com		702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	craigslist.org	craigslist.org		
	UNLV	unlv-csm.simplicity.com		
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php		
	Spots n Dots	spotsndots.com		
	Tvjobs.com	tvjobs.com		
	indeed.com	indeed.com		
	All Access.com	allaces.com		
	Entertainment Careers	entertainmentcareers.net		
	Nevada Broadcasters Assoc	nevadabroadcasters.org		
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106		702 483 4211
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
	Las Vegas Women in Communications	womenincommunicationlv.org		
7 Integrated Marketing Solutions Co	Latin Chamber of Commerce	lvcc.com		702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119		702-434-0015
	craigslist.org	craigslist.org		
	UNLV	unlv-csm.simplicity.com		
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php		
	Spots n Dots	spotsndots.com		
	Tvjobs.com	tvjobs.com		
	indeed.com	indeed.com		
	All Access.com	allaces.com		
	Entertainment Careers	entertainmentcareers.net		
	Nevada Broadcasters Assoc	nevadabroadcasters.org		
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106		702 483 4211
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	indeed.com	indeed.com		
	UNLV	unlv-csm.simplicity.com		
	College of Southern Nevada	https://csm-csm.simplicity.com/employers/index.php		
	All Access.com	allaces.com		
	Academy of Radio Broadcasting	arradio.com		
	Entertainment Careers	entertainmentcareers.net		
	Journalism Jobs	journalismjobs.com		
	Media Line	medialine.com		
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	Nevada Broadcasters Assoc	nevadabroadcasters.org		
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
	Las Vegas Women in Communications	womenincommunicationlv.org		
	Spots and Dots	spotsndots.com		
	Tvjobs.com	tvjobs.com		

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KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP, Laughlin, NV

Job Titles of All Full-Time Vacancies Throughout Year

JUNE 2018 TO MAY 2019

Source That Filled Position

	Job Title	Source That Filled Position
1	Multi Media Journalist	Entravision.com
2	Integrated Marketing Solutions Consultant	Employee Referral
3	Digital Sales Manager	Employee Referral
4	Integrated Marketing Solutions Consultant	Entravision.com
5	Multi Media Journalist	Job Fair
6	Photog/Editor	Entravision.com
7	Integrated Marketing Solutions Consultant	Employee Referral
8	0	
9	0	
10	0	
11	0	
12	0	
13	0	
14	0	
15	0	
16	0	
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KINC TV / KELV TV - Las Vegas, NV
KWWB LP - Mesquite, NV
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP, Laughlin, NV

JUNE 2018 TO MAY 2019

Job Titles of All Full-Time Vacancies Throughout Year

Number of Person(s) Interviewed and Number Referred by a Recruitment Source

Job Title	Number of Person(s) Interviewed	From the number of person(s) interviewed, how many were referred by recruitment source?
1 Multi Media Journalist	8	4 Entravision job bank, 1 craigslist, 1 NAHJ, 1 Indeed
2 Integrated Marketing Solutions Consultant	6	3 Entravision job bank, 1 craigslist, 1 Medea Recruiter, 1 Indeed
3 Digital Sales Manager	8	2 Entravision job bank, 2 craigslist, 2 Medea Recruiter, 2 Indeed
4 Integrated Marketing Solutions Consultant	6	3 Entravision job bank, 1 craigslist, 1 Medea Recruiter, 1 Indeed
5 Multi Media Journalist	8	4 Entravision job bank, 2 craigslist, 2 NAHJ
6 Photog/Editor	5	2 Entravision job bank, 1 craigslist, 2 NAHJ
7 Integrated Marketing Solutions Consultant	6	4 Entravision job bank, 1 Medea Recruiter, 1 Indeed
8	0	
9	0	
10	0	
11	0	
12	0	
13	0	
14	0	
15	0	
16	0	
17	0	

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KWWB LP - Mesquite, NV
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP, Laughlin, NV

