

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>		Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY		
<p>BROADCAST MID-TERM REPORT</p>		FOR COMMISSION USE ONLY FILE NO. - 20180928ACI		
Legal Name of the Licensee KITV, INC.				
Mailing Address 999 MONTEREY STREET SUITE 350				
City SAN LUIS OBISPO		State or Country (if foreign address) CA	Zip Code 93401 -	
Telephone Number (include area code) 8055480602		E-Mail Address (if available)		
FCC Registration Number 0024593717	Facility ID Number 64548		Call Sign KITV	
TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Station List]				
<p>Station List</p>				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KITV	64548	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HONOLULU, HI	<input type="radio"/> Yes <input checked="" type="radio"/> No
KHVO	64544	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HILO, HI	<input type="radio"/> Yes <input checked="" type="radio"/> No

KMAU	64551	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	WAILUKU, HI	<input type="radio"/> Yes <input checked="" type="radio"/> No
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SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name ERIN E. KIM		Street Address 2001 L STREET NW SUITE 400	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2024298970

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent WADE O'HAGAN
Title VICE PRESIDENT	Telephone No. (include area code) 8055480602
Date 9/28/2018	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: RUSSELL ELWELL	Title: DIRECTOR OF OPERATIONS
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description
2017 EEO Public File Report
2018 EEO Public File Report

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2016 - September 22, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist Open Date: 7/26/2016 Hire Date: 10/17/2016	1-3, 5-8, 10-16, 19-30, 32-51, 53-68	60
Producer Open Date: 10/7/2016 Hire Date: 1/4/2017	1-3, 5-16, 20-30, 32-44, 46-51, 53-66, 68	60
Producer Open Date: 10/7/2016 Hire Date: 1/23/2017	1-3, 5-16, 20-30, 32-44, 46-51, 53-66, 68	9
Producer Open Date: 12/23/2016 Hire Date: 2/13/2017	1-3, 5, 7-8, 10-16, 19-26, 28-30, 32-38, 40-44, 46-51, 53-66, 68	19
Account Executive Open Date: 12/23/2016 Hire Date: 7/17/2017	1-3, 5, 7-8, 10-16, 19-38, 40-44, 46-51, 53-59, 61-66, 68	19
Account Executive Open Date: 12/23/2016 Hire Date: 7/24/2017	1-3, 5, 7-8, 10-16, 19-38, 40-44, 46-51, 53-59, 61-66, 68	19
Executive Producer Open Date: 1/10/2017 Hire Date: 2/6/2017	1-5, 7-8, 10-17, 20-30, 32-44, 46-51, 53 -66, 68	17
Weekend Sports Anchor/Reporter Open Date: 2/10/2017 Hire Date: 9/6/2017	1-3, 5, 7-8, 10-16, 18, 20-30, 32-44, 46- 59, 61-66, 68	52
Producer Open Date: 3/9/2017 Hire Date: 6/12/2017	1-3, 5-8, 10-16, 20-30, 32-44, 46-51, 53 -66, 68	60

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Aloha Association of the Deaf PO Box 88591 310 Paoakalani Ave Honolulu, Hawaii 96830 Phone : 808-926-8203 Email : crissyholmes@me.com Fax : 1-808-574-5664 Stephen Laracunte	N	0
3	Alu Like, Inc.- Oahu 458 Keawe St Honolulu, Hawaii 96813 Phone : 808-535-6750 Fax : 1-808-524-3744 Nanea Sai	N	0
4	Application already on file	N	1
5	ARC-Maui 95 Hamalami St Cameron Center, Ste 17 Wailuku, Hawaii 96793 Phone : 808-242-5781 Fax : 1-808-244-4061 Audrey McDauley	N	0
6	Argosy University 1001 Bishop St 400 ASB Tower Honolulu, Hawaii 96813 Phone : 808-536-5555 Fax : 1-808-536-5505 Maria Cadell	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.etc.edu Ken Witkoe	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
