

### 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, 2018 – May 31, 2019)	
<u>Job Title</u>	<u>Total Interviewees/Sources</u>
Multimedia Journalist	Interviewees: 8 Sources: 4 Entravision job bank, 1 Craigslist, 1 NAHJ, 1 Indeed
Integrated Marketing Solutions Consultant	Interviewees: 6 Sources: 3 Entravision job bank, 1 Craigslist, 1 Media Recruiter, 1 Indeed
Digital Sales Manager	Interviewees: 8 Sources: 2 Entravision job bank, 2 Craigslist, 2 Media Recruiter, 2 Indeed
Integrated Marketing Solutions Consultant	Interviewees: 6 Sources: 3 Entravision job bank, 1 Craigslist, 1 Media Recruiter, 1 Indeed
Multimedia Journalist	Interviewees: 8 Sources: 4 Entravision job bank, 2 Craigslist, 2 NAHJ
Photographer/Editor	Interviewees: 5 Sources: 2 Entravision job bank, 1 Craigslist, 2 NAHJ
Integrated Marketing Solutions Consultant	Interviewees: 6 Sources: 4 Entravision job bank, 1 Media Recruiter, 1 Indeed

Job Title (June 1, 2019 - May 31, 2020)

<u>Position</u>	<u>Total Interviewees/Sources</u>
Senior Vice President, Integrated Marketing Solutions	Interviewees: 6 Sources: 3 Entravision job bank, 1 Craigslist, 1 Media Recruiter, 1 Indeed
Integrated Marketing Solutions Coordinator	Interviewees: 5 Sources: 3 Entravision job bank, 1 Craigslist, 1 Indeed
Traffic Coordinator Television and Radio	Interviewees: 6 Sources: 2 Entravision job bank, 2 Craigslist, 2 Media Recruiter

**EMPLOYMENT UNIT'S 2018-2020 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 13 full-time employees.
4. The Employment Unit is located in the Las Vegas Metropolitan Statistical Area where the population is more than 250,000.
5. Details as to the Initiatives undertaken by the Employment are attached hereto.



Mari Covarrubias Solis <mcovarrubiassolis@entravision.com>

## Fwd: National Career Fairs - Completing Your Registration - Entravision

Viola Cody <vcody@entravision.com>

Tue, Jun 5, 2018 at 4:00 PM

To: Mari Covarrubias Solis <mcovarrubiassolis@entravision.com>

Please me on this.



**Viola Cody**

SVP, Integrated Marketing Solutions  
300 South Wells Avenue, Suite 12  
Reno, NV 89502

Office: 775-333-1017  
Direct: 775-285-9399  
Cell: 775-741-7969  
[vcody@entravision.com](mailto:vcody@entravision.com)



Entravision (NYSE:EVC) is a leading media company that reaches and engages U.S. Latinos across acculturation levels and media channels, as well as consumers in Mexico. The company's comprehensive portfolio incorporates integrated media and marketing solutions comprised of acclaimed television, radio, digital properties (Pulpo), events, and data analytics services. Established in 1996, Entravision has corporate headquarters in Santa Monica, CA. [www.entravision.com](http://www.entravision.com)

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

From: Lupe Sanchez <[lupesanchez@entravision.com](mailto:lupesanchez@entravision.com)>

Date: Thu, May 17, 2018 at 10:34 AM

Subject: Fwd: National Career Fairs - Completing Your Registration - Entravision

To: Viola Cody <[vcody@entravision.com](mailto:vcody@entravision.com)>

Hi,

Here are the details on the career fair.

Thanks,



**Lupe Sanchez**

National Sales Coordinator  
300 S Wells Ave #12  
Reno NV, 89502

Office: 775-333-1017 ext 20101  
Direct: 775-285-9398  
Cell: 775-684-9505  
[lupesanchez@entravision.com](mailto:lupesanchez@entravision.com)







Entravision (NYSE:EVC) is a leading media company that reaches and engages U.S. Latinos across acculturation levels and media channels, as well as consumers in Mexico. The company's comprehensive portfolio incorporates integrated media and marketing solutions comprised of acclaimed television, radio, digital properties (Pulpo), events, and data analytics services. Established in 1996, Entravision has corporate headquarters in Santa Monica, CA. [www.entravision.com](http://www.entravision.com)

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

From: <[mark@ncfevents.com](mailto:mark@ncfevents.com)>

Date: Thu, May 17, 2018 at 10:05 AM

Subject: National Career Fairs - Completing Your Registration - Entravision

To: <[lupesanchez@entravision.com](mailto:lupesanchez@entravision.com)>

Hello Lupe,

Thank you for registering for the Reno Career Fair on June 13<sup>th</sup>.