JUNE 2018 TO MAY 2019

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

Menu Option Chosen	Description
5	Internship Program - 6/18 - 9/18 The Art Institute of Las Vegas Digital Interactive
1	Job Fair Participant - National Career Fairs Grand Sierra Resort Casino- 06/13/2018 - Human Resource Assistant
1	Job Fair Participant - National Career Fairs Grand Sierra Casino- 09//12/2018 - Human Resource Assistant
1	Job Fair Participant - Jobertising Sunset Station 10/18/2018 - Engineer & Human Resources
14	11/14//2018 EEO training of proper dissemination of jobs for station management personnel - Business Manager
1	Job Fair Participant - Choice Career Texas Station 11/28/18 - Promotions Manager & Human Resources
1	Job Fair Participant - Jobertising Texas Station 12/11/18 - Production Mgr & Human Resources
9	Mentoring of newly appointed Engineer by Business Office Manager to take on a Managerial position
1	Job Fair Participant -Jobertising Sunset Station 2/28/19 - Digital Manager & Human Resources
1	Job Fair Participant - UNLV Internship Fair 3/06/19 - Human Resources
1	Job Fair Participant - NAB convention, Westgate Casino - 4/09/19 - Human Resources & Promotions Director
1	Job Fair Participant - Choice Career Texas Station 04/25/19 Production Mgr & Human Resources
1	Job Fair Participant - Jobertising Sunset Station 05/29/19 Engineer & Human Resources

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KINC TV / KELV TV - Las Vegas, NV
KWWB LP - Mesquite, NV
KMCC TV - Dolan Springs (thru March 2020)
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP/KMCC, Laughlin, NV
Job Titles of All Full-Time Vacancies Throughout Year

JUNE 2019 TO MAY 2020

Job Title		Vacancy Date
1	Senior VP Integrated Marketing Solutions	7/22/2019
2	Integrated Marketing Solutions Consultant	8/8/2019
3	Traffic Coordinator TV & Radio	12/6/2019
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 KINC TV / KELV TV - Las Vegas, NV
 KWVB LP - Mesquite, NV
 KQRT FM, Las Vegas, NV
 KRRN FM, Moapa Valley, NV
 KNTL-LP, Laughlin, NV

