

**KKEA(AM) & KHKA(AM)
EEO PUBLIC FILE REPORT
October 1, 2018-September 30,2019**

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
GENERAL MANAGER	1-6	?
SALES ACCOUNT MANAGER	1-6	?

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

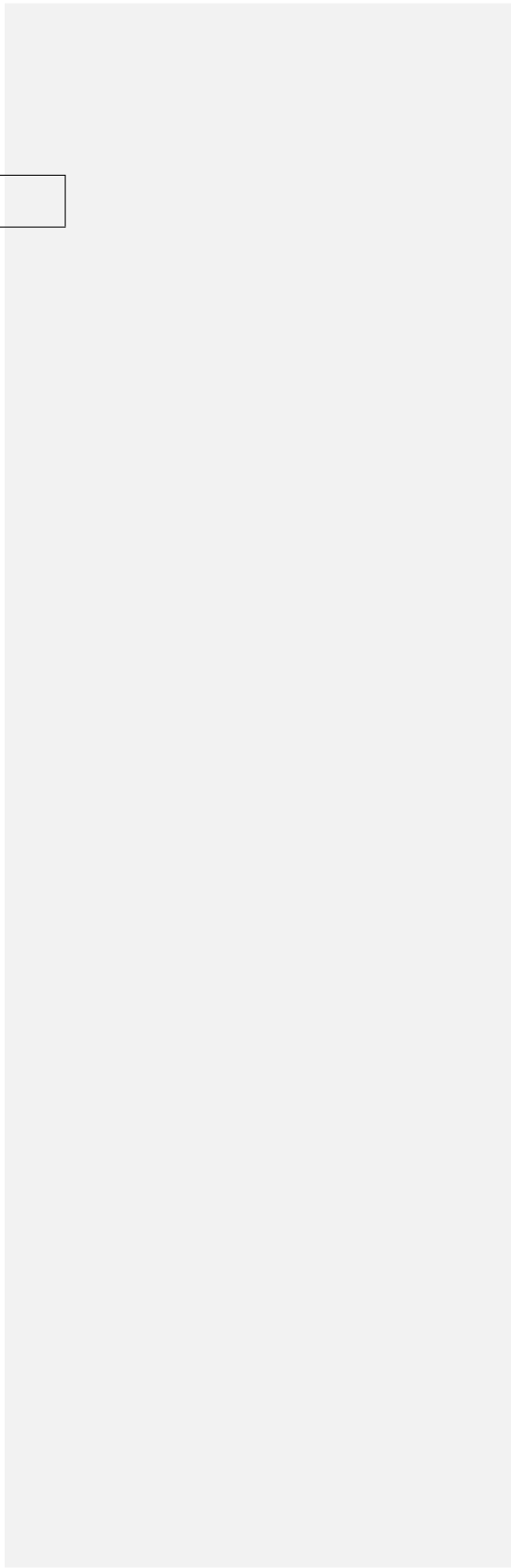
RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Hawaii Association of Broadcasters http://hawaiibroadcasters.com/wp	N	?
2	ADP Job Board/Intenral Posting Workforceadp.com	N	?
3	KKEA Website Posting http://espnhonolulu.com	N	?
4	Indeed http://www.indeed.com	N	?
5	aio Media Group www.aiohawaii.com	N	?
6	Word-of-Mouth Referral	N	?
TOTAL INTERVIEWEES OVER REPORTING PERIOD			?

Commented [A1]:

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	Our SEU regularly offer internships that allow 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, we hosted (2) students from the University of Hawaii, whose duties included assisting with planning and implementing events and promotions, board operation duties, prize sheets/distribution for contests, as well as social networking efforts, as well as audio production.
2	Participate in Scholarship Program	During this reporting period, our SEU participated in the Hawaii Association of Broadcasters Academic 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 station ran on-air announcements promoting the scholarship program and directed interested parties to the HAB Web site.



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