

**KAIL, KHAW, KHON**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-5, 7-8, 11, 13-15, 18-21, 23, 25-27, 30, 32	11
IT Specialist	1-5, 7-9, 13-16, 19-21, 24-30, 32	8
Account Executive	1-5, 7, 11, 13-15, 19-21, 24-27, 30, 32	11
Digital Account Executive	1-5, 7, 13-15, 19-21, 24-27, 30, 32	19
Robo-Cam/Teleprompter Operator	1-5, 7-8, 13-15, 19-21, 24-27, 29-30, 32	29
Robo-Cam/Teleprompter Operator	1-5, 7-8, 13-15, 19-21, 24-27, 29-30, 32	29
Photographer	1-5, 7, 10, 13-15, 18-21, 24-27, 30, 32	10
Assignment Desk Manager	1-5, 7, 9, 12-15, 18-21, 24-27, 29-30, 32	12
Weather Reporter	1-8, 13-16, 19-21, 24-30, 32	19
Photographer	1-5, 7, 11, 13-15, 19-21, 24-27, 29-30, 32	11
News Reporter	1-5, 7, 13-15, 19-22, 24-27, 30, 32	19
Robo-Cam/Teleprompter Operator	1-8, 11, 13-16, 19-21, 24-28, 30-32	11
Marketing Director	1-5, 7, 11, 13-15, 17, 19-21, 24-27, 30, 32	11

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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>
1	Alu Like, Inc. - Molokai Kulana Oiwai Multi-Cultural Center P.O. Box 1859 Kaunakakai, Hawaii 96748 Phone : (808) 553-5393 Url : <a href="http://alulike.org">http://alulike.org</a> Email : <a href="mailto:cahamak@alulike.org">cahamak@alulike.org</a> Fax : 1-808-553-9888 Cammy H.	N	0
2	Alu Like, Inc. - Hawaii 32 Kinoole Street #102 Hilo, Hawaii 96720 Phone : (808) 961-2625 Url : <a href="http://alulike.org">http://alulike.org</a> Email : <a href="mailto:cakurok@alulike.org">cakurok@alulike.org</a> Fax : 1-808-935-6084 Carla Kurokawa	N	0
3	Alu Like, Inc. - Kauai 2970 Haleko Rd. Ste. 205 Lihue, Hawaii 96766 Phone : (808) 245-8545 Url : <a href="http://alulike.org">http://alulike.org</a> Email : <a href="mailto:dolane@alulike.org">dolane@alulike.org</a> Fax : 1-808-245-1720 Dona Lane	N	0
4	Alu Like, Inc. - Maui 1977 Kaohu Street Wailuku, Hawaii 96793 Phone : (808) 242-9774 Url : <a href="http://alulike.org">http://alulike.org</a> Email : <a href="mailto:vinary@alulike.org">vinary@alulike.org</a> Fax : 1-808-244-7880 Virginia Nary	N	0
5	Alu Like, Inc. - Oahu Hale O Na Limahana 458 Keawe Street Honolulu, Hawaii 96813 Phone : (808) 535-6750 Url : <a href="http://alulike.org">http://alulike.org</a> Email : <a href="mailto:nasai@alulike.org">nasai@alulike.org</a> Fax : 1-808-524-3744 Nanea Sai	N	0

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6	Broadcast Education Association (BEA) 1771 N Street, NW Washington, District of Columbia 20036 Phone : (202) 602-0584 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0
7	Council for Native Hawaiian Advancement 1050 Queen Street Ste. 200 Honolulu, Hawaii 96814 Phone : (808) 596-8155 Url : <a href="http://www.hawaiiancouncil.org">http://www.hawaiiancouncil.org</a> Fax : 1-808-596-8156 Napali Woods	N	0
8	Craig's List 222 Sutter Street 9th Floor San Francisco, California 94108-4460 Phone : 415 399-5200 Url : <a href="http://www.craigslis.org">http://www.craigslis.org</a> Career Services Manual Posting	N	2
9	Current Employee	N	2
10	Current Employee/Internal Promotion	N	1
11	Employee Referral	N	5
12	Former Employee	N	1
13	Hawaii Association of Broadcasters P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808 599-1455 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Career Services Manual Posting	N	0
14	Hawaii Job Corps Center 41-467 Hihimanu Street Waimnalo, Hawaii 96795 Phone : (808) 259-6051 Url : <a href="http://hawaii.jobcorps.gov">http://hawaii.jobcorps.gov</a> Email : <a href="mailto:dugan.julie@jobcorps.org">dugan.julie@jobcorps.org</a> Fax : 1-808-259-7907 Julie Dugan	N	0