Job Titles of All Full-Time Vacancies Throughout Year

Sources Used to Fill Vacancies

JUNE 2019 TO MAY 2020

Job Title	Source		
	Contact	Address	Tel #
1 Senior VP Integrated Marketing S	Latin Chamber of Commerce	lvlcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	LULAC National Educational Service Centers Inc	2000 L Street NW Ste 610	Phone : 602-269-6485
	Chicanos por la Causa	2916 N 35th Avenue	
	Black Broadcasters Alliance	205 N. Michigan Ave Suite 2015 Chicago IL 60601	
	National Association of Hispanic Journalists	529 14th Street N.W., Washington, District of Columbia 20045	
	American Women in Radio and TV	1760 Old Meadow Rd Ste 500, McLean VA 22102	703 506-3290
	Arizona State University/Walter Cronkite School of Journalis	555 N Central Ave Ste302 Phoenix AZ	
	Las Vegas Indian Center	2300 W Bonanza Ard Las Vegas NV 89106	702 647-5842x224
	craigslist.org		
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csn-csm.symplicity.com/employers/index.php	
	Indeed .com	indeed.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Las Vegas Women in Communications	womenincommunicationlv.org	
	Entertainment Careers	entertainmentcareers.net	
	LV Clark County Urban League	1024 W. Owens Ave, Kas Vegas, NV 89106	702.483.4211
	All Access.com	allaces.com	
	Media Line	medialine.com	
	Tvjobs.com	Tvjobs.com	
Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
Media Recruiters	mediarecruiter.com		
Journalism Jobs	Journalismjobs.com		
El Tiempo	PO Box 920, Las Vegas, NV 89125	702-383-0383	
Media Match	media-match.com	n/a	
2 Integrated Marketing Solutions C	Latin Chamber of Commerce	lvlcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	LULAC National Educational Service Centers Inc	2000 L Street NW Ste 610	Phone : 602-269-6485
	Chicanos por la Causa	2916 N 35th Avenue	
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	Las Vegas Indian Center	2300 W Bonanza Ard Las Vegas NV 89106	702 647-5842x224
	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csn-csm.symplicity.com/employers/index.php	
	Academy of Radio Broadcasting	arbradio.com	
	indeed.com	indeed.com	
	All Access.com	allaces.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Journalism Jobs	Journalismjobs.com	
	Entertainment Careers	entertainmentcareers.net	
	Media Line	medialine.com	
	LV Clark County Urban League	1024 W. Owens Ave, Kas Vegas, NV 89106	702.483.4211
Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106		
Las Vegas Women in Communications	womenincommunicationlv.org		
Spots and Dots	spotsndots.com		
3 Traffic Coordinator TV & Radio	Latin Chamber of Commerce	lvlcc.com	702-385-7367
	entravision.com	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	KINC TV	500 Pilot Road, Suite D, Las Vegas, NV 89119	702-434-0015
	LULAC National Educational Service Centers Inc	2000 L Street NW Ste 610	Phone : 602-269-6485
	Chicanos por la Causa	2916 N 35th Avenue	
	Black Broadcasters Alliance	205 N. Michigan Ave Suite 2015 Chicago IL 60601	
	National Association of Hispanic Journalists	529 14th Street N.W., Washington, District of Columbia 20045	
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	Las Vegas Indian Center	2300 W Bonanza Ard Las Vegas NV 89106	702 647-5842x224
	craigslist.org	craigslist.org	
	UNLV	unlv-csm.simplicity.com	
	College of Southern Nevada	https://csn-csm.symplicity.com/employers/index.php	
	Academy of Radio Broadcasting	arbradio.com	
	indeed.com	indeed.com	
	All Access.com	allaces.com	
	Nevada Broadcasters Assoc	nevadabroadcasters.org	
	Journalism Jobs	Journalismjobs.com	

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Sources Used to Fill Vacancies

JUNE 2019 TO MAY 2020

Job Title	Contact	Source	
		Address	Tel #
	Entertainment Careers	entertainmentcareers.net	
	Media Line	medialine.com	
	LV Clark County Urban League	1024 W. Owens Ave, Las Vegas, NV 89106	702.483.4211
	Urban Chamber of Commerce	1951 Stella Lake St Suite 26, Las Vegas, NV 89106	
	Las Vegas Women in Communications	womenincommunicationlv.org	
	Spots and Dots	spotsndots.com	

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Job Titles of All Full-Time Vacancies Throughout Year

JUNE 2019 TO MAY 2020

Source That Filled Position

Job Title		Source That Filled Position
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2	Integrated Marketing Solutions Consultant	Employee Referral
3	Traffic Coordinator TV & Radio	Employee Referral
4	0	
5	0	
6	0	
7	0	
8	0	
9	0	
10	0	
11	0	
12	0	
13	0	
14	0	
15	0	
16	0	
17	0	
	0	
	0	
	0	

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KINC TV / KELV TV - Las Vegas, NV
KWWB LP - Mesquite, NV
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP, Laughlin, NV

JUNE 2019 TO MAY 2020

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2	Integrated Marketing Solutions Consultant	5	3 Entravision job bank, 1 craigslist, 1 Indeed
3	Traffic Coordinator TV & Radio	6	2 Entravision job bank, 2 craigslist, 2 Medea Recruiter
4	0		
5	0		
6	0		
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FCC - EEO PUBLIC FILE INSPECTION REPORT

Entravision Communications Corp.
KINC TV / KELV TV - Las Vegas, NV
KWWB LP - Mesquite, NV
KQRT FM, Las Vegas, NV
KRRN FM, Moapa Valley, NV
KNTL-LP, Laughlin, NV