8	Brigham Young University-Hawaii 55-220 Kulanui St PO Box 1978 Lale, Hawaii 96762 Phone : 808-675-3533 Email : careerservices@byuh.edu Fax : 1-808-675-3975 Kim Austin	N	0
9	Broadcast1Source Website - www.broadcast1source.com	N	1
10	Career One Stop-Oahu Work Links-Honolulu Office 830 Punchbowl St Keelikolani Bldg Room 112 Honolulu, Hawaii 96813 Phone : 808-586-8700 Fax : 1-808-586-8724 Career Services	N	0
11	Career One Stop-Oahu Work Links-Makalapa Office 99-102 Kalaloa St 2nd Floor Aiea, Hawaii 96701 Phone : 808-488-5630 Email : sdyel@honolulu.gov Fax : 1-808-488-4957 Sandy Dyel	N	0
12	Career One Stop-Oahu Works Links-Dillingham Office 1505 Dillingham Blvd Honolulu, Hawaii 96817 Phone : 808-843-0733 Fax : 1-808-843-0256 Sylvia Silva	N	0
13	Career One Stop-Worksource Maui 2064 Wells St Wailuku, Hawaii 96793 Phone : 808-987-2091 Fax : 1-808-984-2090 Career Services	N	0
14	Chamber of Commerce of Hawaii 1132 Bishop St. Suite 402 Honolulu, Hawaii 96813 Phone : 808-545-4300 Email : bmordasini@cochawaii.org Fax : 1-808-545-4369 Bianca T	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
15	Child and Family Services 91-781 Puamaeole St Ewa Beach, Hawaii 96706 Phone : 808-681-1454 Fax : 1-808-681-1486 Sonya Moniz	N	0
16	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
17	Current Employee - Transfer/Promotion	N	1
18	E-mail Inquiry	N	3
19	Employee Referral	N	5
20	Equal Employment Opportunity Commission PO Box 50082 Ala Moana Blvd Room 7123A Honolulu, Hawaii 96850 Phone : 808-541-3120 Fax : 1-808-541-3390 Timothy Riera	N	0
21	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
22	Goodwill Industries-Employment Works 680 Ala Moana Blvd Ste 412 Honolulu, Hawaii 96813 Phone : 808-521-9675 Fax : 1-808-792-5095 Career Services	N	0
23	Hawaii Association of Independent Schools Ala Moana Pacific Center 1585 Kapiolani Blvd, Suite 1212 Honolulu, Hawaii 96814 Phone : 808-973-1540 Fax : 1-808-973-1545 Career Services	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
24	Hawaii Korean Chamber of Commerce PO Box 2296 Honolulu, Hawaii 96813 Phone : 808-524-7441 Email : mc_brains@hotmail.com Rex Kim	N	0
25	Hawaii Pacific University 1164 Bishop St Honolulu, Hawaii 96813 Phone : 808-544-0230 Fax : 1-808-544-9337 Joe Barrientos	N	0
26	Honolulu Community College 874 Dillingham Blvd Honolulu, Hawaii 96817 Phone : 808-845-9404 Email : carol.kagimoto@hawaii.edu Fax : 1-808-845-9122 Silvan Chung	N	0
27	Honolulu Employment Agency 1145 Bishop St Room B Honolulu, Hawaii 96813 Phone : 808-533-3537 Fax : 1-808-533-3068 Lettie Cara	N	0
28	Honolulu University 1314 South King St Suite 623 Honolulu, Hawaii 96814 Phone : 808-955-7333 Email : honouniv@lava.net Fax : 1-808-946-3534 Career Services	N	0
29	Human Services Department-Social Service PO Box 339 Honolulu, Hawaii 96809 Phone : 808-586-4950 Fax : 1-808-586-4990 Career Services	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
30	IBEW/Local 1260 2305 South Beretania St #101 Honolulu, Hawaii Phone : 808-941-9445 Fax : 1-808-946-1260 N/A N/A	N	0
31	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	5
32	Job Corps-Hawaii 41-467 Hihimany St Waimanalo, Hawaii 96795 Phone : 808-545-3816 Fax : 1-808-545-3913 Wendy Sakata	N	0
33	Job Corps-Waimanalo 41-467 Hihimanu St Waimanalo, Hawaii 96795 Phone : 808-259-6070 Email : esponoza.johanna@jobscorps.org Fax : 1-808-259-7907 Johana Esponoza	N	0
34	Joint Employment Management System-Coast Guard 400 Sand Island Parkway Honolulu, Hawaii 96819 Phone : 808-842-2085 Fax : 1-808-842-2098 Richard Alumbaugh	N	0
