

KBMB, KDVA, KLNZ, KVVA
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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	1-10	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AZ Broadcasters Association 426 N. 44th Street Suite 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Jennifer Latko Manual Posting	N	0
2	Careerpage.org Online Only Albuquerque, New Mexico Email : Suzanstrong@nmba.org Suzan Strong	N	0
3	Chicanos por la Causa 2916 N 35th Avenue Phoenix, Arizona 85017 Phone : 602-269-6485 Email : renato.ramos@cplc.org Renato Ramos	N	0
4	Employee Referral	N	2
5	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
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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8	Indeed.com 900 Concar Drive San Mateo, California 94010 Phone : (800) 475-4361 Ali Pascal Manual Posting	N	0
9	Linked In	N	1
10	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:			3

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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	7/20/2020	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.	7	Managers & Staff	1.00
2	9/15/2020	Participation in Job Fairs	University of Arizona Career Days. Online Career Day used as additional recruitment efforts for the following positing: AE/IMSC	1	Promotions Director	0.25
3	10/21/2020	Provision of training to management	Arizona State University held a Town Hall webinar. The main topic was educating employers on diversity, equality and Inclusion in their corporate community as well as engaging companies to provide professional development opportunities to recent graduates.	1	Promotions Director	1.00
4	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		1.00

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5	3/24/2021	Provision of training to management	The New Mexico Broadcasters hosted a webinar with David Oxenford. The topic of the webinar was "Staying on Top of Your Broadcast FCC EEO Obligations." The webinar discussed compliance with EEO rules not only with license renewal but also through periodic audits. It also reminded stations of the need for wide dissemination of information about job openings and engaging in specified outreach activities designed to educate the community about broadcast employment and training employees for advancement in their broadcast careers, even if their station has no job openings.	1	Business Operations Mgr	1.00
6	5/5/2021	Provision of training to management	Alex La Brie, EVP of Global HR & Risk Management, conducted a webinar with all EVC Business Operations Managers to review and answer any questions about the 3 prongs of EEO compliance	1	Business Operations Mgr	1.00
7	5/13/2021	Participation in Job Fairs	ASU Virtual Hiring Event via Zoom for IMSC Sales Position	1	Promotions Manager	0.25
8	5/20/2021	Provision of training to management	EVC Corporate coordinated a virtual training session with all EVC Business Operations Managers and Terrie Knight Gura, Client Services & Integrations Supervisor, of Broadcast1Source. EEO compliance requirements, tools and reports were discussed.	1	Business Operations Mgr	1.00
TOTAL POINTS OVER REPORTING PERIOD:						6.50