### **Reno Career Fair**

Wednesday, June 13, 2018

11:00 AM to 2:00 PM

Grand Sierra Resort and Casino

NEVADA 8-9 Room  
2500 East Second Street  
Reno, Nevada 89595

**Please send me a MP3 or WAV file of the recorded spot when you have it created.**

To complete your package please send me the following:

- All job titles you are currently recruiting/hiring for.
- Your Full Color Career Fair Guide Ad – PDF format, 8" X 11", no crop or bleed, must be less than 1 MB in size (2 examples attached – listed as recruiting flyer)

- Two (2) 30 day job postings (See Attached form for format, also return typed and in to same Word format, including one city and do not send description in a separate attachment. The entire form must be filled out before it can be posted)

National Career Fairs Event Set Up Details:

- Event coordinator will arrive at 9:30 AM (Tables are on a “first come first served” basis so get there early)
- Set up is between 9:30 and 10:30 AM
- Doors open at 11:00 AM

Please add to your website – “Come see us in person at the Reno Career Fair!” Also please let your contacts/followers on Twitter, LinkedIn and Facebook know that you will be at the event.

Best regards,

 Mark GM

***“Expecting the Best for You and Your Business”***

**Success is liking yourself, liking what you do, and liking how you do it. ~Maya Angelou**

5 attachments



Mark Walker  
 Director of Operations/GM  
 ☎ 702.614.9537 x602  
 ☎ 877.561.5627 x602  
 ✉ mark@ncevents.com  
 🌐 nationalcareerfairs.com  
 📘 facebook.com/nationalcareerfairs

**image001.jpg**  
15K



Mark Walker  
 Director of Operations/GM  
 ☎ 702.614.9537 x602  
 ☎ 877.561.5627 x602  
 ✉ mark@ncevents.com  
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 📘 facebook.com/nationalcareerfairs

**image001.jpg**  
15K

 **National Career Fairs 30 Day Job Posting Form.docx**  
102K

 **Goodyear Recruiting Fyler.pdf**  
464K

5/4/2021

Entravision Communications Corporation Mail - Fwd: National Career Fairs - Completing Your Registration - Entravision



**Recruitment Flyer April 2015.pdf**  
515K

# Reno Fair Itinerary

Viola Cody, thank you for registering for the Reno Career Fair.

Please read the following information carefully, and let me know if you have any questions. Again, thank you and we're happy to have Entravision exhibit at our Reno Career Fair.

Mark Walker

**Reno Career Fair**  
**09/12/2018**  
**11:00 AM - 2:00 PM**

Grand Sierra Resort and Casino  
2500 East Second Street , Reno, Nevada 89595

## Exhibitor Information

Booth setup will begin at 9:30 AM, and must be completed by 10:45 AM.  
Booth location selection is on a first-come, first-served basis, please arrive early enough to be completely set up and ready to receive career seekers at 11:00 AM.

## Exhibitor Cancellation Policy

**National Career Fairs does not offer refunds. All sales are final.**

### Connect With Us:

Facebook

### Contact Info:

Phone: 877-561-5627

Email: [sales@ncfevents.com](mailto:sales@ncfevents.com)

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## Career Fair Registration

1 message

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LasVegasJobs.com <debbie@choicecareerfaairs.com>  
To: jmonreal@entravision.com

Wed, Oct 10, 2018 at 7:57 AM

Dear Jose Monreal,

Thank you for registering with LasVegasJobs.com. This email serves as a confirmation of your registration for the event listed below. An invoice or receipt will be emailed to you shortly.

- **Las Vegas Career Fair**  
**Thursday, October 18, 2018**  
**11:00am to 2:00pm**  
Sunset Station Hotel & Casino  
[1301 West Sunset Road](#)  
Las Vegas, NV 89014

Booth Setup: Mike Brown will be on site at 9:30am. Please have your booth ready by 10:30am. If you're running late the morning of the event, please call (702) 303-9647 and let us know.

We look forward to seeing you at the event. If you have questions, please feel free to call me at (702) 257-1527.

