KHNL/KFVE, Honolulu HI
EEO PUBLIC FILE REPORT
(October 1, 2007 thru September 30, 2008)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Attachment A includes a list of recruitment sources, indicating name and fax number of each. Broadcast Compliance Services (BCS) (1700 Rockville Pike, Rockville, Maryland, 20852; phone 301-998-6136) assists us and other stations in our market by compiling and updating this master list (numbered #1-117), and sending notices to these sources for all vacancies.

In addition, we air two different :30 spots on both stations to 1) encourage community organizations to become part of our vacancy notification mailing list, and 2) direct interested applicants to our web site at www.khnl.com for currently available job vacancies. Both spots run in all dayparts as available, averaging two or more spots per day, with a 25% (community request notification): 75% (job vacancies) split of avails.

FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

A. News Photographer (## 1-125) [Hiree #119]
B. Sports Videojournalist (##1-121, 123-125) [Hiree #121]
C. Technician (## 1-125) [Hiree #121]
D. Weathercaster (## 1-125) [Hiree #121]
E. News Photographer (## 1-125) [Hiree #125]
F. News Producer - PT (##118-125) [Hiree #119]
G. Technician (## 1-125) [Hiree #124]
H. Account Executive (## 1-125) [Hiree #125]
I. News Photographer (##1-121, 123-125) [Hiree #119]
J. National Sales Assistant (##1-120, 123-125) [Hiree #125]
K. News Photographer (##1-121, 123-125) [Hiree #122]
L. Account Executive (##1-125) [Hiree #66]
M. Marketing Assistant (## 118-125) [Hiree #122]
N. Desk Assistant - PT (## 1-120, 123-125) [Hiree #125]
O. News Photographer (##1-120, 123-125) [Hiree #125]
P. Reporter (## 1-125) [Hiree #121]
Q. Traffic/Sales Ops Manager (## 1-120, 123-125) [Hiree #125]
R. Assoc Producer/Desk Assistant - PT (##1-120, 123-125) [Hiree #119]
S. Log Editor (## 1-120, 123-125) [Hiree #125]
T. Reporter (## 1-121, 123-125) [Hiree #121]
U. Assignment Editor (##1-121, 123-125) [Hiree #121]
V. Sales Assistant (##1-120, 123-125) [Hiree #125]
W. Technician - PT (##1-121, 123-125) [Hiree #124]

X. Sports Videojournalist (## 1-121, 123-125) [Hiree #121]

TOTAL INTERVIEWEES FOR POSITIONS

89 people

NUMBER OF REFERRALS FROM SOURCES USED

#66 (1 person), #118 (1), #119 (22), #121 (20), #122 (10), #123 (2), #124 (7), #125 (26)

