

**KKEA(AM) & KHKA(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2016-September 30, 2017**

**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>
Sales Assistant	7	7
Assistant Program Director/Production Director	1-7	7

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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	<b>Hawaii Association of Broadcasters</b> <a href="http://hawaiibroadcasters.com/wp/">http://hawaiibroadcasters.com/wp/</a>	N	0
2	<b>ADP Job Board</b> workforceadp.com	N	3
3	<b>KKEA Website Posting</b> <a href="http://www.espn1420am.com/">http://www.espn1420am.com/</a>	N	0
4	<b>Craigslist</b> <a href="https://honolulu.craigslist.org/">https://honolulu.craigslist.org/</a>	N	0
5	<b>Indeed</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	0
6	<b>aio Media Group</b> www.aiohawaii.com	N	0
7	<b>Word-of-Mouth Referral</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			5

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in Job Fair	On August 28, 2017, our SEU participated in the Hawaii Broadcasters Job Fair hosted online. Station participants included our Sales Manager, who monitored the online activity/interacted with interested attendees regarding internship and employment opportunities/accepted resumes.
2	Internship Program	Our SEU regularly offer internships that allow college students to learn from our employees about careers in print, radio and online media. Internships are available in the areas of editorial, graphic design, marketing, social media, and radio broadcasting with mentorship provided by our experienced industry experts. Many of our interns have gone on to pursue careers in their internship study area, and some of our interns have been hired as full-time employees. During this reporting period, we had two interns in our programming department, one each from the Punahou School and University of Hawaii at Manoa.
3	Participate in Scholarship Program	During this reporting period, our SEU participated in the Hawaii Association of Broadcasters Academic Scholarship Program. The purpose of this scholarship is to assist full-time college students with the cost of tuition for one year in their pursuit of college study. The students must have the career goal of working in the broadcasting industry, either radio or television. Our stations ran on-air announcements promoting the scholarship program, directing interested parties to the HAB website. Our SEU also posted applications on our website. Fifteen scholarships were awarded totaling \$32,000.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	In March 2017, our afternoon drive co-host spoke to a University of Hawaii sports media class about the sports radio profession and what a typical day is like for him including how you choose topics and how you prepare for a talk show.