

KKEA(AM) / K224FR (FM Translator) & KHKA(AM)
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
Account Executive	1-6	6
Board Operator	1-6	6

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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
1	ADP WorkForceNow Job Board https://workforcenow.adp.com/ Note: all ADP job postings are posted on the Indeed.com (RS 4) and Monster.com (RS 5) job boards and the aiohawaii.com website.	N	2
2	ESPN Honolulu Website Posting http://www.espnhonolulu.com/	N	0
3	aio Media Group Website Careers https://www.aiohawaii.com/careers/	N	0
4	Indeed.com Job Board https://www.indeed.com/	N	0
5	Monster.com Job Board www.monster.com	N	0
6	Word-of-Mouth Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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II. RECRUITMENT INITIATIVES

	Initiative	Description
1	Internship program	Our SEU regularly offers internships that allow high school and college students to learn from our employees about careers in print, radio and online media. Internships are available in the areas of editorial, graphic design, marketing, social media, and radio broadcasting with mentorship provided by our experienced industry experts. Many of our interns have gone on to pursue careers in their internship study area, and some of our interns have been hired as full-time employees. During this reporting period, our SEU hosted an intern from Campbell High School. The student worked with us from March - May 2021 and was supervised by our Digital Manager and Program Director.
2	Participate in a scholarship program	During this reporting period, our SEU participated in the Hawaii Association of Broadcasters Academy Scholarship Program. The purpose of this scholarship is to assist full-time college students with the cost of tuition for one year in their pursuit of college study. The students must have the career goal of working in the broadcasting industry, either radio or television. Our stations ran on-air announcements promoting the scholarship program, directing interested parties to the HAB website. Our SEU also contributed money and posted applications on our website.
3	Participate in an event/program for or on behalf of an educational institution about careers in broadcasting	On April 19, 2021, our Station Manager and afternoon on-air personality spoke via zoom to a Communication class at the University of Hawaii about radio broadcasting and opportunities available for those interested in the field.