

**KHVO-TV, KITV-TV, KMAU-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 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
Producer	1-9, 11-12, 14-18, 20, 22-42, 44-45, 47-61	30
Producer	1-9, 11-12, 14-18, 20, 22-42, 44-45, 47-61	30
Account Executive	1-12, 15-18, 22-32, 34, 36-42, 44-45, 47-49, 51-61	30
Account Executive	1-12, 15-18, 22-32, 34, 36-42, 44-45, 47-49, 51-61	30
Associate Director of Creative Services	1-12, 15-18, 22-32, 34-35, 37-42, 44-45, 47-49, 51-58, 60-61	30
Local Sales Manager	1-9, 11-13, 15-18, 22-32, 34-42, 44-45, 47-49, 51-52, 54-61	30
Multimedia Journalist	1-9, 11-12, 14-18, 21-32, 34-42, 44-49, 51-61	30
Multimedia Journalist	1-9, 11-12, 14-18, 21-32, 34-42, 44-49, 51-61	30
Director of Technology	1-4, 6-12, 14-18, 22-43, 45, 47-49, 51-61	14
Managing Editor	1-12, 15-19, 22-42, 45, 47-49, 51-61	38
Digital Content Manager	1-2, 4-6, 11-12, 15-18, 21-27, 30, 33-35, 37-42, 45, 47-48, 51, 54-61	30

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	American Job Center Hawaii 1505 Dillingham Blvd., #110 Honolulu, Hawaii 96817 Phone : 8087685701 Email : sdyel@honolulu.gov Fax : 1-808-768-1264 Career Services	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	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Career One Stop-One Stop Career Resource Center Molokai 55 Makaena St Kaunakanai Civic Center Room 4 Kaunahanai, Hawaii 96748 Phone : 808-553-1754 Fax : 1-808-553-1753 Albert Lucas	N	0
8	Career One Stop-Worksource Maui 2064 Wells St Wailuku, Hawaii 96793 Phone : 808-987-2091 Fax : 1-808-984-2090 Career Services	N	0
9	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
10	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
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Corporate Website - Lilly Broadcasting 3514 State St. Erie, Pennsylvania 16508 Phone : 8144545201 Url : <a href="https://www.lillybroadcasting.com/career">https://www.lillybroadcasting.com/career</a> Brian Trauring Manual Posting	N	0
13	Current Employee	N	1
14	Employee Referral	N	4

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15	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
16	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
17	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
18	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
19	Former Employee	N	1
20	Former Employee Referral	N	1
21	Former Intern	N	2
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

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23	Hawaii Association of Broadcasters 1700 Rockville Pike Suite 400 Rockville, Maryland 20852 Phone : 301-998-6136 Url : <a href="http://www.bcs-com.com/">http://www.bcs-com.com/</a> Email : robincooper@bcs-ok.com Fax : 1-301-983-4634 Robin Cooper	N	0
24	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
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 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
28	Human Services Department-Social Service PO Box 339 Honolulu, Hawaii 96809 Phone : 808-586-4950 Fax : 1-808-586-4990 Career Services	N	0

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29	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
30	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	26
31	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
32	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
33	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
34	JournalismJobs.com . Sacramento, California Phone : 510-653-1521 Career Services Manual Posting	N	0

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35	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
36	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
37	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
38	KITV - Station Website 801 S. King St. Honolulu, Hawaii 96813 Phone : 808-535-0252 Url : www.kitv.com Stacie Perreira Manual Posting	N	3
39	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
40	NAHJ 1050 Connecticut Ave NW 10th Floor Washington , District of Columbia 20036 Phone : 202-662-7145 Maribel De La Rosa Manual Posting	N	0

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41	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
42	National Lesbian and Gay Journalists Association 2120 L St, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://nlgja.org/">http://nlgja.org/</a> Email : info@nlgja.org Career Services	N	0
43	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
44	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
45	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
46	Non-Employee Referral	N	1
47	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

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48	Olelo Community Television 1122 Mapunapuna St Honolulu, Hawaii 96819 Phone : 808-834-0007 Fax : 1-808-836-2546 Dawn Mizirashi	N	0
49	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
50	Previous Applicant	N	1
51	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
52	Salvation Army-Family Treatment Services 845 22nd Ave Honolulu, Hawaii 96816 Phone : 808-732-2302 Fax : 1-808-734-7470 Career Services	N	0
53	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
54	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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55	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/post">http://www.tvjobs.com/cgi-bin/jobs2/employers/post</a> Mark Holloway Manual Posting	N	0
56	University of Hawaii -- Maui 301 Ka'ahumanu Ave Kahului, Hawaii 96732 Phone : 808-984-3500 Juli Patao Manual Posting	N	0
57	University of Hawaii Oahu 96-129 Ala Ike D-101B Pearl City, Hawaii 96782 Phone : 808-454-4762 Email : <a href="mailto:uhwo.careers@hawaii.edu">uhwo.careers@hawaii.edu</a> Fax : 1-808-689-2961 Lo'ea Akiona	N	0
58	University of Hawaii- West O'ahu 91-1001 Farrington Highway Kapolei, Hawaii 96707 Email : <a href="mailto:rcordy@hawaii.edu">rcordy@hawaii.edu</a> Ross Cordy	N	0
59	Vocational & Rehabilitation Services 3060 Elwa St #304 Lihue, Hawaii 96766 Phone : 808-274-3333 Fax : 1-808-274-3340 J Mina	N	0
60	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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61	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>40</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	11/18/2020	Participation in Job Fairs	University of Hawaii Virtual Career 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.	2	Sharon Spear Director of Sales Janice Gin News Director	0.25
2	1/21/2021	Participation in events or programs sponsored by educational institutions	KITV participated in a class Zoom session with Hongwanji Mission School. It included discussion about news content, job opportunities, Q & A session and an overview of station processes.	1	Diane Hansen Anchor/Reporter	0.25
3	3/24/2021	Provision of training to management	State Broadcast Association Webinar - "Staying on Top of Your Broadcast FCC Requirements"	2	Jason Hagiwara President & GM Stacie Perreira Business Manager	1.00
4	6/1/2021	Establishment of an intern program designed to assist members of the community	KITV promotes our internship program on kitv.com and offers internship opportunities to students receiving college credits. KITV participated in the Society of Professional Journalists, Hawaii Chapter 2021 Summer Journalism Internship. Through that program, KITV selected an intern with the University of Hawaii at Manoa, who would be offered real world experience in news gathering, writing, and broadcast production.	1	Janice Gin News Director	1.00
5	6/3/2021	Participation in events sponsored by community groups	Participation in Think Tech Hawaii's Livestream platform to discuss how Covid has affected the Media. The program initiative was to build awareness of how TV stations support the community and outreach for others to consider the industry.	1	Jason Hagiwara President & GM	0.25

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6	7/18/2021	Participation in scholarship programs	Hawaii Association of Broadcasters, Inc. - Scholarship Committee Chair. Responsibilities included setting up the parameters for scholarship awards and creating the award decision model for the committee. Each committee member also reads through applications, scores each application, and then interviews the applicants with the highest raw score. This year the chair revamped the scholarship program to specifically give money to students who want to become actual journalists, a need that is so high in this day.	1	Jason Hagiwara President & GM	1.00
7	9/21/2021	Provision of training to management	EdApp Equal Employment Opportunity course allowing learners to determine unethical activities taking place in the workplace and what they can do about it.	1	Stacie Perreira Business Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.75</b>