

KBMB-AM, KDVA-FM, KLNZ-FM, KVVA-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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
Digital Solutions Specialist	1-10	8

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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	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
3	Careerpage.org Online Only Albuquerque, New Mexico Email : Suzanstrong@nmba.org Suzan Strong	N	0
4	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
5	Entravision.com 2425 Olympic Boulevard Suite 6000W Santa Monica, California 90404 Phone : 310-447-3870 Andrea Stefani Manual Posting	N	0
6	Friendly House - Human Resources 829 S. 1st Avenue Phoenix, Arizona 85004 Phone : 602-416-7232 Email : federicom@friendlyhouse.org Federico Murillo	N	0
7	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Glass door Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	LinkedIn 222 2nd St San Francisco, California 94105 Job Bank Manual Posting	N	2
9	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
10	Zip Recruiter 604 Arizona Ave Santa Monica, California 90401 Job Bank Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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	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 celebrates and promotes the success of the women who call Entravision home. The Women of Entravision meet with leadership to discuss ways to promote female leadership at the company. The initiative stimulates new advancements that promote a safer work environment, a better community, better pathways to leadership, and greater wellbeing across all of Entravision offices worldwide.	5	Business Operations Manager Campaign Fulfillment Manager Content & Engagement Specialist Integrated Marketing Solutions Consultant	1.00
2	Ongoing Event	Establishment of a mentoring program	The Entravision Mentorship Program was implemented globally, across all levels and business units. Its purpose is to recruit, motivate and engage top talent employees, provide a consistent monitoring process across the organization, retain high potential team members and create future leaders in the company. SEU's SVP IMSC serves as a mentor to one of our Integrated Marketing Solutions Consultants as well as our Content & Engagement Specialist meeting with the Integrated Marketing Solutions Consultant and Content & Engagement Specialist separately for at least two hours per month to discuss goals within the company, including opportunities for advancement into leadership positions, and any challenges being faced. Mentees are learning the ins and outs of media sales management as well as creative services management.	3	SVP IMSC Integrated Marketing Solutions Consultant Content & Engagement Specialist	1.00
3	8/5/2022	Provision of training to management	On August 5, 2022, our SEU participated in a training session regarding EEO laws, standards, and best practices, conducted at the New Mexico Broadcaster's Association's Annual Conference by Broadcast1Source.	1	Business Operations Manager	1.00
4	2/23/2023	Participation in Job Fairs	On February 23, 2023, this SEU participated in a career fair at Arizona State University. Station personnel provided information about career opportunities in broadcasting, spoke with interested candidates, and collected resumes for current or future vacancies.	2	Campaign Fulfillment Manager SVP IMSC	0.25

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TOTAL POINTS OVER REPORTING PERIOD:						3.25