

KRTR-FM, KINE-FM, KCCN-FM, KPHW(FM), KKNE(AM), KPRP(AM)
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

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 Manager	1-7	7

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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	Indeed Website www.indeed.com	No	0
2	LinkedIn Website www.linkedin.com	No	0
3	Summit Corporate Website www.summitmediacorp.com	No	3
4	KRTR-FM Station Website www.krater96.com	No	0
5	Internal Job Posting 900 Fort Street, Suite 700 Honolulu, Hawaii 96813	No	0
6	Word-of-Mouth Referral	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	On March 10, 2022, our SEU’s Vice President received thorough training from a member of its FCC law firm about the FCC’s Equal Employment Opportunity (“EEO”) rules. The training covered EEO recruitment, recordkeeping, and reporting requirements and questions were entertained throughout the session.
2	Host an event sponsored by an educational institution relating to careers in broadcasting (4)	<p>On January 15, 2022, July 1, 2022, and July 22, 2022 studio tours were conducted with University of Hawaii - West Oahu. Our Promotions Director welcomed the students and lead a tour of our studios, during which she shared what it is like to work at Summit Media, described the type of work that is done in Promotions and Sales, and provided information about how to get started in radio broadcasting.</p> <p>On September 26, 2022, students from Hawaii Pacific University toured our studios, lead by our Promotions Director, who shared what it is like to work at Summit Media, described the type of work that is done in Promotions and Sales, and provided information about about how to get started in radio broadcasting.</p>
3	Host an event sponsored by an educational institution relating to careers in broadcasting	On March 9, 2022, our SEU’s Promotions Director conducted a teacher externship with Campbell High School, during which a group of teachers visited our studios to learn about our product design processes, Marketing/Advertising processes, soft skills that employees need or are lacking, shared technical career skills/certifications that employees need or should have and troubleshoorting common issues that arise. The teachers planned to share what they learned with their students and find ways to integrate the items listed above into their curriculums as they prepare their students for college or a career.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	From November 29, 2021 through December 3, 2021 the President and General Manager of our SEU as well as our Promotions Director participated in a four day Broadcasters Virtual Job Fair sponsored by the Hawaii Association of Broadcasters during which our Promotions Director shared statistics on consumers of our web sites and potential careers opportunities associated with websites.