35	Joint Employment Management System-Commander Navy Region Hawaii n/aNavy Region Hawaii 850 Ticonderoga St Pearl Harbor, Hawaii 96860 Phone : 808-474-1999 Email : zackary.clark@navy.mil Fax : 1-808-473-1402 Zackary Clark	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
36	Joint Employment Management System-Marine Corps PO Box 63073 Kaneohe Bay, Hawaii 96863 Phone : 808-257-8354 Email : Marie.S.Calvo@usmc-mccs.org Fax : 1-808-257-1808 Marie Calvo	N	0
37	JournalismJobs.com . Sacramento, California Phone : 510-653-1521 Career Services Manual Posting	N	0
38	KaLeo O Hawaii 2445 Campus Road Hemenway Hall 107 Honolulu, Hawaii 96822 Phone : (808)956-7043 Email : gabby@kaleo.org Fax : 1-808-956-9962 Gabrielle Pangilinan	N	0
39	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Fax : 1-808-734-9456 Career Services	N	0
40	Kauai Community College 3-1901 Kaumualli Hwy Lihue, Hawaii 96766 Phone : 808-245-8311 Fax : 1-808-245-8297 Career Services	N	0
41	Kauai Community School of Adults 4211 Rice Street Suite 103 Lihue, Hawaii 96766 Phone : 808-246-1556 Email : hoikel@hotmail.com Fax : 1-808-246-3832 Career Services	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
42	Kauai Workforce Investment Board Office of Economic Development 4444 Rice St Suite 200 Lihue, Hawaii 96766 Phone : 808-245-8210 Email : dlr.wdd.kauai@hawaii.gov Fax : 1-808-274-6059 Virginia Kapali	N	0
43	Leeward Community College 96-045 Ala Ike St Pearl City, Hawaii 96782 Phone : 808-455-0260 Email : jobprep@hawaii.edu Fax : 1-808-455-0240 Sandy Hoshino	N	0
44	Maui Community College 310 Kaahumanu Ave Wailuku, Hawaii 96793 Phone : 808-984-3239 Email : careerlk@hawaii.edu Fax : 1-808-244-3228 Sunny Cabello	N	0
45	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 60511 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara Willis	N	0
46	NAHJ 1050 Connecticut Ave NW 10th Floor Washington , District of Columbia 20036 Phone : 202-662-7145 Maribel De La Rosa Manual Posting	N	0
47	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
48	National Lesbian and Gay Journalists Association 2120 L St, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://nljja.org/ Email : info@nljja.org Career Services	N	0
49	Native Hawaiian Advancement 1050 Queen St Suite 200 Honolulu, Hawaii 96814 Phone : 808-596-8155 Email : info@hawaiiancouncil.edu Fax : 1-808-596-8156 Napali Woode	N	0
50	Network Enterprises, Inc 680 Iwilei Road Suite 695 Honolulu, Hawaii 96801 Phone : 808-521-7774 Email : Admin@NetworkEnterprises.org Fax : 1-808-521-2984 Linda Canon	N	0
51	New Horizons Computer Learning Center 1585 Kapiolani Blvd Suite 1000 Honolulu, Hawaii 96814 Phone : 808-947-4474 Email : info@newhorizons.com Fax : 1-808-947-4494 Peggy Brown	N	0
52	Non-Employee Referral	N	1
53	O'ahu Workforce Investment Board 838 South Beretania St Suite 207 Honolulu, Hawaii 96813 Phone : 808-522-7090 Email : tyoung@honolulu.gov Fax : 1-808-522-7094 Terry Young	N	0
54	Olelo Community Television 1122 Mapunapuna St Honolulu, Hawaii 96819 Phone : 808-834-0007 Fax : 1-808-836-2546 Dawn Mizirashi	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
55	Our Savior Lutheran Church and Social Services 98-1098 Moanalua Rd Alea, Hawaii 96701 Phone : 808-488-3654 Email : office@oursaviorhawaii.com Fax : 1-808-488-4515 Pam Laszio	N	0
56	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
57	Salvation Army 322 Sumner St Honolulu, Hawaii 96817 Phone : 808-522-8445 Fax : 1-808-522-8492 Louie Perry	N	0
58	Salvation Army-Family Treatment Services 845 22nd Ave Honolulu, Hawaii 96816 Phone : 808-732-2302 Fax : 1-808-734-7470 Career Services	N	0