SUPPLEMENTAL OUTREACH ACTIVITIES

Attachment B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

MASTER LIST OF RECRUITMENT SOURCES ATTACHMENT A

	Agency Name	Contact Name	Add1	City	St	Zip	Phone	Fax
1	Alu Like, Inc - Molokai- Multi-Cultural	Camellia Hamakua-Napoleon	Maunaloa Highway P.O. Box 1859	Kaunakakai	HI	96748	808-553-5393	808-553-9888
2	Alu Like Inc-Oahu	Nanea Sai	458 Keawe Street	Honolulu	HI	96813	808-535-	808-524-
3	Alu Like, Inc -Kauai	Dora Lane	2970 Haleko Rd.	Lihue	HI	96766	808-245-	808-245-
4	Alu Like Inc-Maui	Marlene Burgesss	1977 Kaohu Street	Wailuku	HI	96793	808-242-	808-244-
5	American Federation of Radio and Television Artists, Hawaii	Marvin Buenconsejo	C/O AFTRA National 260 Madison Avenue, 7th Floor	New York	NY	10016	866-634-8100	
6	American Indian Cultural Center-Honolulu		3260 Ualena Street	Honolulu	HI	96819	808-833-	
7	Applied Computer Training	Chad Kovashigawa	98-030 Hekaha Street #29	Aiea	HI	96701	808-486-7330	808-486-2053
8	ARC in Hawaii	Esther Underwood	3989 Diamond Head Road	Honolulu	HI	96816	808-767-	808-732-
9	ARC of Hilo	Charmaine Ka-ipo	1099 Waianuenue Avenue	Hilo	HI	96720	808-935-	808-961-
10	ARC-Honolulu	Nancy Quiniola	3989 Diamond Head Road	Honolulu	HI	96813	808-737-	808-732-
11	Big Island Workplace Connection	Leonard Chow	180 Kinoole Street RM 205	Hilo	HI	96720	808-981-2860	808-981-2880
12	Career One Stop-Oahu Work Links-Honolulu Office	Harry Winfield	830 Punchbowl Street Keelikolani Building, Room 112	Honolulu	HI	96813	808-586-8700	808-586-8724
13	Career One Stop-Oahu Work Links-Kapolei Office (satellite)	Beverly Kaneshige	601 Kamokila Boulevard Room 588	Kapolei	HI	96813	808-692-7630	808-692-7643
14	Career One Stop-Oahu Work Links-Makalapa Office	Liz Delfico	99-102 Kalaloa Street 2nd Floor	Aiea	HI	96701	808-488-5630	808-488-4957
15	Career One Stop-Oahu Work Links-Waialua Office	Susie Escorzon	67-292 Goodale Avenue	Waialua	HI	96791	808-637-	808-637-
16	Career One Stop-Oahu Works Links-Dillingham Office	Sylvia Silva	1505 Dillingham Boulevard	Honolulu	HI	96817	808-843-	808-843-
17	Career One Stop-One Stop Career Resource Center Molokai	Albert Lucas	55 Makeana Street Room 4, Kaunakanai Civic Center	Kaunakanai	HI	96748	808-553-1755	808-553-1754
18	Career One Stop-Worksource Maui		2064 Wells Street	Wailuku	HI	96793	808-984-	808-984-
19	Chabad of Hawaii	Rabbi Itchel Krasnjansky	410 Atkinson Drive Ala Moana Hotel	Honolulu	HI	96814	808-735-8161	808-735-1505
20	Chamber of Commerce of Hawaii	Jeff Tollefson	1132 Bishop Street Suite 402	Honolulu	HI	96813	808-545-4300	808-545-4369
21	Child and Family Services	Sonya Moniz	91-781 Puamaeole St	Ewa Beach	HI	96706	808-681-	808 681-
22	College-Hawaii Business College	Mitsuru Omori	33 South King Street Suite 405	Honolulu	HI	96813	808-524-4014	808-524-0284
23	College-Hawaii Community College	Helen Nishimoto	200 West Kawili St	Hilo	HI	96720	808-974-	808-974-
24	College-Hawaii Tokai International College	Janice Dawson	2241 Kapiolani Boulevard	Honolulu	HI	96826	808-983-	808-983-
25	College-Heald College	Marjorie Arca	1500 Kapiolani Boulevard	Honolulu	HI	96814	808-955-	
26	College-Honolulu Community College	Silvan Chung	874 Dillingham Boulevard	Honolulu	HI	96817	808-845-	808-845-
27	College-Kapiolani Community College	Keoni Kaiser	4303 Diamond Head Road	Honolulu	HI	96816	808-734-	808-734-
28	College-Leeward Community College	Sandy Hoshino	96-045 Ala Ike Street	Pearl City	HI	96782	808-455-	808-455-
29	College-TransPacific Hawaii College	Sharon McQuaid	5257 Kalanianaole Highway	Honolulu	HI	96821	808-377-	808-373-
30	County Committee on the Status of Women	Jean	25 Aupuni Street, #215	Hilo	HI	96720	808-961-	808-961-
31	Easter Seal Society of Hawaii	Trisha	710 Green Street	Honolulu	HI	96813	808-536-	808-536-
32	Education America-Honolulu	Bryan Chepilo	1111 Bishop Street	Honolulu	HI	96813	808-942-	808-533-
33	Equal Employment Opportunity Commission	Timothy Riera	Ala Moana Boulevard, Room 7123 A P.O. Box 50082	Honolulu	HI	96850	808-541-3120	808-541-3390
34	FIRST TO WORK	JOB PLACEMENT	94-275 MOKUOLA ST #105	WAIPAHU	HI	96797	808-675-0010x	808-675-0011
35	FIRST TO WORK	WES OKUMURA / KEITH TAMASHIRO	1001 BISHOP ST PACIFIC POWER, STE 900	HONOLULU	HI	96813	808-586-7050x	(808) 586-5744
36	GOODWILL IND-EMPLOYMENT WORKS	ALBERT WONG	680 ALA MOANA BLVD STE 412	HONOLULU	HI	96813	808-521-9675x	(808) 521-1136
37	Goodwill Industries Of Hawaii-Honolulu	Nelani China	2610 Kilihau Street	Honolulu	HI	96819	808-836-	808-836-
38	Goodwill Industries Of Hawaii-Kahului	Janet Cerizo	250 Alamaha Suite Suite 16A	Kahului	HI	96732	808-873-3972	808-873-3974
39	Hawaii Association of Broadcasters	Stephanie Uyeda	PO Box 221122	Honolulu	HI	96823	808-599-	808-599-
40	Hawaii Association of Independent Schools		Ala Moana Pacific Center	Honolulu	HI	96814	808-973-1540	808-973-1545

