

# KAAH-TV Honolulu, Hawaii - EEO PUBLIC FILE REPORT

## 10/1/2015 through 9/30/2016

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

### A. Full-Time Vacancies Filled During Past Year

1. Job Title: Chief Engineer Date Filled: September 6, 2016

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Chief Engineer Date Filled: September 6, 2016

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Society of Broadcast Engineers online	Gene Siebel	1152 Smith St. Honolulu, Hawaii 96817	808 521-5826	Yes
TBN Website	Station Manager	www.tbn.org	808 521-5826	No
Hawaii Pacific University		Student Services Dept. smoku@hpu.edu		No
Marine Executive Assoc. Hot Jobs site		www.marineea.org		No
Aloha Pregnancy Care & Counseling Center		45-1151G Kamehameha Hwy. Kaneohe, HI 96744		No
Calvary Assembly of God		961 Io Lane Honolulu, HI 96817		No
Central Baptist Church		1217 Nehoa St. Honolulu, HI 96822		No
City of Joy		87-2070 Farrington Hwy. Waianae, HI 96792		No
City of Refuge Christian Church		94-897 Waipahu St Waipahu, Hawaii 96797		No

Family Ministries Center		1585 Kapiolani Blvd, Suite 940 Honolulu, HI 96814		No
First Assembly of God Hawaii		3400 Moanalua Rd. Honolulu, HI 96819		No
Grace Bible Church		98-751 Kuahao Place Pearl City, HI 96782		No
Global Assurance Mission Church		94-1011 Lelepua Pl. Waipahu, Hawaii 96797		No
Hawaii Christian Coalition		1448 Hooli Circle Pearl City, HI 96782		No
Holy Warriors @ Work		P.O Box 1918 Aiea, HI 96701		No
Hope Chapel Kapolei		P.O. Box 75326 Kapolei, HI 96707		No
Hope Chapel Kaneohe		45-815 Pookela St. Kaneohe, HI 96744		No
Hope Chapel Nanakuli		P.O. Box 2865 Waianae, HI 96792		No
Inspire Church		94-877 Lumiaina St., Bldg 12 Waipahu, HI 96797		No
Kaimuki Christian Church		1117 Koko Head Ave. Honolulu, HI 96816		No
King's Cathedral		777 Mokulele Hwy. Kahului, HI 96732		No
New Hope Aloha Pau'ole		808 Ahua St. MB54 Honolulu, Hawaii 96819		No
C4, New Hope Diamond Head		4211 Waiialae Ave. Ste. 1030 Honolulu, HI 96816		No
New Hope Pearl Community		98-295 Ualo St., X-4 Aiea, HI 96701		No
New Hope Kapaa		P.O. Box 279 Kapaa, HI 96746		No
New Hope Mililani		100 Kahelu Ave. #220 Mililani, HI 96789		No
New Life Church		1190 Nuuanu Ave. Honolulu, HI 96817		No
One Love Ministries		670 Auahi St #A5 Honolulu, HI 96813		No
Pacific Islands Bible Church		95-075 Waikalani Dr. Mililani, HI 96789		No

Pacific Revival Center		91-029 Malakole St. Kapolei, HI 96707		No
Prayer Center of the Pacific		941 Kamehameha Hwy. #202 Pearl City, Hawaii 96782		No
Safe Harbor Ministries		1001 Dillingham Blvd. #311 Honolulu, HI 96817		No
Surfing the Nations		56 Ohai St. Wahiawa, HI 96786		No
Unified...		1419 10 <sup>th</sup> Ave. Honolulu, HI 96816		No
Waipio Community Baptist Church		94-1210 Waipio Uka St. Waipahu, HI 96797		No