**Registration Policy:** Discounted registrations cannot be canceled or rescheduled.

Thanks again,

Norie Wiechmann  
Director of Business Development  
LasVegasJobs.com  
(702) 257-1527  
[norie@lasvegasjobs.com](mailto:norie@lasvegasjobs.com)  
[www.lasvegasjobs.com](http://www.lasvegasjobs.com)



**ENTRAVISION HOLDINGS, LLC  
COMPLIANCE OFFICER'S CERTIFICATE**

I, the undersigned, Vice President of Integrated Operations and Compliance Officer of Entravision Holdings, LLC (the "Company"), do hereby certify that:

Stations KINC, KELV, KMCC, KNTL, KWWB, KRRN, KQRT employees and management were provided with their annual training pursuant to the Compliance Plan for the Company on November 14, 2018.

IN WITNESS WHEREOF, the undersigned has executed this Certificate as of November 14, 2018.

A handwritten signature in black ink, appearing to read 'Federico Gagliardone', is written over a horizontal line. The signature is stylized and slanted upwards to the right.

---

Name: Federico Gagliardone,  
Title: Vice President of Integrated Operations and  
Compliance Officer



Thank you for your prompt reply.

**Guaranteed rate: \$450 on Package 1**

I've attached the registration form below.

Please let me know if you need anything else.

Sincerely,

Norie Wiechmann

On Tue, Nov 13, 2018 at 11:54 AM, Jose Monreal <[jmonreal@entravision.com](mailto:jmonreal@entravision.com)> wrote:  
Hi Norie,

Can you send me the info on this event.... we are interested on attending.

On Tue, Nov 13, 2018 at 9:10 AM Norie <[norie@choicecareerfaairs.com](mailto:norie@choicecareerfaairs.com)> wrote:  
Hello Renee Neill,

If you have any open positions at Entravision Communications, we would love to have you at our next Career Fair in Las Vegas.

**But hurry, the early registration discounts will END this Friday.** Register today and secure a lower rate.

Our events will place you in front of candidates that are a good fit for YOUR open positions\* (please see below).

**THE GREATER LAS VEGAS CAREER FAIR**

**Wednesday, November 28, 2018**

11:00am to 2:00pm

The Texas Station

**\*PERSONAL INVITATIONS:**

(This is why our clients are so successful with Choice Career Fairs)

Based on the information provided by you (positions you are currently recruiting for); our staff will use local and national resume databases to target and personally invite the local candidates that are a good fit for your open positions. You will have career seekers at the Career Fair coming to see you and your company.

**RESUME DATABASE:**

Receive 30 days entry to our resume database. Review resumes from ALL the attending candidates, including the candidates that preregistered. Search by keyword or category to find the best.

If you have any questions or would like to register, please contact me at (702) 463-5178

Thank You and Have a Great Day!!

**Norie Wiechmann**

Sales Account Executive

Choice Career Fairs

Phone - (702) 463-5178

[norie@choicecareerfaairs.com](mailto:norie@choicecareerfaairs.com)

[www.choicecareerfaairs.com](http://www.choicecareerfaairs.com)

<https://choicecareerfairs.com/unsub?e=rneill@entravision.com>

If the link does not work, please copy the entire link above and paste it into the address bar on your browser and hit go. Simply using the reply button will not reach anyone or get you removed.

--



**Jose Monreal**

Senior Business Operations Manager - Nevada  
500 Pilot Rd Suite D  
Las Vegas, NV 89119

Office: 702.507.1002  
Cell: 702.370.6812  
[jmonreal@entravision.com](mailto:jmonreal@entravision.com)



Entravision (NYSE:EVC) is a leading media company that reaches and engages U.S. Latinos across acculturation levels and media channels, as well as consumers in Mexico. The company's comprehensive portfolio incorporates integrated media and marketing solutions comprised of acclaimed television, radio, digital properties (Pulpo), events, and data analytics services. Established in 1996, Entravision has corporate headquarters in Santa Monica, CA. [www.entravision.com](http://www.entravision.com)

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--

**Norie Wiechmann**

Sales Account Executive

Choice Career Fairs

Phone: (702) 463-5178

Fax: (800) 799-7953

Email: [norie@choicecareerfairs.com](mailto:norie@choicecareerfairs.com)

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**Jose Monreal**

Senior Business Operations Manager - Nevada  
500 Pilot Rd Suite D  
Las Vegas, NV 89119

Office: 702.507.1002  
Cell: 702.370.6812  
[jmonreal@entravision.com](mailto:jmonreal@entravision.com)



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Thank you for your prompt reply.