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15	Hawaii Job Engine 1833 Kalakaua Ave. Suite 207 Honolulu, Hawaii 96815 Phone : 808 944-0005 Url : <a href="http://www.hawaiijobengine.com">http://www.hawaiijobengine.com</a> Career Services Manual Posting	N	0
16	HPU Connect 1164 Bishop Street Honolulu, Hawaii Career Service Ctr Manual Posting	N	0
17	Indeed.com	N	3
18	KHON Internship Program Hawaii Url : <a href="http://www.khon2.com">http://www.khon2.com</a> Career Services Manual Posting	N	0
19	KHON Web Site 88 Piikoi Street Honolulu, Hawaii 96814 Phone : (808) 591-4227 Url : <a href="http://www.khon2.com">www.khon2.com</a> Jared Kuroiwa Manual Posting	N	15
20	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : <a href="http://www.ldschurch.org">http://www.ldschurch.org</a> Email : <a href="mailto:moikehaj@ldschurch.org">moikehaj@ldschurch.org</a> Jim Mo'ikeha	N	0
21	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : <a href="http://www.ldschurch.org">http://www.ldschurch.org</a> Email : <a href="mailto:loganvm@ldschurch.org">loganvm@ldschurch.org</a> Vonin Logan	N	0
22	Linked In	N	1

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23	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Customer Service Manual Posting	N	0
24	Media General Internal Career Center 701 Brazos St Suite 800 Austin, Texas 78701 Phone : 512-774-6114 Anna Ingram Manual Posting	N	0
25	Media Match Hawaii Url : <a href="http://www.mediamatch.com">http://www.mediamatch.com</a> Career Services Manual Posting	N	0
26	Supporting Employment Empowerment (Goodwill Industries) 1085 South Beretania St. Ste.204 Honolulu, Hawaii 96814 Phone : (808) 792-8552 Url : <a href="http://www.higoodwill.org/employment-partnerships/">http://www.higoodwill.org/employment-partnerships/</a> Email : <a href="mailto:seehawaiiwork@higoodwill.org">seehawaiiwork@higoodwill.org</a> Fax : 1-808-792-8570 Career Services	N	0
27	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job. Service Manual Posting	N	0
28	UH Student Employment & Cooperative Education 2600 Campus Rd. #212 Honolulu, Hawaii 96822 Career Center Manual Posting	N	0
29	Walk In/Self-Referral	N	8

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30	Workforce Development Division - Hawaii State Employment Office 830 Punchbowl Street, #112 Honolulu, Hawaii 96813 Phone : 808 586-8700 Email : Norma.V.McDonald@hawaii.gov Fax : 1-808-586-8724 Norma McDonald	N	0
31	YWCA of Hawaii Island 145 Ululani Street Hilo, Hawaii 96720 Phone : (808) 935-7141 Url : <a href="http://www.ywcahawaiiisland.org">http://www.ywcahawaiiisland.org</a> Fax : 1-808-935-5150 Karma Whittington-Ramirez	N	0
32	YWCA of Oahu 1040 Richards Street Honolulu, Hawaii 96813 Phone : (808) 695-2603 Url : <a href="http://www.ywca.org/oahu">http://www.ywca.org/oahu</a> Email : <a href="mailto:sgrossi@ywcaoahu.org">sgrossi@ywcaoahu.org</a> Fax : 1-808-545-2832 Shirley Grossi	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>38</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>
1	10/1/2015	Establishment of an intern program designed to assist members of the community	We offer internships to students receiving college credits. College students majoring in broadcast related fields are provided supervised hands-on experience in the station's various departments. We had 4 interns from University of Hawaii, American University of Paris, and University of Florida. They all performed assignment desk related worked under the supervision of the Assignment Manager.	1	Assignment Manager
2	3/11/2016	Participation in scholarship programs	As a member of the Hawaii Association of Broadcasters (HAB), we support its academic scholarship efforts with on-air announcements to promote the HAB Scholarship for students seeking broadcast careers in Hawaii. The scholarships were awarded to various students in August 2016.	1	General Manager
3	4/25/2016	Provision of training to management	At the virtual Business Administrator (BA) Summit, our Business Administrator/Regional Business Manager attended a five-day training session and received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator/Regional Business Manager
4	4/27/2016	Provision of training to management	Our Business Administrator/Regional Business Manager attended Media General counsel's webinar training on FCC's EEO rules and policies. The training overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator/Regional Business Manager