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 3**

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources**

Source	Contact Person	Address	Telephone No.	Number of Interviewees:
Society of Broadcast Engineers online	Gene Siebel	1152 Smith St. Honolulu, Hawaii 96817	808 521-5826	3
TBN Website	Station Manager	www.tbn.org	808 521-5826	0
Hawaii Pacific University		Student Services Dept. smoku@hpu.edu		0
Marine Executive Assoc. Hot Jobs site		www.marineea.org		0
Aloha Pregnancy Care & Counseling Center		45-1151G Kamehameha Hwy. Kaneohe, HI 96744		0
Calvary Assembly of God		961 Io Lane Honolulu, HI 96817		0
Central Baptist Church		1217 Nehoa St. Honolulu, HI 96822		0
City of Joy		87-2070 Farrington Hwy. Waianae, HI 96792		0
City of Refuge Christian Church		94-897 Waipahu St Waipahu, Hawaii 96797		0
Family Ministries Center		1585 Kapiolani Blvd, Suite 940 Honolulu, HI 96814		0
First Assembly of God Hawaii		3400 Moanalua Rd. Honolulu, HI 96819		0
Grace Bible Church		98-751 Kuahao Place Pearl City, HI 96782		0

Global Assurance Mission Church		94-1011 Lelepua Pl. Waipahu, Hawaii 96797		0
Hawaii Christian Coalition		1448 Hooli Circle Pearl City, HI 96782		0
Holy Warriors @ Work		P.O Box 1918 Aiea, HI 96701		0
Hope Chapel Kapolei		P.O. Box 75326 Kapolei, HI 96707		0
Hope Chapel Kaneohe		45-815 Pookela St. Kaneohe, HI 96744		0
Hope Chapel Nanakuli		P.O. Box 2865 Waianae, HI 96792		0
Inspire Church		94-877 Lumiaina St., Bldg 12 Waipahu, HI 96797		0
Kaimuki Christian Church		1117 Koko Head Ave. Honolulu, HI 96816		0
King's Cathedral		777 Mokulele Hwy. Kahului, HI 96732		0
New Hope Aloha Pau'ole		808 Ahua St. MB54 Honolulu, Hawaii 96819		0
C4, New Hope Diamond Head		4211 Waiialae Ave. Ste. 1030 Honolulu, HI 96816		0
New Hope Pearl Community		98-295 Ualo St., X-4 Aiea, HI 96701		0
New Hope Kapaa		P.O. Box 279 Kapaa, HI 96746		0
New Hope Mililani		100 Kahelu Ave. #220 Mililani, HI 96789		0
New Life Church		1190 Nuuanu Ave. Honolulu, HI 96817		0
One Love Ministries		670 Auahi St. A5 Honolulu, HI 96813		0
Pacific Islands Bible Church		95-075 Waikalani Dr. Mililani, HI 96789		0
Pacific Revival Center		91-029 Malakole St. Kapolei, HI 96707		0
Prayer Center of the Pacific		941 Kamehameha Hwy. #202 Pearl City, HI 96782		0
Safe Harbor Ministries		1001 Dillingham Blvd. #311 Honolulu, HI 96817		0

Surfing the Nations		56 Ohai St. Wahiawa, HI 96786		0
Unified...		1419 10 <sup>th</sup> Ave. Honolulu, HI 96816		0
Waipio Community Baptist Church		94-1210 Waipio Uka St. Waipahu, HI 96797		0

#### **E. Outreach Activities**

10/10/2015 Discussed employment opportunities at a Pastors & Leaders luncheon  
 11/14/2015 Discussed employment opportunities at a Pastors & Leaders luncheon  
 12/5/2015 Discussed employment opportunities at Christmas Outreach at Kawaiaha'o Church event.  
 12/16/2015 Emailed follow up letter to co-religionists  
 03/28/2016 Emailed follow up letter to co-religionists  
 04/30/2016 Discussed employment opportunities at Kaneohe Saturday Market  
 06/11/2016 Discussed employment opportunities at Jesus Culture event  
 06/30/2016 Emailed job opening announcement for Chief Engineer to co-religionists, posted on TBN website, posted on SBE site, HPU site, and MEA site  
 09/12/2016 Emailed follow up letter to co-religionists