59	State of Hawaii Department of Human Services 1001 Bishop St Pacific Power Ste 900 Honolulu, Hawaii 96813 Phone : 808-586-7050 Fax : 1-808-586-5744 Wes Okumura	N	0
60	Station Website - www.kitv.com	N	10
61	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2016 - September 22, 2017

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
62	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/cgi-bin/jobs2/employers/post Mark Holloway Manual Posting	N	3
63	University of Hawaii -- Maui 301 Ka'ahumanu Ave Kahului, Hawaii 96732 Phone : 808-984-3500 Juli Patao Manual Posting	N	0
64	University of Hawaii Oahu 96-129 Ala Ike D-101B Pearl City, Hawaii 96782 Phone : 808-454-4762 Email : uhwo.careers@hawaii.edu Fax : 1-808-689-2961 Lo'ea Akiona	N	0
65	University of Hawaii- West O'ahu 91-1001 Farrington Highway Kapolei, Hawaii 96707 Email : rcordy@hawaii.edu Ross Cordy	N	0
66	Vocational & Rehabilitation Services 3060 Elwa St #304 Lihue, Hawaii 96766 Phone : 808-274-3333 Fax : 1-808-274-3340 J Mina	N	0
67	Vocational Rehabilitation-Alea Hawaii 99-128 Hilea Heights Drive #209 Alea, Hawaii 96701 Phone : 808-488-3399 Email : faith@vocrehabhawaii.com Fax : 1-808-487-7770 Faith Lebb	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2016 - September 22, 2017****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
68	YWCA of Oahu 1040 Richards St Honolulu, Hawaii 96813 Phone : 808-538-7061 Email : hr@ywcaoahu.org Fax : 1-808-521-8416 Barbara Pence	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2016 - September 22, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/13/2017	Participation in events or programs sponsored by educational institutions	Moanalua High School Career Day. Sports Anchor, Brandi Higa, spoke to students about KITV, her career as a female sports anchor, and other careers in broadcasting.	1	Brandi Higa Sports Anchor	0.25
2	2/13/2017	Participation in events or programs sponsored by educational institutions	Moanalua High School Career Day. KITV Meteorologist, Pete Caggiano, spoke to students about KITV, his specialty as a Meteorologist, and other careers in broadcasting.	1	Pete Caggiano Meteorologist	0.25
3	2/24/2017	Participation in events or programs sponsored by educational institutions	Kaneohe Elementary School Career Day. Sports Anchor, Brandi Higa, spoke to students about KITV, her career as a female sports anchor, and other careers in broadcasting.	1	Brandi Higa Sports Anchor	0.25
4	3/3/2017	Participation in events or programs sponsored by educational institutions	Lanikai Elementary Career Day. KITV Morning Reporter, Mackenzie Stasko, spoke to students about KITV, her job as a Reporter, and other available careers in broadcasting.	1	Mackenzie Stasko Reporter	0.25
5	3/8/2017	Participation in events or programs sponsored by educational institutions	Hookele Elementary Career Day. Sports Anchor, Brandi Higa, spoke to students about KITV, her career as a female sports anchor, and other careers in broadcasting.	1	Brandi Higa Sports Anchor	0.25
6	3/17/2017	Participation in events or programs sponsored by educational institutions	Kailua Intermediate Career Day. Sports Anchor, Brandi Higa, spoke to students about KITV, her career as a female sports anchor, and other careers in broadcasting.	1	Brandi Higa Sports Anchor	0.25
7	6/5/2017	Establishment of an intern program designed to assist members of the community	Summer Internship Program. KITV promotes our internship program on kitv.com and at job fairs and offers internships to students receiving college credits. At this time, KITV hosted interns from Seattle University, Western Washington University, Chaminade University, Oklahoma State University, and University of Northwestern St. Paul.	1	Mike Darrah News Director	1.00