MASTER LIST OF RECRUITMENT SOURCES ATTACHMENT A

	Agency Name	Contact Name	Add1	City	St	Zip	Phone	Fax
			1585 Kapiolani Boulevard, Suite 1212					
41	HAWAII CIL	JOB PLACEMENT	414 KUWILI ST STE 102	Honolulu	HI	96817	808-522-5400	808-522-5427
42	Hawaii Island Chamber of Commerce	Dennis Taniguchi	106 Kamehameha Avenue	Hilo	HI	96720	808-935-	808-961-
43	Hawaii Korean Chamber of Commerce	Rex Kim	P.O. Box 2296	Honolulu	HI	96813	808-524-	808-521-
44	HAWAII VOCATIONAL REHAB & SVC	JOB PLACEMENT	3060 EIWA ST #304	Lihue	HI	96766	808-274-3333	808-274-3340
45	Hawaii Workforce Development Council	Carolyn Hildebrand	830 Punchbowl Street Room 417	Honolulu	HI	96813	808-586-8670	808-586-8674
46	HONOKAA ONE-STOP CENTER	JOB PLACEMENT	45-3380 MAMANE ST	HONOKAA	HI	96727	808-775-0528x	808-775-9954
47	Honolulu Employment Agency	Lettie Cara	1145 Bishop Street Room B	Honolulu	HI	96813	808-533-3537	808-533-3068
48	HUMAN SERVICES DEPT-SOCIAL SVC	PERSONNEL OFFICE	P.O. BOX 339	HONOLULU	HI	96809	808-586-4950x	(808) 586-4990
49	INSIGHTS TO SUCCESS, INC	JOB PLACEMENT	75-5620 PALANI RD STE 105-A	KAILUA KONA	HI	96740	808-326-2928x	(808) 334-0477
50	ISLAND CAREER CENTER	DARREN ISOBE	1020 ISENBERG ST.	HONOLULU	HI	96826	808-946-9675x	(808) 951-1033
51	Japanese Chamber of Commerce	Jean	400 Hualani Street, #200	Hilo	HI	96720	808-934-	808-934-
52	Job Corps Hawaii	Wendy Sakata	41-467 Hihimany Street	Waimanalo	HI	96795	808-545-	808-545-
53	Jobcorps- Maui	Robert Upton	500 Ike Drive	Makawo	HI	96768	808-579-	808-579-
54	JobsHawaii	Gene Moore		Honolulu	HI	96818	808-595-	
55	Joint Employment Management System-Coast Guard	Jeri Couthern, MSW, MPH	400 Sand Island Parkway	Honolulu	HI	96819	808-842-	808-842-
56	Joint Employment Management System-Commander Navy Region Hawaii	Rita May		Pearl Harbor	HI	96860	808-474-1999	808-473-1402
57	Joint Employment Management System-Marine Corps	Roberto Katekaru	P.O. Box 63073	Kaneohe Bay	HI	96863	808-257-	808-254-
58	KAUAI COMMUNITY COLLEGE	DEE-DEE	3-1901 KAUMUALII HWY	LIHUE	HI	96766	808-245-8311x	(808) 245-8297
59	Kauai Workforce Investment Board Office of Economic Development	Virginia Kapali	County Of Kauai 4444 Rice Street, Suite 200	Lihue	HI	96766	808-245-8210	808-241-6395
60	LDS EMPLOYMENT	NIKI HALEY	1120 KALIHI STREET	HONOLULU	HI	96826	808-848-5627x	(808) 848-5083
61	Iu Like, Inc- Hawaii	Carla Kurokuwa	32 Kino'ole Street #10 P.O. Box 606	Hilo	HI	96720	808-961-2625	808-935-6084
62	NAACP- Honolulu	Alphonso Braggs	P.O. Box 6	Honolulu	HI	96810	808-599-	808-521-