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Sincerely,

Norie Wiechmann

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**RESUME DATABASE:**

Receive 30 days entry to our resume database. Review resumes from ALL the attending candidates, including the candidates that preregistered. Search by keyword or category to find the best.

If you have any questions or would like to register, please contact me at (702) 463-5178

Thank You and Have a Great Day!!

**Norie Wiechmann**

Sales Account Executive

Choice Career Fairs

Phone - (702) 463-5178

[norie@choicecareerairs.com](mailto:norie@choicecareerairs.com)

[www.choicecareerairs.com](http://www.choicecareerairs.com)

<https://choicecareerfairs.com/unsub?e=rneill@entravision.com>

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**Jose Monreal**

Senior Business Operations Manager - Nevada  
500 Pilot Rd Suite D  
Las Vegas, NV 89119

**Office:** 702.507.1002  
**Cell:** 702.370.6812  
[jmonreal@entravision.com](mailto:jmonreal@entravision.com)



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**Norie Wiechmann**

Sales Account Executive

Choice Career Fairs

Phone: (702) 463-5178

Fax: (800) 799-7953

Email: [norie@choicecareerfairs.com](mailto:norie@choicecareerfairs.com)

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**Norie Wiechmann**

Sales Account Executive

Choice Career Fairs

Phone: (702) 463-5178

Fax: (800) 799-7953

Email: [norie@choicecareerfairs.com](mailto:norie@choicecareerfairs.com)

LasVegasJobs.com

[lasvegasjobs.com](http://lasvegasjobs.com)

8550 W. Desert Inn Rd. Suite #102-204

Las Vegas, NV 89117

(702) 257-1562

**BILL TO**

Entravision Communications

Attn: Debbie Exzabe

500 Pilot Rd

Suite D

Las Vegas, NV 89119

**INVOICE #** 26445

**DATE** 03/28/2019

**DUE DATE** 03/28/2019

**DESCRIPTION**

Las Vegas Career Fair on March 28, 2019 - Package 1

QTY	RATE	AMOUNT
1	450.00	450.00
1	450.00	450.00

Las Vegas Career Fair on April 25, 2019 - Package 1

Ordered By: Jose Monreal

Please make checks payable to LasVegasJobs.com.  
To pay by credit card, please call (702) 257-1562 ext. 1204 OR  
complete the information below and fax to: (800) 799-7953.

**BALANCE DUE**

**\$900.00**

Card Number

Expiration Date

CVV (4-digit for Amex)

Billing Zip Code

Cardholder Signature

Attendance Policy: If you are unable to attend and would like to reschedule for a future event, we require a 48-hour notice and a rescheduling fee of \$150.00 per missed event. No-shows and/or failure to reschedule with a 48-hour notice will result in forfeiture of the entire event registration fee.

Payment Terms: Registration fees are non-refundable and may not be cancelled. A late fee of 15% will be applied to invoices more than 14 days past due. Accounts more than 60 days past due will be subject to collections and collection fees.

---

## NAB Show Career Fair

1 message

---

JD Boyle <JD@beaweb.org>

Fri, Mar 29, 2019 at 12:40 PM

To: "jmonreal@entravision.com" <jmonreal@entravision.com>

Jose,

Welcome to the NAB Show Career Fair and Congratulations on securing the final booth for the show!

Your Booth # is CF120, Could you send me your mailing address to add to our records?

Please find attached the exhibitor kit, below links to electrical ordering (if you have any electrical needs), and attached booth numbers. If you are shipping anything ahead of time, please use the labels on page 10 of the exhibitor kit to ensure proper delivery to your booth.

All booths will come with a skirted table, two chairs and a trashcan. So you should not need to order any booth furnishings.

