

KBMB-AM, KDVA-FM, KLNZ-FM, KVVA-FM
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	2-4, 7-10, 12-14, 17, 19	9
Sales Assistant	1-10, 12-17, 19	9
Content & Engagement Specialist	1-8, 10-17, 19	11
Sales Coordinator	1-10, 12-17, 19	9
Senior VP Integrated Marketing Solutions	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 7 Ave 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 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.sanjuancollege.edu/student-services/career-center/employers/ Job Bank Manual Posting	N	0
17	University 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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	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 Content Fulfillment Manager Content Engagement Specialist Integrated Marketing Solutions Consultant	1.00
2	3/30/2022	Participation in Job Fairs	On March 30, 2022, this SEU participated in a career fair at Mesa Convention Center. Station personnel provided information about career opportunities in broadcasting, spoke with interested candidates, and collected resumes for current or future vacancies.	2	SVP IMS Campaign Fulfillment Manager	0.25
3	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	4/27/2022	Participation in Job Fairs	On April 27, 2022, this SEU participated in a career fair at East Valley Institute of Technology. Station personnel provided information about career opportunities in broadcasting, spoke with interested candidates, and collected resumes for current or future vacancies.	1	Campaign Fulfillment Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50