

KUMU-FM, KUMU(AM), KPOI-FM, KDDB(FM) & KQMQ-FM

EEO PUBLIC FILE REPORT October 1, 2008 to September 30, 2009¹

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
Director of Programming	4-5	4
Production Assistant	2-5	4
Account Executive – KUMU	1-8	2
Account Executive – KUMU	1-8	4
Account Executive – KPOI	1-8	4
Account Executive – KPOI	1-8	2
Account Executive – KDDB	1-8	8
Account Executive – KDDB	1-8	4
Account Executive – KDDB	1-8	8
Account Executive – KQMQ	1-8	4
Director of New Technology	2, 4, 8	8

¹ This Report provides recruitment data collected from September 21, 2008 through September 30, 2009.

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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	Hawaii Pacific University Career Center Attn: Mark 1132 Bishop Street, Suite 502 Honolulu, HI 96813 808-554-0230	No	0
2	Hawaii Association of Broadcasters Attn: Stephanie Uyeda P.O. Box 22112 Honolulu, HI 96823 808-599-1455	No	3
3	Salvation Army Attn: David Sheridan 3624 Waokanaka Street Honolulu, HI 96817	No	0
4	Monster.com Website www.Monster.com	No	20
5	Craigslist Honolulu Website http://honolulu.craigslist.org	No	3
6	Kapiolani Community College Attn: Keoni Kaiser 4303 Diamond Head Road Honolulu, HI 96816 808-734-3464	No	2
7	Alu Like Attn: Robert Velligas 458 Keawe Street Honolulu, HI 96813 808-535-6700	No	0
8	Station On-Air Announcements (KUMU-FM/KDDB/KMQQ/KPOI)	No	16
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provide Training to Management Level Personnel on Equal Employment Opportunity and Preventing Discrimination	On September 24, 2009, our stations' department heads participated in a management training hosted by ProService Hawaii, an outsourced employee benefits management company. In addition to covering current employee benefits and procedures, the training will also educate participants about updated employment laws, proper hiring procedures, as well as creating an environment to deter any forms of discrimination.
2	Internship Program	<p>From October 2008 through September 2009, our stations hosted 20 interns from the following schools: University of Hawaii System, Hawaii Pacific University and Chaminade University. Our interns worked in the Promotions Department or Production Department, under the supervision of the Promotions Director. Our internship program allows students to get hands-on experience with the radio broadcast industry in a professional work environment.</p> <p>We promote and accept applications for our internship program year-round with on-air advertisements, a listing on our station websites, and electronic postings with the University of Hawaii System, Hawaii Pacific University and Chaminade University. In addition, we executed a larger intern recruitment initiative from July 5 through August 8, and from September 6 through October 6.</p>
3	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February, 25, 2009, our stations participated in the Wheeler Elementary School annual Career Day. Station participants included our KQMQ-FM On-Air Talent, who attended the event and spoke to students about radio broadcast careers.

		<p>On February, 25, 2009, our KDDDB(FM) On-Air Talent spoke to a freshman class at The University Laboratory School about radio broadcast careers.</p> <p>On June 2, 2009, our stations participated in the Lunalilo Elementary School annual Career Day. Station participants included our KQMQ-FM On-Air Talent, who attended the event and spoke to fifth grade students about radio broadcast careers.</p> <p>On August 27, 2009, our stations participated in the Highland Intermediate School annual Career Day. Station participants included our KDDDB(FM) On-Air Talent, who attended the event and spoke to students about radio broadcast careers.</p>
4	Participate In Scholarship Program Designed To Assist Students Interested In Broadcasting Careers	<p>The Hawaii Association of Broadcasters (HAB) annually awards academic scholarships to assist students in their pursuit of college study and their career goal of working in the broadcast industry in Hawaii. This year HAB awarded \$49,500 in academic scholarships. During the reporting period, our stations participated in the HAB annual scholarship program. Our radio stations promoted the program by running on-air announcements that encouraged students to apply for the scholarship program. Our Director of Sales assisted in the design, implementation and final approval of the program.</p>