JUNE 2019 TO MAY 2020

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

Menu Option Chosen	Description
1	Job Fair Participant - Natinal Career Fair Grand Sierra Resort 06/18/2019 - Nat'l Coordinator & Human Resources
1	Job Fair Participant - Jobertising Palms Casino 07/24/2019 - Promotions & Human Resources
1	Job Fair Participant Henderson Diversity Sunset Station 08/14/2019 - Engineering Manager & Human Resources
1	Job Fair Participant - Choice Career Texas Station 09/26/19 - Production Mgr & Human Resources
1	Job Fair Participant - Choice Career Sunset Station 10/24/2019 - Sales Manager & Human Resources
9	Mentoring of newly appointed Engineer by Business Office Manager to take on a Managerial position
1	Job Fair Participant - Las Vegas Diversity Job Fair Palms Casino 11/05/2019 - Promotions & Human Resources
14	11/19//2019 EEO training of proper dissemination of jobs for station management personnel - Business Manager
1	Job Fair Participant -Choice Career Sunset Station 01/30/20 - Digital Manager & Human Resources
	COVID-19 Ceassed all Job Fairs and other gatherings from Mid March 2020 through May for this period

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, 2018 – May 31, 2019	
<u>Position</u>	<u>Date of Hire</u>
Multimedia Journalist	8/1/2018
Integrated Marketing Solutions Consultant	11/1/2018
Digital Sales Manager	1/2/2019
Integrated Marketing Solutions Consultant	1/15/2019
Multimedia Journalist	3/18/2019
Photographer/Editor	3/18/2019
Integrated Marketing Solutions Consultant	3/18/2019

June 1, 2019 - May 31, 2020	
<u>Position</u>	<u>Date of Hire</u>
Senior Vice President, Integrated Marketing Solutions	7/25/2019
Integrated Marketing Solutions Consultant	9/23/2019
Traffic Coordinator Television and Radio	1/21/2020

Dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications dealing with these hires are attached hereto.

Job Ad

Languages
English (US) (Default)

External Internal Mobile

English (US) ▼

Entravision Communications Corporation
Integrated Marketing Solutions Consultant
Location/Market: Las Vegas, NV

JOB DESCRIPTION

Summary

Entravision Communications Corporation (NYSE:EVC), one of the fastest growing Hispanic multi-media companies, seeks an Integrated Marketing Solutions Consultant. Responsible for representing Entravision Communications media properties. Develops and maintains relationships with advertisers and advertising agencies. Responsible for selling commercial airtime, event sponsorships, and marketing NTR campaigns.

Essential Functions

1. Presents the benefits of Spanish language advertising on one or more of our radio stations to local business owners and/or advertising agencies.
2. Uses interpersonal skills to selling commercial airtime, event sponsorships, and/or customized marketing campaigns designed to achieve the client's objectives.
3. Focuses on developing new business while also maintaining and growing existing business relationships.
4. Additional job requirements include research, promotions, development, copywriting, servicing, as well as some collection efforts.

Competencies

1. Strong Written and Verbal Communication Skills
 2. A Self-Confident and Collaborative Team Player
 3. Excellent Organizational Skills and Ability to Multitask in a High Pressure, Fast Paced Environment
 4. Excellent Judgment and Common Sense
 5. A Self-Starter
 6. Cultural Sensitivity
- Supervisory Responsibility**
Reports directly to STP

Travel

Travel is required in and outside of the local market

Position Type/Expected Hours of Work

This is a Full Time position, Monday through Friday. Actual hours and schedule may vary.

Required Education and Experience

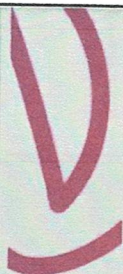
1. CRM experience required
2. Knowledge of Television and Radio, research, copywriting, setting of accounts, new business development, and collections for station accounts.
3. Proficient in Microsoft Word, Outlook, Excel, PowerPoint, Adobe Acrobat (PDF), graphic design software, and basic computer skills.

Preferred Education and Experience

1. Bilingual (Spanish/English) preferred

Other Duties

Done



Admin My Team Recruit

ing Solutions Consultant

Status
Closed

Recruiter
Jose Monreal

Hiring Manager
Rene Morales

Languages
English (US)

Show Job Ad

Career Sites

Select the Career Site(s) to which this job is posted. The default Career Site is used for Job Boards and Referrals.

