

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2018 - September 22, 2019

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
Creative Services Coordinator Open Date: 11/13/2018 Hire Date: 3/4/2019	1, 3-4, 6, 8-17, 21-22, 24-25, 27-30, 32, 34-36, 38-69	36
Creative Services Director Open Date: 11/20/2018 Hire Date: 12/12/2018	1, 3-4, 6-17, 21-22, 24-25, 27-30, 32, 34-36, 38-69	36
News Director Open Date: 12/20/2018 Hire Date: 1/7/2019	23	23
Account Executive Open Date: 2/11/2019 Hire Date: 6/21/2019	19-20, 36, 47	36
Account Executive Open Date: 2/11/2019 Hire Date: 4/10/2019	19-20, 36, 47	20
Anchor/ Reporter Open Date: 2/19/2019 Hire Date: 3/19/2019	1-4, 6-17, 20-22, 24-28, 30-36, 38-69	2
Anchor/ Reporter Open Date: 2/19/2019 Hire Date: 6/26/2019	1-4, 6-17, 20-22, 24-28, 30-36, 38-69	2
General Manager Open Date: 3/5/2019 Hire Date: 3/5/2019	23	23
Producer Open Date: 3/8/2019 Hire Date: 3/28/2019	1, 3-5, 7-17, 20-22, 24-25, 27-28, 30- 35, 37-69	5
Multimedia Journalist Open Date: 3/26/2019 Hire Date: 5/3/2019	5, 18, 36, 47	18
Director of Sales Open Date: 3/29/2019 Hire Date: 7/5/2019	1, 3-4, 6, 8-17, 20-22, 24-25, 27-28, 30- 35, 38-69	47
Producer Open Date: 7/15/2019 Hire Date: 7/26/2019	1, 3-4, 6, 8-17, 21-22, 24-35, 38-48, 50- 69	26
Director Open Date: 8/18/2019 Hire Date: 9/16/2019	1, 3-4, 6, 8-11, 13-17, 20-22, 24-28, 30- 35, 39-48, 50-69	20

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2018 - September 22, 2019****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	3
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	Application already on file	N	2
6	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
7	Argosy University 1001 Bishop St 400 ASB Tower Honolulu, Hawaii 96813 Phone : 808-536-5555 Fax : 1-808-536-5505 Maria Cadell	N	0
8	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, 2018 - September 22, 2019

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
9	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
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 Kalaloe 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-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
14	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, 2018 - September 22, 2019****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
15	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
16	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
17	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
18	Corporate Office	N	1
19	Corporate Website - Lilly Broadcasting 3514 State St. Erie, Pennsylvania 16508 Brian Trauring Manual Posting	N	0
20	Employee Referral	N	15
21	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
22	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Exigent Circumstances	N	2

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2018 - September 22, 2019

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
24	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
25	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
26	Former Employee	N	3
27	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
28	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
29	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
30	Hawaii Korean Chamber of Commerce PO Box 2296 Honolulu, Hawaii 96813 Phone : 808-524-7441 Email : mc_brains@hotmail.com Rex Kim	N	0

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

September 23, 2018 - September 22, 2019

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
31	Hawaii Pacific University 1164 Bishop St Honolulu, Hawaii 96813 Phone : 808-544-0230 Fax : 1-808-544-9337 Joe Barrientos	N	0
32	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
33	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
34	Human Services Department-Social Service PO Box 339 Honolulu, Hawaii 96809 Phone : 808-586-4950 Fax : 1-808-586-4990 Career Services	N	0
35	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
36	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	4
37	Internal Candidate	N	1

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

September 23, 2018 - September 22, 2019

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
38	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
39	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
40	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
41	JournalismJobs.com . Sacramento, California Phone : 510-653-1521 Career Services Manual Posting	N	0
42	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
43	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

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2018 - September 22, 2019

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
44	Kauai Community College 3-1901 Kaunuailli Hwy Lihue, Hawaii 96766 Phone : 808-245-8311 Fax : 1-808-245-8297 Career Services	N	0
45	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
46	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
47	KITV - Station Website 801 S. King St. Honolulu, Hawaii 96813 Phone : 808-535-0252 Url : www.kitv.com Stacie Perreira Manual Posting	N	4
48	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
49	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

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2018 - September 22, 2019

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
50	NAHJ 1050 Connecticut Ave NW 10th Floor Washington , District of Columbia 20036 Phone : 202-662-7145 Maribel De La Rosa Manual Posting	N	0
51	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
52	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
53	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
54	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
55	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

KHVO-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
September 23, 2018 - September 22, 2019

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
56	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
57	Olelo Community Television 1122 Mapunapuna St Honolulu, Hawaii 96819 Phone : 808-834-0007 Fax : 1-808-836-2546 Dawn Mizirashi	N	0
58	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
59	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
60	Salvation Army-Family Treatment Services 845 22nd Ave Honolulu, Hawaii 96816 Phone : 808-732-2302 Fax : 1-808-734-7470 Career Services	N	0
61	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, 2018 - September 22, 2019

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
62	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
63	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
64	University of Hawaii -- Maui 301 Ka'ahumanu Ave Kahului, Hawaii 96732 Phone : 808-984-3500 Juli Patao Manual Posting	N	0
65	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
66	University of Hawaii- West O'ahu 91-1001 Farrington Highway Kapolei, Hawaii 96707 Email : rcordy@hawaii.edu Ross Cordy	N	0
67	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, 2018 - September 22, 2019****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
68	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
69	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:			35

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2018 - September 22, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/24/2019	Establishment of an intern program designed to assist members of the community	Spring Internship Program. KITV promotes an internship program on kitv.com and during station tours and offers internships to students receiving college credits. At this time, KITV hosted interns from the University of Hawaii at Manoa and University of Hawaii, West Oahu.	2	Cherry Pascual Executive Producer Janice Gin News Director	1.00
2	3/15/2019	Participation in events or programs sponsored by educational institutions	Kailua Intermediate School Career Day participation. KITV MMJ, Nicole Tam, spoke to 7th and 8th grade students about KITV, her job, and other available careers in broadcasting.	1	Nicole Tam MultiMedia Journalist	0.25
3	4/22/2019	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from Wheeler Middle School on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	1	Eliza Larson MultiMedia Journalist	0.25
4	4/23/2019	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from Wheeler Middle School (second group) on a station tour, which included a Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	1	Eliza Larson MultiMedia Journalist	0.25
5	4/25/2019	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from Waipahu Intermediate School 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
6	5/16/2019	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from Waipahu Intermediate School 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	5/26/2019	Establishment of an intern program designed to assist members of the community	Summer Internship Program. KITV promotes an internship program on kitv.com and during station tours and offers internships to students receiving college credits. At this time, KITV hosted interns from the University of Hawaii at Manoa.	2	Cherry Pascual Executive Producer Janice Gin News Director	1.00

KHVO-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****September 23, 2018 - September 22, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	9/4/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Lilly Broadcasting, on behalf of KITV and the other stations that it operates, sponsored and made local news managers available to participate in the "EIJ19 Critiques & Coaching" sessions at the 2019 Excellence in Journalism Conference. The conference is a joint effort between the Radio Television Digital News Association, Society of Professional Journalists and the National Association of Hispanic Journalists and features workshops and sessions for print, broadcast and digital journalists. The coaching sessions took place from September 5-7, 2019 and allowed managers and other professionals to provide feedback and reviews on career-related materials (e.g., resumes and Twitter or Facebook profiles) of the session participants.	2	Janice Gin News Director Brian Trauring VP of News, Marketing & Content Development	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.25