63	Native Hawaiin Advancement	Napali Wood	1050 Queen /street Suite 200	Honolulu	HI	96814	808-596-8155	808-896-8156
64	Network Enterprises, Inc.	Linda Canon	680 Iwilei Road Suite 695	Honolulu	HI	96801	808-521-7774	808-521-2984
65	New Horizons Computer Learning Center	Peggy Brown	1585 Kapiolani Boulevard Suite 1000	Honolulu	HI	96814	808-947-4474	808-947-4494
66	NEW MEXICO STATE UNIV/ COMMUNICATIONS	MIKE MARTIN	BOX 30001 MSC 3K	LAS CRUCES	NM	88003	505-646-3221	505-646-2095
67	Oahu Workforce Investment Board	JoAnn Inamasu	2200 Main Street Suite 305, One Main Plaza	Wailuku	HI	96793	808-279-7808	808-270-7995
68	Office of Housing and Community Development	Edwin Taira	County of Hawaii - OHCD 50 Wailuku Drive	Hilo	HI	96720	808-961-8379	808-961-8685
69	Olelo Community Television	Dawn Mizirashi	1122 Mapunapuna Street	Honolulu	HI	96819	808-834-	808-836-
70	Our Redeemer Lutheran Church	William Shimkus	1404 University Avenue	Honolulu	HI	96822	808-946-	
71	Our Savior Lutheran Church and Social Services	Pam Laszlo	98-1098 Moanalua Road	Aiea	HI	96701	808-488-	808-488-
72	SALVATION ARMY	DAVID SHERIDAN	3624 WAOKANAKA ST	HONOLULU	HI	96817	808-595-6371x	(808) 595-8250
73	SALVATION ARMY	SOC. SVC/JOB POSTINGS	45-175 WAIKALUA RD	KANEOHE	HI	96744	808-235-1408x	(808) 236-1895
74	SALVATION ARMY	LOUIE PERRY	322 SUMNER ST	HONOLULU	HI	96817	808-522-8445x	808-522-8492
75	SALVATION ARMY	AZEZA	56 ONEAWA ST	KAILUA	HI	96734	808-261-	808-522-
76	SALVATION ARMY	CASE WORKER	219 PONAHAWAI ST	HILO	HI	96720	808-935-1277x	(808) 961-3071
77	SALVATION ARMY	NANNETTE	485 KINOOLE ST	HILO	HI	96720	808-935-5531x	(808) 961-3071
78	SALVATION ARMY	PLEASE POST	98-612 MOANALUA LOOP	AIEA	HI	96701	808-487-1636x	808-484-0706
79	SALVATION ARMY	JOB PLACEMENT	4182 HARDY ST	LIHUE	HI	96766	808-245-2571x	808-245-8501
80	SALVATION ARMY	LT ROBERT SCHMIDT	4465 PUOLO RD	HANAPEPE	HI	96716	808-335-5441x	808-337-0307
81	SALVATION ARMY-FAMILY TREATMENT SVC	JOB POSTINGS	845 22ND AVE	HONOLULU	HI	96816	808-732-2802x	808-734-7470
82	Senior Community Services Employment Program-SCSEP	Pat Dison	1109 Maunakea Street 2nd floor	Honolulu	HI	96817	808-521-4531	808-521-4538
83	Skills'kin	Megan	1085 South Beretania Street Suite 200	Honolulu	HI	96814	808-792-8551	808-782-8570
84	Spec Systems Corporation	Greg	1088 Bishop Street #1206	Honolulu	HI	96813	808-531-2511	808-531-0044
85	University of Hawai-Manoa- Career Development Services	Myrtle Ching-Rappa	2600 Campus Road	Honolulu	HI	96822	808-956-7007	808-956-4082