Name	Default	Effective Date
Entravision Career Site https://www.entra.com/employment/jobdetails.aspx?job_id=entravision&job_id=794	<input checked="" type="checkbox"/>	2/26/2019

Recruiting Agencies

Select agencies that can access and submit applications to this requisition.

Name	Effective Date
------	----------------

Internal Career Site

Enable specific users to view this requisition. Jobs posted to the Internal Career Site will also appear in the Career Center.

Name	Include Subordinates	Effective Date
------	----------------------	----------------

Smart Referrals

Enable specific users to see this requisition as feature for referrals.

Name	Include Subordinates	Effective Date
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Done

Job Ad

Languages
English (US) (Default)

English (US) ▼

External Internal Mobile

Entravision Communications Corporation
Multimedia Journalist

Location/Market: Las Vegas, NV

JOB DESCRIPTION

Summary

Assists with various aspects of news production. Responsible for shooting, writing, editing, and publishing content, coordinating and conducting interviews, and representing the station in community related events. Reports to the News Director.

Essential Functions

1. Creates multimedia content for multi-platform distribution (TV & digital).
2. Shoots, writes, and edits story ideas.
3. Coordinates, organizes and conducts interviews.
4. Gathers, edits, packages and publishes local news content – focusing on (but not limited to) News, Weather and Traffic.
5. Writes text articles, publishes video clips and edits image galleries according to the local editorial “voice in the station’s websites and social media accounts.
6. Develops and maintains a network of contacts providing access to exclusive stories.
7. Assists producer in establishing sources, finding and executing enterprise news investigations, building and maintaining strong list of story ideas.
8. Represents the station in community related events.

Competencies

1. Technical Capability.
2. Strategic Thinking.
3. Multitasking.
4. Communication Proficiency.
5. Teamwork.
6. Ability to Work Well Under Pressure.

Position Type/Expected Hours of Work

This is a full-time position, Monday through Friday. Must be willing to undertake shift work associated with working for a 24/7 news operation. Must be able to work holidays. Actual hours and schedule may vary.

Supervisory Responsibility

Reports directly to News Director

Required Education and Experience

1. Bachelor's degree in communication, journalism, or related field.
2. Must be fluent in Spanish (high level of reading, writing, and speaking the language is essential).
3. Must have strong English, reading, writing and speaking.
4. Reporting, shooting, writing, and editing experience with good ratings track record.
5. Be informed on news events locally and nationally.

Working Conditions:

1. Ability to lift and/or carry and manage news photography and lighting equipment.



Admin My Team Recruit

Journalist

Recruiter: Jose Monreal Hiring Manager: Uziel Posada Languages: English (US)

Show Job Ad

Career Sites

Select the Career Site(s) to which this job is posted. The default Career Site is used for Job Board.

Name	Default
Entravision Career Site https://entravision.com/seek/career-site/seek.html?app=see-1&cat=transmedia-578	<input checked="" type="checkbox"/>

Recruiting Agencies

Select agencies that can access and submit applications to this requisition.

Name

Internal Career Site

Enable specific users to view this requisition, jobs posted to the Internal Career Site will also be posted to the Internal Career Site.

Name	Include Subordinates	Effective Date
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Smart Referrals

Enable specific users to see this requisition as feature for referrals.

Name	Include Subordinates	Effective Date
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Intergrated Marketing Specialist Consultant

Entravision Communications

Las Vegas, NV 89119



Apply now

Job details

Job Type

Full-time

Qualifications

Experience:

- Sales, 5 years (Required)

Full Job Description

Job Location: Las Vegas, NV

Job Type: Full time

Job Title: Integrated Marketing Solutions Consultant (IMSC)

Company: Entravision Communications Las Vegas (Univision KINC TV 15/KELV TV 27/La Tricolor 105.1fm/Super Estrella 92.7fm)

Job Description/Responsibilities:

