

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD****EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018<sup>1</sup>****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>
Traffic Coordinator	2-6, 8-9, 11-12	11
Afternoon Drive/Imaging Director in Honolulu	2-6, 8-9, 12-13	5
Sales Assistant	2-10, 12-13	5
Promotions Director	1-6, 8-9, 12-13	1
Traffic Coordinator	1-10, 13	1

<sup>1</sup> This Report was modified in April 2019 to address reporting issues.

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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	Employee Referral	N	2
2	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 301-998-6136 Robin Cooper Manual Posting	N	0
3	Hawaii Pacific University 1164 Bishop Street (UB), Suite 122 Honolulu, Hawaii 96813 Phone : 808-544-0230 Url : www.hpu.edu Renz Lorenzo Manual Posting	N	0
4	Honolulu Community College 874 Dillingham Blvd. Building 7-320 Honolulu, Hawaii 96817 Phone : 808-845-9204 Career Services Manual Posting	N	0
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	3
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
7	Indeed.com - Not Directly Contacted by SEU	N	2
8	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Career Services Manual Posting	N	0

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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>
9	Leeward Community College 96-045 Ala Ike Pearl City, Hawaii 96782 Phone : 808-455-0240 Sandy Hoshino Manual Posting	N	0
10	Linked In (via active sourcing, self-referral, and/or job posting)	N	3
11	Station On-Air Advertisement (one or more SEU stations)	N	1
12	Workforce Development Division - State of Hawaii 830 Punchbowl Street, Suite 112 Honolulu, Hawaii 96813 Phone : 808-586-8709 Joni Heatherly Manual Posting	N	0
13	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>12</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	2/19/2018	Participation in Job Fairs	Our SEU participated in the Hawaii Association of Broadcasters Virtual Job Fair. Station participants included Vice President of Sales, who monitored the online activity and respond to any interested applicants regarding careers in broadcasting.	1	Vice President of Sales
2	3/7/2018	Participation in events sponsored by community groups	Our SEU participated in Ho'okele Elementary School's career day. Our Digital Program Director/On-Air Personality hosted a classroom at Ho'okele Elementary School's career day. He provided information about his job as a Digital Program Director and working as an On-Air Personality on our CHR Rhythmic Station 93.9 The Beat. He also provided information about how our radio stations work and the various career paths in the broadcast industry.	1	Digital Program Director
3	6/18/2018	Participation in Job Fairs	Our SEU participated in the Hawaii Association of Broadcasters Virtual Job Fair. Station participants included Vice President of Sales, who monitored the online activity and respond to any interested applicants regarding careers in broadcasting.	1	Vice President of Sales
4	7/12/2018	Participation in events sponsored by community groups	Our station hosted 25 kids from the Hale Pono: Boys & Girls Club program for a tour of our station facilities. Our Promotions Director conducted the tour, during which he provided information about how radio stations operate, the broadcasting industry in general as well as its various career paths.	1	Director of Promotions & Marketing
5	7/12/2018	Participation in scholarship programs	Our SEU participates in the Hawaii Association of Broadcasters, Inc. (HAB) scholarship program, which is designed to assist students interested in pursuing a career in broadcasting. Our SEU promoted the scholarship program through on-air announcements. Our Market President is part of the Board of Directors and participates in the selection process as well.	1	Market President

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	<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>
6	9/17/2018	Participation in Job Fairs	Our SEU participated in the Hawaii Association of Broadcasters Virtual Job Fair. Station participants included Vice President of Sales, who monitored the online activity and respond to any interested applicants regarding careers in broadcasting.	1	Vice President of Sales