

Due to internal miscommunication over the Memorial Day holiday, the 2021-2022 EEO report is late in being uploaded. Processes are being implemented to ensure this does not occur in the future.

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Marketing Solutions Consultant Open Date: 5/12/2021 Hire Date: 6/7/2021	2-4, 7-10, 12-14, 17, 19	9
Sales Assistant Open Date: 5/25/2021 Hire Date: 6/21/2021	1-10, 12-17, 19	9
Content & Engagement Specialist Open Date: 7/1/2021 Hire Date: 8/16/2021	1-8, 10-17, 19	11
Sales Coordinator Open Date: 11/3/2021 Hire Date: 1/11/2022	1-10, 12-17, 19	9
Senior VP Integrated Marketing Solutions Open Date: 1/5/2022 Hire Date: 2/15/2022	1, 6-10, 12-14, 18-19	9

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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	A New Leaf Workforce 635 E Broadway Rd Mesa, Arizona 85204 Phone : (480) 594-2501 Email : lalvarez@turnanewleaf.org Lorraine Alvarez	N	0
2	Arizona State University 1151 S Forest Ave Tempe, Arizona 85287 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
3	Arizona Western College 2020 S Ave 8 E Yuma, Arizona 85365 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
4	AZ Broadcasters Association 426 N. 44th Street Suite 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Jennifer Latko Manual Posting	N	0
5	AZ Commerce Authority 100 N 7Ave Ste 400 Phoenix, Arizona 85007 Phone : (602) 845-1274 Url : https://www.azjobconnection.gov/employer Cheryl Lopez Manual Posting	N	0
6	Career Services at Western New Mexico University 1000 W College St Silver City, New Mexico 88062 Phone : (575) 538-6277 Email : careerservices@wnmu.edu Janine Sohler	N	0
7	Careerpage.org Online Only Albuquerque, New Mexico Email : Suzanstrong@nmba.org Suzan Strong	N	0

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8	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
9	Employee Referral	N	8
10	Entravision.com 2425 Olympic Boulevard Suite 6000W Santa Monica, California 90404 Phone : 310-447-3870 Url : https://entravision.csod.com/ats/careersite/jobdetails.aspx?site=1&c=entravision&id=246 Andrea Stefani Manual Posting	N	0
11	Former Employee	N	1
12	Friendly House - Human Resources 829 S. 1st Avenue Phoenix, Arizona 85004 Phone : 602-416-7232 Email : federicom@friendlyhouse.org Federico Murillo	N	0
13	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Glass door Manual Posting	N	0
14	Indeed.com 900 Concar Drive San Mateo, California 94010 Phone : (800) 475-4361 Ali Pascal Manual Posting	N	1
15	Northern Arizona University NAU PO Box 6028 Bldg 33 Rm 108D San Francisco St Flagstaff, Arizona 86011 Phone : (928) 523-8555 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0

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16	San Juan College 4601 College Blvd Farmington, New Mexico 87402 Phone : (505) 326-3311 Url : https://www.sanjuacollege.edu/student-services/career-center/employers/ Job Bank Manual Posting	N	0
17	Unviersity of Arizona PO Box 210076 Tucson, Arizona 85721 Url : https://app.joinhandshake.com/login Job Bank Manual Posting	N	0
18	Word of Mouth Referral	N	1
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	Ongoing Event	Establishment of a mentoring program	The Women of Entravision initiative aims to promote female leadership at the company and stimulate new advancements that will promote a safer work environment, a better community, better pathways to leadership, and greater wellbeing across all of Entravision offices worldwide.	30	EVC	1.00
2	10/15/2021	Provision of training to management	All station staff, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course.	10		1.00
3	12/22/2021	Provision of training to management	Business Operations Managers attended a webinar regarding the laws and regulations governing political advertising set forth by the Federal Communications Commission (FCC) and the Federal Election Commission (FEC), as well as any state election laws. This compliance training provided the information, resources and standard operating procedures necessary to ensure that the station remains in compliance with the FCC's political file record-keeping obligations.	1	Business Operations Manager	1.00
4	3/30/2022	Participation in Job Fairs	Participated in local Career Fair. Used as supplemental outreach for our IMSC and Administrative Assistant positions.	2	SVP IMS Campaign Fulfillment Manager	0.25
5	Ongoing Event	Establishment of a mentoring program	Entravision's global Mentorship Program aims to help mentees gain more confidence and training as well as to identify, grow and inspire future leaders in the company.	4		1.00
6	4/27/2022	Participation in Job Fairs	Participated in local Career Fair. Used as supplemental outreach for our IMSC and Administrative Assistant positions.	1	Campaign Fulfillment Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.50