

KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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
News Anchor / On-Air Personality	1-8, 10-13	3
Outside Account Executive	2-4, 6-11, 13	11
Morning On-Air Personality	1-3, 5-8, 10-11, 13	3

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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	Brigham Young University-Hawaii BYU- Honolulu Laie, Hawaii 96762 Career Services Manual Posting	N	0
2	Chaminade University 3140 Waialae Ave Honolulu, Hawaii 96816 Email : advising@chaminade.edu Career Services	N	0
3	Employee Referral	N	3
4	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 808-599-1455 Email : Jamie@HawaiiBroadcasters.com Jamie Hartnett	N	0
5	Hawaii Pacific University 1 Aloha Tower Dr Honolulu, Hawaii 96813 Career Services Manual Posting	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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	0
9	Indeed.com - Not directly contacted by SEU	N	1
10	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Email : kapcchr@hawaii.edu Career Services	N	0
11	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	3
12	Unknown (source not adequately identified upon inquiry by SEU)	N	1
13	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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	6/3/2024	Participation in Job Fairs	On June 3, 2024, IHM Honolulu participated in the Hawaii Association of Broadcasters Virtual Job Fair. We ran commercial time to drive awareness for the event and submitted positions for candidates including outside sales and part-time board operators. We accepted online submissions of resumes and the Senior Vice President of Sales reviewed resumes and followed up with the participants that submitted them.	1	SVP of Sales
2	7/13/2024	Participation in Job Fairs	On July 3, 2024, IHM Honolulu participated in the Department of Community Services Job Fair held at the Blaisdell Arena in Honolulu. We were on-site with staff and marketing materials to promote jobs available at IHM Honolulu including a position for Outside Sales and for Part Time Board Operators. We spoke with prospective candidates and awarded prizes to those that visited our booth. An Account Executive and the Senior Vice President of Sales was involved with this event to answer any questions potential candidates had about IHM.	2	SVP of Sales Account Executive
3	9/2/2024	Participation in Job Fairs	On September 2, 2024, IHM Honolulu participated in the Hawaii Association of Broadcasters Virtual Job Fair. We ran commercial time to drive awareness for the event and submitted a position for candidates for our Outside Sales position. We accepted online submissions of resumes, and the Senior Vice President of Sales reviewed resumes and followed up with the participants that submitted them.	1	SVP of Sales
4	9/6/2024	Provision of training to management	On September 6, 2024 our SEU's Sr. Vice President of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	SVP of Sales