MASTER LIST OF RECRUITMENT SOURCES ATTACHMENT A

	Agency Name	Contact Name	Add1	City	St	Zip	Phone	Fax
86	University of Hawaii at Manoa - Center For Philipine Studies	Belinda Aquino	1890 East-West Road Moore Hall 415	Honolulu	HI	96822	808-956-2688	808-956-2682
87	University of Hawaii Oahu	Dr. Ross Cordy	96-129 Ala Ike D-1018	Pearl City	HI	96782	808-454-4762	808-453-6176
88	University of Hawaii, Hilo	E Kusano	200 W. Kawili St.	Hilo	HI	96720	808-974-7499	808) 933-0784
89	University of Hawaii Hilo	Norman Stahl	200 W. Kawili St. Campus Center Room 202A	Hilo	HI	96720	808-974-7687	808-974-7689
90	University of Hawaii, Honolulu Community College		874 Dillingham Boulevard	Honolulu	HI	96817	808-845-	808-845-
91	University of Hawaii Kapiolani Community College		4303 Diamond Head Road #213	Honolulu	HI	96816	808-734-9111	808-734-9287
92	University of Hawaii, Leeward Community College		96-045 Ala Ike	Pearl City	HI	96782	808-455-	808-455-
93	University of Hawaii Manoa LGBT Department	Cameron Myamoto	2600 Campus Road 211-C Student Services Center	Honolulu	HI	96822	808-956-9250	808-956-9314
94	University of Hawaii, Manoa-International Student Services	Linda Duckworth	2600 Campus Road 206 Student Services Center	Honolulu	HI	96822	808-956-8613	808-956-5076
95	University of Hawaii Manoa Student Equity Excellence & Diversit	Pua Auyong-White	2600 Campus Road 413 Student Services Center	Honolulu	HI	96822	808-956-9307	808-965-9240
96	University of Hawaii-Information And Computer Services	Gerald Lau	2532 Correa Road Building 37	Honolulu	HI	96822	808-956-7420	808-956-3548
97	University of Phoenix	Jade Shiroma	827 Fort Street Mall	Honolulu	HI	96813	808-536-	
98	University-Brigham Young University, Hawaii	Kim Austin	55-220 Kulanui Street POBox 1978	Laie	HI	96762	808-675-3533	808-675-3975
99	University-Brigham Young University, Hawaii-School of Business	Susan Wesley	55-220 Kulanui Street PO Box 1956	Laie	HI	96762	808-293-3211	808-293-3657
100	University-Chaminade University of Honolulu	Karen Harp	3140 Waialai Ave	Honolulu	HI	96816	808-735-	808-735-
101	University-Chaminade University of Honolulu, School of Business	Caryn Callaitan	3140 Waialae Avenue	Honolulu	HI	96816	808-739-4615	808-440-4749
102	University-Hawaii Pacific University	Lianne Maeda	1164 Bishop Street	Honolulu	HI	96813	808-544-	808-544-
103	University-Hawaii Pacific University, College of Business	John Michael Kearns, Ph.D.	1132 Bishop Street Suite 504-15 (FH)	Honolulu	HI	96813	808-544-0283	808-566-2403
104	University-Honolulu University	Rene	1314 South King Street Suite 623	Honolulu	HI	96814	808-955-7333	808-946-3534
105	VSA Arts of Hawaii	Susan Miller	2201 Waimano Home Road Hale C	Pearl City	HI	96792	808-697-1202	808-956-7878
106	WAIANAE NEIGHBORHOOD CENTER	JOB PLACEMENT	85-670 FARRINGTON HWY	WAIANAE	HI	96792	808-696-7067x	808-696-7060
107	Waikoloa Lutheran Church and Social Services	John Cassidy	683901 Paniolo Avenue	Waikoloa	HI	96738	808-883-	808-459-
108	Winners At Work- Abilities Unlimited	Roy Brooks	414 Kuwili Street Suite 103	Honolulu	HI	96817	808-532-2100	808-532-2108
109	WORKFORCE DEVELOPMENT DIVISION	JOB PLACEMENT	75 MAKAENA PL	KAUNAKAKAI	HI	96748	808-553-3281x	808-553-3427
110	WORKFORCE DEVELOPMENT DIVISION	JOB PLACEMENT	830 PUNCHBOWL ST #112	HONOLULU	HI	96812	808-586-8700x	(808) 586-8724
111	WORKFORCE DEVELOPMENT DIVISION	JOB PLACEMENT	45-1141 KAMEHAMEHA HWY	KANEOHE	HI	96744	808-233-3700x	808-233-3709
112	WORKFORCE DEVELOPMENT DIVISION	EMPLOYMENT SERVICE UNIT	74-5565 LUHIA ST #C-4	KAILUA KONA	HI	96740	808-327-4470x	808-327-4774
113	WORKFORCE DEVELOPMENT DIVISION	JOB PLACEMENT	777 KILAUEA AVE #121	HILO	HI	96720	808-974-4126x	808-974-4125
114	Workforce Development Division-Hawaii State Employment Service	Suzanne Okazaki	830 Punchbowl Street Room 329	Honolulu	HI	96813	808-586-8815	808-586-8822
115	Workwise Lihue		3100 Kuhio Highway Suite C-9	Lihue	HI	96766	808-274-3060	808-274-3064
116	YWCA of Hawaii Island	Paulette Smith	145 Ululani Street	Hilo	HI	96720	808-935-	808-935-
117	Zonta Club of Hilo	Mele Spencer	P.O. Box 1915	Hilo	HI	96721	808-959-	808-959-