If you're a top sales performer, who is great at consulting others, then look no further than here in exciting Las Vegas! Entravision Communications Las Vegas (Univision KINC TV 15/KELV TV 27 Las Vegas/La Tricolor 105.1fm/Super Estrella 92.7fm), the #1 Spanish media cluster in Las Vegas, seeks a savvy IMSC to join our team. As an IMSC, you will be asked to:

- Manage and increase sales volume with existing accounts
- Aggressively seek new customers
- Develop solution based strategies for clients and execute plans
- Be aware of the market and trends
- Maintain visibility in the community

Entravision provides a positive environment that rewards hard work. Candidates that are true team players with a positive and infectious attitude should send their information now. The IMSC will work in the Las Vegas office and will report to the Vice President (VP), IMS and Senior Vice President (SVP), IMS. The ideal candidate will be responsible for presenting the benefits of Spanish language advertising on our Television properties (KINC-TV 15) and (KELV -TV 27), Radio stations and associated digital properties to local business owners and/or advertising agencies. The IMSC is to use their interpersonal skills to sell commercial airtime, digital media, event sponsorships and/or customized marketing campaigns designed to achieve the client's objectives. Candidates should be highly motivated to contribute new ideas that incorporate TV, Radio and internet advertising into successful campaigns for local partners. The IMSC is expected to translate approved ad sales strategies and goals into sales programs for assigned accounts and be aware of competitive ad sales practices. Communicate with VP, IMS on a regular basis in regard to established quarterly revenue goals with the

Job Ad

Language: English (US) (Default)

External Internal Mobile

Entravision Communications Corporation

Traffic Coordinator

Location/Market: Las Vegas, NV

JOB DESCRIPTION

Summary

We are looking for an organized, detail-oriented individual comfortable working in a fast-paced environment. Responsible for preparation and reconciliation of traffic logs, reports, & copy.

Essential Functions

1. Responsibilities include the preparation and reconciling of traffic logs, reports, copy, filing, & other duties as assigned.

Competencies

1. Attention to Detail
2. Organizational Skills
3. Excellent Communication Skills
4. Technical Capability
5. Ability to Multitask

Supervisory Responsibility

Reports directly to VP Station Traffic Operations

Position Type/Expected Hours of Work

This is a Full Time position. Actual hours and schedule may vary.

Required Education and Experience

1. 1-2 years traffic experience preferred
2. Bilingual English/Spanish preferred

Other Duties

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.

Done



Admin My Team Recruit

r TV & Radio

Recruiter: Jose Montreal

Hiring Manager: Christopher Jordan

Languages: English (US)

Status: Closed

Show Job Ad

Career Sites

Select the Career Site(s) to which this job is posted. The default Career Site is used for Job Boards and Referrals.

Name: Default Effective Dates: 12/27/2019

Entravision Career Site

<http://entravisioncommunications.com/careersites/jobdetails.asp?job=1&loc=entravision&id=1102>

Recruiting Agencies

Select agencies that can access and submit applications to this requisition.

Name: Effective Dates:

Internal Career Site

Enable specific users to view this requisition. Jobs posted to this Internal Career Site will also appear in the Career Center.

Name: Includes Subordinates: Effective Dates:

Smart Referrals

Enable specific users to use this requisition as feature for referrals.

Name: Includes Subordinates: Effective Dates:

Job Ad

Language:
English (US) (Default)

External Internal Mobile

English (US) ▼

Senior Vice President of Integrated Marketing Solutions @ Entravision Communications

Location: Marler, Las Vegas, NV

OBJECTIVES

- Manage all aspects of operations in order to increase news and programming ratings and garner a greater share of market revenue.
- Manage the enterprise in which he or she is employed or of a customarily recognized department or subdivision therein.
- Customarily and regularly direct the work of two or more other employees therein.
- Has the authority to hire or fire and advance, promote or any other change of status of employees; and customarily and regularly exercise discretion and independent judgment.