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2016 - September 22, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	8/11/2017	Participation in events or programs sponsored by educational institutions	KITV hosted a group of 15 students from the University of Hawaii on a Station Tour and Q&A session about the broadcasting industry. Our Morning Anchor, Lindsey Fukano, led the tour and introduced the students to various station personnel.	1	Lindsey Fukano Morning Anchor	0.25
9	8/28/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Hawaii Association of Broadcasters Virtual Job Fair. The Virtual Job Fair is a supplemental outreach program to educate the public about careers in broadcasting and the qualifications necessary to fill those positions.	1	Stacie Perreira Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.75

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2017 - September 22, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Client Service Specialist Open Date: 8/17/2017 Hire Date: 3/12/2018	1-11, 13-16, 19-21, 23, 25-31, 33-50, 52-54, 56-65, 67	2
Technical Director Open Date: 8/18/2017 Hire Date: 1/8/2018	1, 3-11, 13-16, 18-21, 23, 26-54, 56-65, 67	42
Multimedia Journalist Open Date: 8/18/2017 Hire Date: 1/29/2018	1, 3-11, 13-17, 19-21, 23, 25-54, 56-65, 67	17
Multimedia Journalist Open Date: 8/18/2017 Hire Date: 11/20/2017	1, 3-11, 13-17, 19-21, 23, 25-54, 56-65, 67	51
Digital Sales Manager Open Date: 9/9/2017 Hire Date: 1/1/2018	1, 3-11, 13-17, 19-21, 23, 26-31, 33-50, 52-54, 56-65, 67	17
Account Executive Open Date: 6/21/2018 Hire Date: 7/16/2018	1, 3-6, 8-16, 18-31, 33-47, 49-50, 52- 56, 58-67	27
Account Executive Open Date: 6/21/2018 Hire Date: 8/6/2018	1, 3-6, 8-16, 18-31, 33-47, 49-50, 52- 56, 58-67	18

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Agency Referral	N	1
3	Aloha Association of the Deaf PO Box 88591 310 Paoakalani Ave Honolulu, Hawaii 96830 Phone : 808-926-8203 Email : crissyholmes@me.com Fax : 1-808-574-5664 Stephen Laracuate	N	0
4	Alu Like, Inc.- Oahu 458 Keawe St Honolulu, Hawaii 96813 Phone : 808-535-6750 Fax : 1-808-524-3744 Nanea Sai	N	0
5	ARC-Maui 95 Hamalami St Cameron Center, Ste 17 Wailuku, Hawaii 96793 Phone : 808-242-5781 Fax : 1-808-244-4061 Audrey McDauley	N	0
6	Argosy University 1001 Bishop St 400 ASB Tower Honolulu, Hawaii 96813 Phone : 808-536-5555 Fax : 1-808-536-5505 Maria Cadell	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.etc.edu Ken Witkoe	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
8	Brigham Young University-Hawaii 55-220 Kulanui St PO Box 1978 Lale, Hawaii 96762 Phone : 808-675-3533 Email : careerservices@byuh.edu Fax : 1-808-675-3975 Kim Austin	N	0
9	Career One Stop-Oahu Work Links-Honolulu Office 830 Punchbowl St Keelikolani Bldg Room 112 Honolulu, Hawaii 96813 Phone : 808-586-8700 Fax : 1-808-586-8724 Career Services	N	0
10	Career One Stop-Oahu Work Links-Makalapa Office 99-102 Kalaloe St 2nd Floor Aiea, Hawaii 96701 Phone : 808-488-5630 Email : sdyel@honolulu.gov Fax : 1-808-488-4957 Sandy Dyel	N	0
11	Career One Stop-Oahu Works Links-Dillingham Office 1505 Dillingham Blvd Honolulu, Hawaii 96817 Phone : 808-843-0733 Fax : 1-808-843-0256 Sylvia Silva	N	0
12	Career One Stop-One Stop Career Resource Center Molokai 55 Makaena St Kaunakani Civic Center Room 4 Kaunahanai, Hawaii 96748 Phone : 808-553-1754 Fax : 1-808-553-1753 Albert Lucas	N	0
13	Career One Stop-Worksource Maui 2064 Wells St Wailuku, Hawaii 96793 Phone : 808-987-2091 Fax : 1-808-984-2090 Career Services	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