Electrical order links :

Here is the link to the order forms for the show. <http://www.ges.com/ShowManual/Download/011695367/>

Here is the link to the online Espresso ordering site: <https://e.tseordering.com/011695367>

If you have any questions Please let me know,

J-D Boyle  
BEA | Educating for Tomorrow's Media

[www.BEAweb.org](http://www.BEAweb.org)

Email: [jd@BEAweb.org](mailto:jd@BEAweb.org) | Phone - (202) 602-0586

J-D Boyle  
BEA | Educating for Tomorrow's Media

[www.BEAweb.org](http://www.BEAweb.org)

Email: [jd@BEAweb.org](mailto:jd@BEAweb.org) | Phone - (202) 602-0586



LasVegasJobs.com

[lasvegasjobs.com](http://lasvegasjobs.com)

8550 W. Desert Inn Rd. Suite #102-204

Las Vegas, NV 89117

(702) 257-1562

**BILL TO**

Entravision Communications

Attn: Debbie Exzabe

500 Pilot Rd

Suite D

Las Vegas, NV 89119

**INVOICE # 26445**

**DATE 03/28/2019**

**DUE DATE 03/28/2019**

**DESCRIPTION**

DESCRIPTION	QTY	RATE	AMOUNT
Las Vegas Career Fair on March 28, 2019 - Package 1	1	450.00	450.00
Las Vegas Career Fair on April 25, 2019 - Package 1	1	450.00	450.00

Ordered By: Jose Monreal

Please make checks payable to LasVegasJobs.com.  
To pay by credit card, please call (702) 257-1562 ext. 1204 OR  
complete the information below and fax to: (800) 799-7953.

**BALANCE DUE**

**\$900.00**

Card Number

Expiration Date

CVV (4-digit for Amex)

Billing Zip Code

Cardholder Signature

Attendance Policy: If you are unable to attend and would like to reschedule for a future event, we require a 48-hour notice and a rescheduling fee of \$150.00 per missed event. No-shows and/or failure to reschedule with a 48-hour notice will result in forfeiture of the entire event registration fee.

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Mari Covarrubias Solis &lt;mcovarrubiassolis@entravision.com&gt;

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**Reno Career Fair - June 18, 2019 - REMINDER - PLEASE CONFIRM ATTENDANCE**

6 messages

richard@ncfevents.com &lt;richard@ncfevents.com&gt;

Tue, Jun 11, 2019 at 9:11 AM

To: vcody@entravision.com

Cc: mcovarrubiassolis@entravision.com

Hi Viola &amp; Mari,

Please send me a list of any job titles you are hiring for too!

This is a quick reminder that you are registered for the Reno Career Fair on June 18th. Please read the details below to insure you have the correct hotel and address. Please confirm your attendance by simply replying “confirmed.”

**Reno Career Fair**

Tuesday, June 18, 2019

11:00 AM to 2:00 PM [Add to calendar](#)

Grand Sierra Resort and Casino  
Event Rooms- NEVADA 9-10  
2500 East Second Street  
Reno, Nevada 89595

[Get directions](#) or call (775) 789-2000

## National Career Fairs Event Set Up Details:

Event coordinator will arrive at 9:30 AM (Tables are on a “first come first served” basis so get there early)

Set up is between 9:30 and 10:30 AM

Doors open at 11:00 AM

Continental breakfast is served between 9:30 AM and 10:30 AM

Self-Parking and Valet are Free at Hotel. Wi-Fi is Free. (I would bring an extension cord, so the Hotel doesn't charge you for a power strip/extension cord).

*Thank you!**Rick Flynn*



**Rick Flynn**  
 Regional Event Manager  
 ☎ 702.614.9537 x623  
 ☎ 877.561.5627 x623  
 ✉ richard@ncfevents.com  
 🌐 nationalcareerfairs.com  
 facebook.com/nationalcareerfairs

*"Expecting the Best for You and Your Business"*

<https://www.nationalcareerfairs.com/career-fairs-2019/>

**Viola Cody** <vcody@entravision.com>  
 To: Mari Covarrubias Solis <mcovarrubiassolis@entravision.com>

Tue, Jun 11, 2019 at 9:58 AM

You got this handled right?



**Viola Cody**  
 SVP, Intergrated Marketing Solutions  
 300 South Wells Avenue, Ste 12  
 Reno, NV 89502  
 Office: 775-333-1017  
 Direct: 775-285-9399  
 Cell: 775-741-7969  
 vcody@entravision.com



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[Quoted text hidden]

**Mari Covarrubias Solis** <mcovarrubiassolis@entravision.com>  
 To: Viola Cody <vcody@entravision.com>

Tue, Jun 11, 2019 at 10:07 AM

Yes, I sent everything to his assistant on Friday.

I will resend directly to him.