Advertising and Other Sources

118 Raycom Media web site (www.raycommedia.com)
119 Station's web site (www.khnl.com)
120 :30 spot on KHNL/KFVE
121 tvjobs.com web site
122 craigslist.org web site
123 External referral
124 Unsolicited/walk-in applicant
125 Internal referral/applicant

Supplemental Outreach Initiatives

(October 1, 2007 thru September 30, 2008)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	**Brief Description of Activity, Including Date(s) and Station Staff Involved**
5	KHNL Internship program – This is an on-going program started over 15 years ago. We offer unpaid internships for students attending an accredited college or university, with the internship qualifying for college credit. During this reporting period, three interns participated in the program in our News and Programming departments. Station personnel coordinating the internship for their department are Assistant News Director Randy Ennis and Programming Coordinator Roberta Chun. The program is designed to give students working experience and a glimpse of the skills necessary for a career in broadcasting.
5	Society of Professional Journalists (SPJ)- Hawaii Chapter – Summer Journalism Internship Program – We participated in this annual summer internship program organized by the SPJ. Our involvement in addition to subsidizing funding includes interviewing applicants and final selection for our station. Our coordinator, Randy Ennis (Assistant News Director), develops a schedule for the SPJ intern during his/her six to eight week term, which includes experience in every facet of our news operation. This summer our SPJ intern was Jessica Hamamoto, student at the University of Hawaii.
7	Hawaii Association of Broadcasters (HAB) Annual Scholarship Program – May to August 2008 – Our general manager, John Fink participates as a member of the HAB Scholarship Committee and on the judging/interview panel that awards cash scholarships to college students pursuing careers in broadcasting. The station also contributes air time for public service announcements soliciting applicants for this program.

	Brief Description of Activity, Including Date(s) and Station Staff Involved
1, 10	Hawaii Pacific University's Business & Technology Career Fair – February 29, 2008 – We staffed a table as one of 60 employers at this career fair offering information about our station, internships, job requirements and opportunities in broadcasting. We also accepted resumes for potential candidates. The event was attended by Dan Schmidt (Program Director), Bryan Kam (Controller/HR Director) and Jason Hagiwara (Sales Manager).