14	Chamber of Commerce of Hawaii 1132 Bishop St. Suite 402 Honolulu, Hawaii 96813 Phone : 808-545-4300 Email : bmordasini@cochawaii.org Fax : 1-808-545-4369 Bianca T	N	0
15	Child and Family Services 91-781 Puamaeole St Ewa Beach, Hawaii 96706 Phone : 808-681-1454 Fax : 1-808-681-1486 Sonya Moniz	N	0
16	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
17	Current Employee - Transfer/Promotion	N	3
18	Employee Referral	N	2
19	Equal Employment Opportunity Commission PO Box 50082 Ala Moana Blvd Room 7123A Honolulu, Hawaii 96850 Phone : 808-541-3120 Fax : 1-808-541-3390 Timothy Riera	N	0
20	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
21	Family Members Employment Assistance Program (FMEAP) PO Box 63073 Kaneohe Bay, Hawaii 96863 Phone : 808-257-8354 Email : Marie.S.Calvo@usmc-mccs.org Fax : 1-808-257-1808 Marie Calvo	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
22	Family Members Employment Assistance Program (FMEAP) P.O. Box 63073 MCBH Kaneohe Bay, Hawaii 96863-3073 Phone : 8082578354 Email : fmeaprs@usmc-mccs.org Marie Calvo	N	0
23	Goodwill Industries-Employment Works 680 Ala Moana Blvd Ste 412 Honolulu, Hawaii 96813 Phone : 808-521-9675 Fax : 1-808-792-5095 Career Services	N	0
24	Hawaii Association of Broadcasters 1700 Rockville Pike Suite 400 Rockville, Maryland 20852 Phone : 301-998-6136 Url : http://www.bcs-com.com/ Email : robincooper@bcs-ok.com Fax : 1-301-983-4634 Robin Cooper	N	0
25	Hawaii Association of Independent Schools Ala Moana Pacific Center 1585 Kapiolani Blvd, Suite 1212 Honolulu, Hawaii 96814 Phone : 808-973-1540 Fax : 1-808-973-1545 Career Services	N	0
26	Hawaii Korean Chamber of Commerce PO Box 2296 Honolulu, Hawaii 96813 Phone : 808-524-7441 Email : mc_brains@hotmail.com Rex Kim	N	0
27	Hawaii Pacific University 1164 Bishop St Honolulu, Hawaii 96813 Phone : 808-544-0230 Fax : 1-808-544-9337 Joe Barrientos	N	1

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
28	Honolulu Community College 874 Dillingham Blvd Honolulu, Hawaii 96817 Phone : 808-845-9404 Email : carol.kagimoto@hawaii.edu Fax : 1-808-845-9122 Silvan Chung	N	0
29	Honolulu University 1314 South King St Suite 623 Honolulu, Hawaii 96814 Phone : 808-955-7333 Email : honouniv@lava.net Fax : 1-808-946-3534 Career Services	N	0
30	Human Services Department-Social Service PO Box 339 Honolulu, Hawaii 96809 Phone : 808-586-4950 Fax : 1-808-586-4990 Career Services	N	0
31	IBEW/Local 1260 2305 South Beretania St #101 Honolulu, Hawaii Phone : 808-941-9445 Fax : 1-808-946-1260 N/A N/A	N	0
32	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	3
33	Job Corps-Waimanalo 41-467 Hihimanu St Waimanalo, Hawaii 96795 Phone : 808-259-6070 Email : esponoza.johanna@jobscorps.org Fax : 1-808-259-7907 Johana Esponoza	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
34	Joint Employment Management System-Coast Guard 400 Sand Island Parkway Honolulu, Hawaii 96819 Phone : 808-842-2085 Fax : 1-808-842-2098 Richard Alumbaugh	N	0
35	Joint Employment Management System-Commander Navy Region Hawaii n/aNavy Region Hawaii 850 Ticonderoga St Pearl Harbor, Hawaii 96860 Phone : 808-474-1999 Email : zackary.clark@navy.mil Fax : 1-808-473-1402 Zackary Clark	N	0
36	JournalismJobs.com . Sacramento, California Phone : 510-653-1521 Career Services Manual Posting	N	0
37	KaLeo O Hawaii 2445 Campus Road Hemenway Hall 107 Honolulu, Hawaii 96822 Phone : (808)956-7043 Email : gabby@kaleo.org Fax : 1-808-956-9962 Gabrielle Pangilinan	N	0
38	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Fax : 1-808-734-9456 Career Services	N	0
