

KAIL, KHAW, KHON
EEO PUBLIC FILE REPORT
September 22, 2014 - September 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1-5, 7-8, 10-13, 16, 18, 20, 22-25	16
Account Executive	1-5, 8-13, 16, 18, 20, 22-24	9
Account Executive	1-8, 10-12, 15-16, 18-20, 22-25	19
Local Sales Manager	1-8, 10-12, 16, 18, 20-25	21
Assistant Chief Engineer	1-8, 10-12, 14, 16-20, 22-25	14
Robo-Cam/Teleprompter Operator	1-7, 10-12, 16-18, 22-25	16
News Reporter	1-7, 9-12, 16-18, 20, 22-25	9
News Reporter/MMJ	1-7, 9-12, 16-18, 20, 22-25	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alu Like, Inc. - Molokai Kulana Oiwai Multi-Cultural Center P.O. Box 1859 Kaunakakai, Hawaii 96748 Phone : (808) 553-5393 Url : http://alulike.org Email : cahamak@alulike.org 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 : http://alulike.org Email : cakurok@alulike.org 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 : http://alulike.org Email : dolane@alulike.org 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 : http://alulike.org Email : vinary@alulike.org 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 : http://alulike.org Email : nasai@alulike.org Fax : 1-808-524-3744 Nanea Sai	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Corporate (Media General) 333 E. Franklin Street Suite 51 Richmond, Virginia 23219 Phone : 804-887-5049 Email : HGola@mediageneral.com Henry Gola	N	0
7	Council for Native Hawaiian Advancement 1050 Queen Street Ste. 200 Honolulu, Hawaii 96814 Phone : (808) 596-8155 Url : http://www.hawaiiancouncil.org 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 : http://www.craigslist.org Career Services Manual Posting	N	1
9	Employee Referral	N	4
10	Hawaii Association of Broadcasters P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808 599-1455 Url : http://www.careerpage.org Career Services Manual Posting	N	0
11	Hawaii Job Corps Center 41-467 Hihimanu Street Waimnalo, Hawaii 96795 Phone : (808) 259-6051 Url : http://hawaii.jobcorps.gov Email : dugan.julie@jobcorps.gov Fax : 1-808-259-7907 Julie Dugan	N	0

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12	Hawaii Job Engine 1833 Kalakaua Ave. Suite 207 Honolulu, Hawaii 96815 Phone : 808 944-0005 Url : http://www.hawaiijobengine.com Career Services Manual Posting	N	2
13	HPU Connect 1164 Bishop Street Honolulu, Hawaii Career Service Ctr Manual Posting	N	0
14	Internal Candidate	N	1
15	KHON Internship Program Hawaii Url : http://www.khon2.com Career Services Manual Posting	N	0
16	KHON Web Site 88 Piikoi Street Honolulu, Hawaii 96814 Phone : (808) 591-4227 Url : www.khon2.com Jared Kuroiwa Manual Posting	N	13
17	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : http://www.ldschurch.org Email : moikehaj@ldschurch.org Jim Mo'ikeha	N	0
18	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : http://www.ldschurch.org Email : loganvm@ldschurch.org Vonin Logan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Url : www.linkedin.com Customer Service Manual Posting	N	2
20	Media Match Hawaii Url : http://www.mediamatch.com Career Services Manual Posting	N	0
21	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 ext 705 Url : www.spotsndots.com Customer Service Manual Posting	N	2
22	Supporting Employment Empowerment (Goodwill Industries) 1085 South Beretania St. Ste.204 Honolulu, Hawaii 96814 Phone : (808) 792-8552 Url : http://www.higoodwill.org/employment-partnerships/ Email : seehawaiiwork@higoodwill.org Fax : 1-808-792-8570 Career Services	N	0
23	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Job. Service Manual Posting	N	3
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	YWCA of Oahu 1040 Richards Street Honolulu, Hawaii 96813 Phone : (808) 695-2603 Url : http://www.ywca.org/oahu Email : sgrossi@ywcaoahu.or Fax : 1-808-545-2832 Shirley Grossi	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2014	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 8 interns from Hawaii Pacific University, University of Hawaii, University of Southern California, Layola Marymount University, and Oregon State University. 6 interns performed assignment desk related worked under the supervision of the Assignment Manager. A weather intern also worked under the supervision of the Assignment Manager. The engineering intern assisted with equipment and cable setup under the supervision of the Assistant Chief Engineer.	2	Assignment Manager Director of Engineer
2	3/15/2015	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 2015.	1	General Manager
3	4/15/2015	Participation in Job Fairs	Our SEU participated in the NAB Education Foundation Career Day in Las Vegas speaking to candidates about various job openings within Media General, including our SEU	1	Business Administrator
4	5/27/2015	Provision of training to management	At the Media General Business Administrator (BA) Summit in Indianapolis, our Business Administrator/Regional Business Manager attended a two-day training session and received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator/Regional Business Manager
5	9/2/2015	Provision of training to management	Our Business Administrator/Regional Business Manager attended Media General counsel's webinar on FCC's EEO rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator/Regional Business Manager