

KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017¹****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
Outside Account Executive-	1-6, 9, 12	2
Outside Account Executive-	1-6, 9, 12	2
Sales Assistant	1, 3-6, 9-10, 12	10
Desktop Support Technician	1-6, 9, 12	2
Traffic Coordinator	1-9, 11-12	8

¹ This Report was modified in April 2019 to address reporting issues.

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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	DirectEmployers.org (<i>association distributing job postings to state workforce agencies and diversity-oriented job boards</i>) 7602 Woodland Drive, Ste 200 Indianapolis, Indiana 46278 Phone : (317) 874-9000 Url : directemployers.org	N	0
2	Employee Referral	N	4
3	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 301-998-6136 Robin Cooper Manual Posting	N	0
4	Hawaii Pacific University 1164 Bishop Street (UB), Suite 122 Honolulu, Hawaii 96813 Phone : 808-544-0230 Url : www.hpu.edu Renz Lorenzo Manual Posting	N	0
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
7	Indeed.com - Not Directly Contacted by SEU	N	1
8	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Leeward Community College 96-045 Ala Ike Pearl City, Hawaii 96782 Phone : 808-455-0240 Sandy Hoshino Manual Posting	N	0
10	Non-Employee Referral	N	1
11	Station On-Air Advertisement (one or more SEU stations)	N	1
12	Workforce Development Division - State of Hawaii 830 Punchbowl Street, Suite 112 Honolulu, Hawaii 96813 Phone : 808-586-8709 Joni Heatherly Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/13/2017	Participation in Job Fairs	Our SEU participated in the Hawaii Association of Broadcasters Virtual Job Fair. Station participants included Local Sales Manager, who monitored the online activity and respond to any interested applicants regarding careers in broadcasting.	1	Local Sales Manager
2	5/18/2017	Participation in Job Fairs	Our SEU participated in a job fair sponsored by Success Hawaii at the Blaisdell Center in Honolulu, Hawaii. Station participants included our Promotions Director, two General Sales Managers, and Senior Vice President of Programming, who met with interested attendees to discuss career opportunities in broadcasting, collect resumes and hand out information regarding iHeartMedia.	4	Promotions Director General Sales Manager General Sales Manager SVP Programming
3	6/13/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted students from Central Middle School's Interact and Leadership groups for a tour of our station facilities. Our Group Promotions Director and General Sales Manager conducted the tour, during which she provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	2	General Sales Manager Group Promotions Director
4	6/21/2017	Participation in events sponsored by community groups	Our SEU hosted a station tour with the Hale Pono Boys and Girls Club of Ewa Beach for a tour of our station facilities. Our Group Promotions Director conducted the tour, during which she provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Group Promotions Director
5	6/29/2017	Participation in events or programs sponsored by educational institutions	Our station hosted 22 students from McKinley High School's summer program for a tour of our station facilities. Our Group Promotions Director conducted the tour, during which she provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Group Promotions Director

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6	7/13/2017	Participation in scholarship programs	Our SEU participates in the Hawaii Association of Broadcasters, Inc. (HAB) scholarship program, which is designed to assist students interested in pursuing a career in broadcasting. Our SEU promoted the scholarship program through on-air announcements, Our Market President is part of the Board of Directors and participates in the selection process as well.	1	Market President