KHNL/KFVE, Honolulu HI
EEO PUBLIC FILE REPORT
(October 1, 2008 thru September 30, 2009)

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 #1-54), 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. Account Executive (## 1-58, 60) [Hiree #60]
B. Account Executive (##1-58, 60, 62) [Hiree #60]
C. Internet Sales Director (## 1-58, 60) [Hiree #60]
D. Technician (## 1-60, 62) [Hiree #59]
E. Technician (## 1-60, 62) [Hiree #60]

TOTAL INTERVIEWEES FOR POSITIONS

18 people

NUMBER OF REFERRALS FROM SOURCES USED

#55 (2 people), #56 (6), #59 (4), #60 (5), #62 (1)

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	Aloha Association of the Deaf	Stephen Laracuente	PO Box 88591 310 Paoakalani Ave	Honolulu	HI	96830	808-926-8203	808-574-5664
2	Alu Like, Inc - Oahu	Nanea Sai	458 Keawe Street	Honolulu	HI	96813	808-535-	808-524-
3	American Indian Cultural Center-Honolulu		3260 Ualena Street	Honolulu	HI	96819	808-833-	
4	ARC- Honolulu	Nancy Quiniola	3989 Diamond Head Road	Honolulu	HI	96813	808-737-	808-732-
5	Applied Computer Training	Chad Kovashigawa	98-030 Hekaha Street #29	Aiea	HI	96701	808-486-7330	808-486-2053
6	Career One Stop-Oahu Work Links-Honolulu Office	Harry Winfield	830 Punchbowl Street Keelikolani Building, Room 112	Honolulu	HI	96813	808-586-	808-586-
7	Career One Stop-Oahu Work Links-Makalapa Office	Liz Delfico	99-102 Kalaloa Street 2nd Floor	Aiea	HI	96701	808-488-	808-488-
8	Career One Stop-Oahu Works Links-Dillingham Office	Sylvia Silva	1505 Dillingham Boulevard	Honolulu	HI	96817	808-843-	808-843-
9	Chabad of Hawaii	Rabbi Itchel Krasnjansky	410 Atkinson Drive Ala Moana Hotel	Honolulu	HI	96814	808-735-8161	808-735-1505
10	Chamber of Commerce of Hawaii	Jeff Tollefson	1132 Bishop Street Suite 402	Honolulu	HI	96813	808-545-4300	808-545-4369
11	College-Heald College	Connie	1500 Kapiolani Boulevard	Honolulu	HI	96814	808-955-1500	
12	College-Honolulu Community College	Silvan Chung	874 Dillingham Boulevard	Honolulu	HI	96817	808-845-	808-845-
13	College - Honolulu Community College	Barbara	2600 Campus Rd, Career Services #212	Honolulu	HI	96817	808-845-9211	808-845-9173
14	Easter Seal Society of Hawaii	Trisha	710 Green Street	Honolulu	HI	96813	808-536-	808-536-
15	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
16	Goodwill Industries Of Hawaii-Honolulu	Nelani China	2610 Kilihau Street	Honolulu	HI	96819	808-836-	808-836-
17	GOODWILL IND-EMPLOYMENT WORKS	ALBERT WONG	680 ALA MOANA BLVD STE 412	HONOLULU	HI	96813	808-521-9675x	(808) 521-1136
18	Goodwill Job Connections	Edwina Kelly	1020 ISENBERG ST.	Honolulu	HI	96826	808-946-9675	
19	Hawaii Association of Broadcasters	Stephanie Uyeda	PO Box 221122	Honolulu	HI	96823	808-599-	808-599-
20	Hawaii Association of Independent Schools		Ala Moana Pacific Center 1585 Kapiolani Boulevard, Suite 1212	Honolulu	HI	96814	808-973-1540	808-973-1545
21	HAWAII Center for Independent Living	Nora	414 KUWILI ST STE 102	Honolulu	HI	96817	808-522-5400	808-522-5427
22	Hawaii Korean Chamber of Commerce	Rex Kim	P.O. Box 2296	Honolulu	HI	96813	808-524-	808-521-
23	Hawaii Workforce Development Council	Carolyn Hildebrand	830 Punchbowl Street Room 417	Honolulu	HI	96813	808-586-8670	808-586-8674
24	Honolulu Employment Agency	Lettie Cara	1145 Bishop Street Room B	Honolulu	HI	96813	808-533-3537	808-533-3068
25	HUMAN SERVICES DEPT-SOCIAL SVC	PERSONNEL OFFICE	P.O. BOX 339	HONOLULU	HI	96809	808-586-	808-586-
26	Joint Employment Management System-Coast Guard	Jeri Couthern, MSW, MPH	400 Sand Island Parkway	Honolulu	HI	96819	808-842-	808-842-
27	LDS EMPLOYMENT RESOURCES	James Moikeha	1500 S Beretania St	HONOLULU	HI	96826	808-943-	
28	Native Hawaiin Advancement	Napali Wood	1050 Queen /street Suite 200	Honolulu	HI	96814	808-596-8155	808-896-8156
29	Network Enterprises, Inc.	Linda Canon	680 Iwilei Road Suite 695	Honolulu	HI	96801	808-521-7774	808-521-2984
30	New Horizons Computer Learning Center	Peggy Brown	1585 Kapiolani Boulevard Suite 1000	Honolulu	HI	96814	808-947-4474	808-947-4494
31	Oahu Workforce Investment Board	Terry Young	838 S Beretania St Ste 207	Honolulu	HI	96813	808-5227090	808-522-7094
32	Olelo Community Television	Dawn Mizirashi	1122 Mapunapuna Street	Honolulu	HI	96819	808-834-	808-836-
33	Our Redeemer Lutheran Church	William Shimkus	1404 University Avenue	Honolulu	HI	96822	808-946-4223	
34	Our Savior Lutheran Church and Social Services	Pam Laszlo	98-1098 Moanalua Road	Aiea	HI	96701	808-488-	808-488-
35	SALVATION ARMY	LOUIE PERRY	322 SUMNER ST	HONOLULU	HI	96817	808-522-	808-522-
36	SALVATION ARMY		98-612 MOANALUA LOOP	AIEA	HI	96701	808-487-1636	808-484-0706