39	Kauai Community College 3-1901 Kaumualli Hwy Lihue, Hawaii 96766 Phone : 808-245-8311 Fax : 1-808-245-8297 Career Services	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
40	Kauai Community School of Adults 4211 Rice Street Suite 103 Lihue, Hawaii 96766 Phone : 808-246-1556 Email : hoikel@hotmail.com Fax : 1-808-246-3832 Career Services	N	0
41	Kauai Workforce Investment Board Office of Economic Development 4444 Rice St Suite 200 Lihue, Hawaii 96766 Phone : 808-245-8210 Email : ddir.wdd.kauai@hawaii.gov Fax : 1-808-274-6059 Virginia Kapali	N	0
42	KITV - Station Website 801 S. King St. Honolulu, Hawaii 96813 Phone : 808-535-0252 Url : www.kitv.com Stacie Perreira Manual Posting	N	4
43	Leeward Community College 96-045 Ala Ike St Pearl City, Hawaii 96782 Phone : 808-455-0260 Email : jobprep@hawaii.edu Fax : 1-808-455-0240 Sandy Hoshino	N	0
44	Maui Community College 310 Kaahumanu Ave Wailuku, Hawaii 96793 Phone : 808-984-3239 Email : careerlk@hawaii.edu Fax : 1-808-244-3228 Sunny Cabello	N	0
45	NAHJ 1050 Connecticut Ave NW 10th Floor Washington , District of Columbia 20036 Phone : 202-662-7145 Maribel De La Rosa Manual Posting	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
46	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	0
47	National Lesbian and Gay Journalists Association 2120 L St, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://nlgja.org/ Email : info@nlgja.org Career Services	N	0
48	Native Hawaiian Advancement 1050 Queen St Suite 200 Honolulu, Hawaii 96814 Phone : 808-596-8155 Email : info@hawaiiancouncil.edu Fax : 1-808-596-8156 Napali Woode	N	0
49	Network Enterprises, Inc 680 Iwilei Road Suite 695 Honolulu, Hawaii 96801 Phone : 808-521-7774 Email : Admin@NetworkEnterprises.org Fax : 1-808-521-2984 Linda Canon	N	0
50	New Horizons Computer Learning Center 1585 Kapiolani Blvd Suite 1000 Honolulu, Hawaii 96814 Phone : 808-947-4474 Email : info@newhorizons.com Fax : 1-808-947-4494 Peggy Brown	N	0
51	Non-Employee Referral	N	2
52	O'ahu Workforce Investment Board 838 South Beretania St Suite 207 Honolulu, Hawaii 96813 Phone : 808-522-7090 Email : tyoung@honolulu.gov Fax : 1-808-522-7094 Terry Young	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
53	Olelo Community Television 1122 Mapunapuna St Honolulu, Hawaii 96819 Phone : 808-834-0007 Fax : 1-808-836-2546 Dawn Mizirashi	N	0
54	Our Savior Lutheran Church and Social Services 98-1098 Moanalua Rd Alea, Hawaii 96701 Phone : 808-488-3654 Email : office@oursaviorhawaii.com Fax : 1-808-488-4515 Pam Laszio	N	0
55	Previous Applicant	N	2
56	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
57	Salvation Army 322 Sumner St Honolulu, Hawaii 96817 Phone : 808-522-8445 Fax : 1-808-522-8492 Louie Perry	N	0
58	Salvation Army-Family Treatment Services 845 22nd Ave Honolulu, Hawaii 96816 Phone : 808-732-2302 Fax : 1-808-734-7470 Career Services	N	0
59	State of Hawaii Department of Human Services 1001 Bishop St Pacific Power Ste 900 Honolulu, Hawaii 96813 Phone : 808-586-7050 Fax : 1-808-586-5744 Wes Okumura	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT**

September 23, 2017 - September 22, 2018

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
60	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
61	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/cgi-bin/jobs2/employers/post Mark Holloway Manual Posting	N	0
62	University of Hawaii -- Maui 301 Ka'ahumanu Ave Kahului, Hawaii 96732 Phone : 808-984-3500 Juli Patao Manual Posting	N	0
63	University of Hawaii Oahu 96-129 Ala Ike D-101B Pearl City, Hawaii 96782 Phone : 808-454-4762 Email : uhwo.careers@hawaii.edu Fax : 1-808-689-2961 Lo'ea Akiona	N	0