RESPONSIBILITIES

- **PLAN & STRATEGY:** The SVP must develop a detailed plan and alternative plan for the market as a stand-alone unit. The plan must include its product, revenue strategy, business unit workflow within the market, define the market structure from top to bottom and develop an incentive program, marketing protocols, alliances, sources of value, KPIs, internal governing system and growth strategy.
- **REVENUE & CONTRIBUTION:** To meet annual income and contribution margin budget, income must sort of sales, including telecast, commissions, cost of tactical expenses, promotional costs, agency costs. To develop an annual revenue plan based on existing and new opportunities, bottom up account analysis, industry trends, competitive landscape and growth potential (weighted on a Quarterly basis). This activity assumes that the position of SVP must have a fully-thrust commitment to making the year's financial goal. The SVP will lead the outreach to Brand Managers with no less than 15 high-level meetings per year.
- **CLIENT PORTFOLIO MANAGEMENT:** The SVP is responsible for developing and managing the portfolio of clients of the company. The position must use established company CRM tools and workflows and manage the distribution of account, vertical industry specialization, active client base management, client satisfaction and delivery. At least quarterly, the SVP will review how accounts are served and set-stable goals for new accounts, will re-assign accounts or will develop plans to grow existing client accounts.
- **PRODUCT:** It is expected that the position will oversee the content, product solutions and sales marketing teams to ensure alignment in order to meet or exceed revenue goals. In addition, the position will ensure the content team is focused on delivering its KPIs regarding audiences, revenues, communities, etc. On this front, the position is also responsible for maximizing audience reach by optimizing all potential content distribution channels (owned, negotiated, leased).
- **CUSTOMER SERVICE AND QUALITY CONTROL:** The SVP will establish a direct-to-client communication channel, as well as client satisfaction platform. Net Promoter Score - NPS. The position assumes that a detailed plan to call, visit or contact customers to survey client needs, satisfaction and new product development initiatives. Quarterly Reporting
- **STRUCTURE:** The SVP will be responsible for the structure design, documentation, recruitment, training, leadership and governing protocol within its group. Moreover, the SVP will establish clear roles, responsibilities, key performance metrics, annual review processes and establish career and incentive paths for employees.
- **TRAINING:** The SVP must define which are the required skills within its organization, and plan and deploy training and skill certification requirements (L&E, Salesforce, Tableau, Time Management, etc), in order to develop a cutting-edge team.
- **REPORTING:** Develop a full business unit group report - to review goals, plans, needs and strategy. (Monthly-Financial, Quarterly-Financial & Strategic) The position assumes that each division under its control has proper accountability, format and procedures; content, sales marketing, revenues, operations, and proper use of technology.

PERFORMANCE INDICATORS

Financial, Revenue & OCF Operations. Tech. Monthly summary and detailed report with KPIs, including AUR, Salesforce, Content Ratings, etc. Team: Annual revenue, KPIs and metrics. Plans recommendation to be established by December 31st for the following year. "Great Place to Work" goal. Top management with clear roles, KPIs and compensation proposal - annually, by using a Balanced Scorecard System; Delivering budgeting, capital, incentive plans in a timely manner. Data: Overall revenue, EBITDA, etc.

Done

Admin My Team Recruit

ed Marketing Solutions

Recruiter
Jose Montreal

Hiring Manager
Jose Montreal

Languages
English (US)

Status
Closed

Show Job Ad

Career Sites

Select the Career Site(s) to which this job is posted. The default Career Site is used for Job Boards and Referrals.

Name	Default	Effective Dates
Entravision Career Site https://jobs.entravision.com/apply/jobdetails.aspx?jobid=1816&entrypoint=943	<input checked="" type="checkbox"/>	7/22/2019

Recruiting Agencies

Select agencies that can access and submit applicants to this requisition.

Name	Effective Dates
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Internal Career Site

Enable specific users to view this requisition, jobs posted to the Internal Career Site will also appear in the Career Center.

Name	Include Subordinates	Effective Dates
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Smart Referrals

Enable specific users to see this requisition as feature for referrals.

Name	Include Subordinates	Effective Dates
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