

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-16	14
Outside Account Executive	1-16	2
Outside Account Executive	1-16	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	DirectEmployers.org 7602 Woodland Drive, Ste 200 Indianapolis, Indiana 46278 Phone : (317) 874-9000 Url : directemployers.org Talent Acquisition Coordinator Manual Posting	N	0
2	Employee Referral	N	1
3	Facebook post - Not directly contacted by SEU	N	1
4	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 301-998-6136 Email : RobinCooper@BCS-ok.com Robin Cooper	N	0
5	Hawaii Pacific University 1164 Bishop Street (UB), Suite 122 Honolulu, Hawaii 96813 Phone : 808-544-0230 Url : www.hpu.edu Email : cdc@hpu.edu Renz Lorenzo	N	0
6	Honolulu Community College 874 Dillingham Blvd. Building 7-320 Honolulu, Hawaii 96817 Phone : 808-845-9204 Email : honcs@hawaii.edu Career Services	N	0
7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0

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8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
9	Indeed.com - Not directly contacted by SEU	N	4
10	Internal Posting	N	1
11	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Email : <a href="mailto:gethired@hawaii.edu">gethired@hawaii.edu</a> Career Services	N	0
12	LinkedIn - Not directly contacted by SEU	N	10
13	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	1
14	Unknown (source not adequately identified upon inquiry by SEU)	N	2
15	Workforce Development Division - State of Hawaii 830 Punchbowl Street, Suite 112 Honolulu, Hawaii 96813 Phone : 808-586-8709 Email : <a href="mailto:dhir.workforce.develop@hawaii.gov">dhir.workforce.develop@hawaii.gov</a> Joni Heatherly	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</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	10/11/2021	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Norfolk State University's class workshop held online via live feed. Our Market President did an introduction to PERSUADE, a teaching on the Art of Persuasion, then hosted a Q&A., during which he also presented information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Market President
2	10/20/2021	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Hawaii Pacific University's Media Professionals Speaker in Honolulu, Hawaii. Our Market President did an introduction to PERSUADE, a teaching on the Art of Persuasion, then hosted a Q&A., during which he went over our current radio station rate card, provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Market President
3	10/27/2021	Participation in other activities designed by the station employment unit	Our SEU invited Mid Pacific Institute's Young Entrepreneurs for a field day at our offices/studios in Honolulu, Hawaii. Our Market President along with our VP of Sales did an introduction tour of our offices and studios. Then the VP of Sales and Sales Manager did a presentation of iHeartMedia's local and national capabilities which included radio and digital. Each student then did individual elevator pitches and recorded a PSA in our studios. We closed with a lunch and learn session regarding PERSUADE, a teaching on the Art of Persuasion, then hosted a Q&A., during which we provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	5	Market President VP of Sales VP of Sales Promotions Director

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4	11/29/2021	Participation in Job Fairs	Our SEU participated in the Hawaii Association Broadcaster's Virtual Job Fair: www.broadcastersvirtualjobfair.com in Honolulu, Hawaii. Station participants include SEU. We posted potential an opening for outside sales and in-studio anchor positions. Any candidates that is interested in applying will be forwarded to the SEU for review.	1	Vice President of Sales
5	3/14/2022	Participation in Job Fairs	Our SEU participated in the Hawaii Association Broadcaster's Virtual Job Fair: www.broadcastersvirtualjobfair.com in Honolulu, Hawaii. Station participants include SEU. We posted potential an opening for outside account executive and in-studio anchor positions. Any candidates that is interested in applying will be forwarded to the SEU for review.	1	Vice President of Sales
6	4/12/2022	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Hawaii Pacific University's class as a Guest Speaker. Our Promotions Director did an introduction to Podcasting, as well as presented information about iHeart's radio market on a local level and touched based on current job openings and also career paths in other departments.	1	Promotions director
7	4/29/2022	Participation in Job Fairs	Our SEU participated in the WorkForce Virtual Job Fair: <a href="https://www.workforcehonolulu.com/">https://www.workforcehonolulu.com/</a> in Honolulu, Hawaii. Station participants include SEU. We posted potential an opening for outside account executive and in-studio anchor positions. Any candidates that is interested in applying will be forwarded to the SEU for review.	1	Vice President of Sales

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8	6/20/2022	Participation in Job Fairs	Our SEU participated in the Hawaii Association Broadcaster's Virtual Job Fair: www.broadcastersvirtualjobfair.com in Honolulu, Hawaii. Station participants include SEU. We posted potential an opening for outside account executive position. Any candidates that are interested in applying will be forwarded to the SEU for review.	1	Vice President of Sales
9	8/29/2022	Provision of training to management	In August 2022, our SEU's SVP of programming took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVP of programming
10	8/29/2022	Participation in Job Fairs	Our SEU participated in the Hawaii Association Broadcaster's Virtual Job Fair: www.broadcastersvirtualjobfair.com in Honolulu, Hawaii. Station participants include SEU. We posted potential an opening for outside account executive position. Any candidates that are interested in applying will be forwarded to the SEU for review.	1	VP of sales
11	9/7/2022	Participation in events sponsored by organizations representing the community	Our SEU a student from Leeward Community College for a tour of our facilities. Our DJ initiated the tour and with our Promotions Director they both conducted the tour, during which they provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths. The student will then be writing a report about their visit for their class project.	1	Promotions director

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12	9/26/2022	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Norfolk State University's class workshop held online via live feed. Our Market President did an introduction to PERSUADE, a teaching on the Art of Persuasion, then hosted a Q&A., during which he also presented information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Market president