

KUMU AM, KUMUFM, KPOI FM, KDDB FM, KQMQ FM  
**EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT**

**Honolulu, Hawaii Work Unit**

Covering the period from September 1, 2006 to August 31, 2007

**Recruitment – job opportunities may be advertised and promoted in the following ways:**

Visionary Related Entertainment general and specific recruitment advertisements on web and Monster.com.

Advertising full time openings in the Honolulu Advertiser Help Wanted section.

Advertising full time openings in the Hawaii Association of Broadcasters website.

Participation in Kamehameha School Job Fairs.

Advertising full time openings with recruitment organizations listed.

Internship Program-Paid and non-paid time interns are considered for full time employment positions.

**Request for Job Notification**

Visionary Related Entertainment is looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify us.

**Recruitment Organizations**

Currently the following organizations will be notified of full time job openings.

Organization	Phone Numbers	Address	Contract	Email/Web
Hawaii Pacific University Career Services	808-544-0230	1132 Bishop St. Suite 502, Honolulu, HI 96813	Carol	www2.hpu.edu/cfm/section-careerservices
Heald College Services	808-955-1500	1300 Kapolani Blvd, Honolulu, HI 96814	Jeruzel	
Hawaii Association of Broadcasters	808-599-1455	PO B		

Visionary Related Entertainment pledges to aggressively recruit new applicants, for part and full time employment. It is our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotions, compensation, training and termination. It will also be our policy to promote the realization of equal employment opportunities through a positive, continuing program specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex. To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal

Communications Commission, we have adopted an Equal Employment Opportunity Program, which includes the following elements:

**Responsibility for Implementation**

John Aeto the General Manager, is responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Policy Dissemination**

Visionary Related Entertainment is an equal employment opportunity employer. This policy is stated as part of our application and on posters in the building and is posted on our web site. We will not discriminate because of race, color, religion, national origin or sex. If you feel you have been discriminated against, please contact the General Manager or the U.S. Equal Employment Opportunity Commission (EEOC), 1801 L Street NW, Washington DC 20507. 1-800-669-4000 or access their website at [www.eeoc.gov](http://www.eeoc.gov).

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Visionary Related Entertainment  
 Appendix I to the  
 Annual EEO Public File Report  
 Covering the period from September 1, 2006 to August 31, 2007

**Section 1: Vacancy Information:**

Since September 1, 2006 and as of August 31, 2007 there were fourteen full-time hires by the Employment Unit.

Total number of persons interviewed during applicable period: 42

Total number of persons hired during applicable period: 14

**Appendix 2 to the Annual EEO Public File Report**

**Section 2: Recruitment Source Information:**

During the above reporting period there were fourteen full time and four part time hires by the Employment Unit.

	Recruitment Source (Name, Address, Phone Number)	Total number of interviewees from this source provided during this period	Full time position for which this source was utilized
1	Honolulu Advertiser, 605 Kapiolani Blvd., Honolulu, HI, 08-525-8097	5	2
2	Honolulu Star Bulletin, 500 Ala Moana Blvd., #500, Honolulu, HI. 808-529-4800	2	1
3	On Air Advertising & Web site, Visionary Related Entertainment, Monster.com	12	4
4	Kapiolani Community College, Job Placement, 4303 Diamond Head Road, Honolulu, HI, 808- 734-9434	2	0
5	University of Phoenix-Hawaii, Nimitz Highway, Honolulu, HI	1	0
6	HAB-Hawaii Association of Broadcasters	19	6
7	Referred by other broadcasters	1	1

Total number of persons interviewed during applicable period: 42

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EQUAL EMPLOYMENT OPPORTUNITY CENSUS**

TERM: September 1, 2006 to August 31, 2007

FULL-TIME PAID EMPLOYEE DATA		MALE					FEMALE				
JOB CATEGORIES	TOTAL	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN ALASKAN NATIVE	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN ALASKAN NATIVE
	(a-j)	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
OFFICIALS & MANAGERS	8	2			3					3	
PROFESSIONALS	14	5			4		2			3	
TECHNICIANS	1	1									
SALES WORKERS	7	2		1	1		1		1	1	
OFFICE & CLERICAL	3						1			2	
CRAFTWORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
<b>TOTAL</b>	<b>33</b>	<b>10</b>		<b>1</b>	<b>8</b>		<b>4</b>		<b>1</b>	<b>9</b>	

DATE OF REPORT DATA: AUGUST 31, 2007