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	Agency Name	Contact Name	Add1	City	St	Zip	Phone	Fax
37	SALVATION ARMY	DAVID SHERIDAN	3624 WAOKANAKA ST	HONOLULU	HI	96817	808-595-6371x	808-595-8250
38	Senior Community Services Employment Program-SCSEP	Pat Olson	1109 Maunakea Street 2nd floor	Honolulu	HI	96817	808-521-4531	808-521-4538
39	Skils'kin	Megan	1085 South Beretania Street Suite 200	Honolulu	HI	96814	808-792-8551	808-782-8570
40	Spec Systems Corporation	Greg	1088 Bishop Street #1206	Honolulu	HI	96813	808-531-2511	808-531-0044
41	State of Hawaii Dept of Human Services	Wes Okumura	1001 Bishop St Pacific Tower, #900	Honolulu	HI	96813	808-586-7050	808-586-5744
42	University of Hawai-Manoa- Career Development Services	Myrtle Ching-Rappa	2600 Campus Road	Honolulu	HI	96822	808-956-7007	808-956-4082
43	University of Hawaii at Manoa - Center For Phillipine Studies	Belinda Aquino	1890 East-West Road Moore Hall 415	Honolulu	HI	96822	808-956-2688	808-956-2682
44	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
45	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
46	University of Hawaii-Information And Computer Services	Gerald Lau	2532 Correa Road Building 37	Honolulu	HI	96822	808-956-7420	808-956-3548
47	University of Phoenix	Jade Shiroma	827 Fort St Mall	Honolulu	HI	96813	808-536-2686	
48	Univerisity- Argosy University	Maria Cadell	1001 Bishop St, 400 ASB Tower	Honolulu	HI	96813	808-536-[illegible]	808-536-[illegible]
49	University-Chaminade University of Honolulu	Karen Harp	3140 Waialae Ave	Honolulu	HI	96816	808-735-[illegible]	808-735-[illegible]
50	University-Hawaii Pacific University	Llanne Maeda	1164 Bishop Street	Honolulu	HI	96813	808-544-[illegible]	808-544-[illegible]
51	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
52	University-Honolulu University	Rene	1314 South King Street Suite 623	Honolulu	HI	96814	808-955-7333	808-946-3534
53	Workforce Development Division-Hawaii State Employment Service	Suzanne Okazaki	830 Punchbowl Street Room 329	Honolulu	HI	96813	808-586-8815	808-586-8822
54	YWCA	Barbara Pence	1040 Richards St	Honolulu	HI	96813	808-538-7061	808-521-8416

Advertising and Other Sources

55 Raycom Media web site (www.raycommedia.com)
56 Station's web site (www.khnl.com)
57 :30 spot on KHNL/KFVE
58 tvjobs.com web site
59 craigslist.org web site
60 External referral
61 Unsolicited/walk-in applicant
62 Internal referral/applicant

Supplemental Outreach Initiatives

(October 1, 2008 thru September 30, 2009)

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, two interns participated in the program in our News department. Assistant News Director Randy Ennis is our station's internship coordinator. 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 Tanya Rivera, a student at the University of Hawaii.
7	Hawaii Association of Broadcasters (HAB) Annual Scholarship Program – May to August 2009 – 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 edited the HAB spot and contributes air time for public service announcements soliciting applicants for this program.

14	On-line Discrimination Awareness Training Course – December 2009 – Department managers and supervisors successfully completed an on-line training course designed to increase awareness and prevention of workplace discrimination.