64	University of Hawaii- West O'ahu 91-1001 Farrington Highway Kapolei, Hawaii 96707 Email : rcordy@hawaii.edu Ross Cordy	N	0
65	Vocational & Rehabilitation Services 3060 Elwa St #304 Lihue, Hawaii 96766 Phone : 808-274-3333 Fax : 1-808-274-3340 J Mina	N	0

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2017 - September 22, 2018****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
66	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
67	YWCA of Oahu 1040 Richards St Honolulu, Hawaii 96813 Phone : 808-538-7061 Email : hr@ywcaoahu.org Fax : 1-808-521-8416 Barbara Pence	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2017 - September 22, 2018****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/10/2017	Participation in Job Fairs	University of Hawaii at Manoa Fall 2017 Career Fair	2	Mike Darrah News Director Colleen Ching Director of Sales	0.25
2	10/11/2017	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from the Ka'i Program from Iolani School on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	3	Diane Hansen Anchor/Reporter Mike Darrah News Director Russell Elwell Director of Operations	0.25
3	10/11/2017	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from the Scholars Program from Kamehameha Schools on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	3	Diane Hansen Anchor/Reporter Mike Darrah News Director Russell Elwell Director of Operations	0.25
4	10/11/2017	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from the Pacific Academy and Center for Tomorrow's Leaders on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	3	Diane Hansen Anchor/Reporter Mike Darrah News Director Russell Elwell Director of Operations	0.25
5	3/2/2018	Participation in events or programs sponsored by educational institutions	Ka'ohao Elementary School Career Day. KITV Morning Reporter, Mackenzie Stasko, spoke to students about KITV, her job as a reporter, and other available careers in broadcasting.	1	Mackenzie Stasko Reporter	0.25
6	3/5/2018	Participation in events or programs sponsored by educational institutions	KITV Hosted a group of students from LbE Hawaii on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	1	Savannah Carter Client Services Specialist	0.25
7	6/27/2018	Participation in events or programs sponsored by educational institutions	KITV hosted incoming McKinley High School freshmen from their Summer Bridge Program on a station tour, which included a Q & A session and discussion by station personnel on newscasts, sales, production, and careers in broadcasting.	1	Savannah Carter Client Services Specialist	0.25

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2017 - September 22, 2018****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	6/30/2018	Establishment of an intern program designed to assist members of the community	KITV promotes our internship program on kitv.com and at job fairs and offers internships to students receiving college credits. We have hosted interns from the University of Hawaii, Seattle University, and the University of Texas at Austin during the Spring and Summer 2018.	1	Mike Darrah News Director	1.00
9	9/17/2018	Participation in job banks, internet programs and other programs designed to promote outreach	Hawaii Association of Broadcasters Virtual Job Fair. The Virtual Job Fair is a supplemental outreach program to educate the public about careers in broadcasting and the qualifications necessary to fill those positions.	1	Stacie Perreira Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.75