Thanks

[Quoted text hidden]

--



[Quoted text hidden]

5/4/2021

Entravision Communications Corporation Mail - Reno Career Fair - June 18, 2019 - REMINDER - PLEASE CONFIRM ATTENDANCE

**Mari Covarrubias Solis**

National Sales Coordinator/ Sales Assistant/ Digital OA  
300 South Wells, Suite 12  
Reno, NV 89502

Office: 7753331017

Cell: 3233328142

[mcovarrubiassolis@entravision.com](mailto:mcovarrubiassolis@entravision.com)

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**Mari Covarrubias Solis** <[mcovarrubiassolis@entravision.com](mailto:mcovarrubiassolis@entravision.com)>

Tue, Jun 11, 2019 at 10:11 AM

To: Richard Flynn <[richard@ncfevents.com](mailto:richard@ncfevents.com)>

Cc: Viola Cody <[vcody@entravision.com](mailto:vcody@entravision.com)>

Hi Rick,

I am reconfirming that we will be attending the job fair on the 18th of June. I also sent all the paperwork needed to Chelsea on Friday- which I have attached to this e-mail.

Let me know if you are missing anything. Thanks!

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**3 attachments**

 **National Career Fair Trade Agreement 6-6-19 (1).pdf**  
133K

 **CARRER FAIR JUNE.mp3**  
2346K

 **IMSC Job Description.docx**  
14K

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**richard@ncfevents.com** <[richard@ncfevents.com](mailto:richard@ncfevents.com)>  
To: Mari Covarrubias Solis <[mcovarrubiassolis@entravision.com](mailto:mcovarrubiassolis@entravision.com)>

Tue, Jun 11, 2019 at 10:28 AM

Hi Mari,

Can you please put the job information on our form (because the lady that enters it into the system will send this back to me saying it's not on OUR form). Sorry. You'll want to make sure and put Entravision name and address on the top portion and "where" you want applicants to apply (your email or website). Thank you and sorry for the hassle! Also, if you are hiring for any other positions, just send me a list of everything you are hiring for, so I can include it in the Career Fair Guide that will be sent out this weekend to all the career seekers! Thanks again!

*Thank you!*

*Rick Flynn*



## Rick Flynn

Regional Event Manager

☎ 702.614.9537 x623

☎ 877.561.5627 x623

✉ richard@ncfevents.com

🖥 nationalcareerfairs.com

facebook.com/nationalcareerfairs

*"Expecting the Best for You and Your Business"*

<https://www.nationalcareerfairs.com/career-fairs-2019/>

[Quoted text hidden]

[Redacted]

### Mari Covarrubias Solis

National Sales Coordinator/ Sales Assistant/ Digital OA

300 South Wells. Suite 12  
Reno, NV 89502

Office: 7753331017

Cell: 3233328142

[mcovarrubiassolis@entravision.com](mailto:mcovarrubiassolis@entravision.com)

[Redacted]

[Redacted]

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 **NCF 30 Day Job Posting Form 1-2-19.docx**

39K



5/4/2021

Entravision Communications Corporation Mail - Reno Career Fair - June 18, 2019 - REMINDER - PLEASE CONFIRM ATTENDANCE

**Mari Covarrubias Solis** <mcovarrubiassolis@entravision.com>  
To: Richard Flynn <richard@ncfevents.com>

Tue, Jun 11, 2019 at 10:42 AM

No worries, Just revised!

See attached- Thank you!

[Quoted text hidden]

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**Mari Covarrubias Solis**

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Reno, NV 89502

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**NCF 30 Day Job Posting Form 6-11-19.docx**

37K



**ENTRAVISION HOLDINGS, LLC  
COMPLIANCE OFFICER'S CERTIFICATE**

I, the undersigned, Vice President of Integrated Operations and Compliance Officer of Entravision Holdings, LLC (the "Company"), do hereby certify that:

Stations KINC, KELV, KMCC, KNTL, KWWB, KRRN, KQRT employees and management were provided with their annual training pursuant to the Compliance Plan for the Company on November 19, 2019.

IN WITNESS WHEREOF, the undersigned has executed this Certificate as of November 19, 2019.

A handwritten signature in black ink, appearing to read 'Federico Gagliardone', is written over a horizontal line. The signature is slanted and includes a large loop at the beginning.

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Name: Federico Gagliardone,  
Title: Vice President of Integrated Operations and  
Compliance Officer

**UNIT'S EEO COMPLAINT STATUS**

To the best of Entravision Holdings, LLC's knowledge, its Las Vegas 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 Palm Springs 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                      Denise Sanseverino

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.