KHNL/KGMB, Honolulu HI *
EEO PUBLIC FILE REPORT
(October 1, 2009 thru September 30, 2010)

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 #1-91), and sending notices to these sources for all vacancies.

In addition, we air a :30 spot on both stations (almost 500 times per year) to encourage community organizations to become part of our vacancy notification mailing list.

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

A. Associate Producer – PT (## 1-91, 92, 93, 99, 101) [Hiree #101]
B. Account Executive (##1-91, 92-95, 99) [Hiree #99]
C. Associate Producer – PT (## 1-91, 92, 93, 99, 101) [Hiree #101]
D. Classified Ad Director (## 1-91, 92, 93, 98, 101) [Hiree #101]
E. News Producer (## 1-91, 92, 93, 101) [Hiree #101]
F. Web Manager (## 1-91, 92-95, 100, 101) [Hiree #93]
G. Internet Director (## 92-96) [Hiree #92]
H. News/Content Director (## 1-91, 92-95, 97, 101) [Hiree #101]
I. Accountant (## 1-91, 92-96, 101) [Hiree #96]
J. Marketing Director (## 1-91, 92-95, 100, 101) [Hiree #101]
K. VJ/Photographer (## 92, 93, 101) [Hiree #101]
L. Master Control TD (## 1-91, 92, 93, 100-101) [Hiree #101]
M. Master Control TD – PT (##1-91, 92, 93, 100-101) [Hiree #101]
N. Sales Assistant (##1-91, 92, 93, 96, 101) [Hiree #101]
O. Account Executive (##1-91, 92, 93, 99, 101) [Hiree #93]
P. Associate Producer – PT (## 1-91, 92, 93, 99, 101) [Hiree #101]
Q. Reporter (## 1-91, 92, 93, 100, 101) [Hiree #101]
R. Marketing Producer/Editor (## 1-91, 92-95, 101) [Hiree #101]
S. Internet Sales Director (## 92, 93, 99, 101) [Hiree #99]
T. Account Executive (##1-91, 92,-95, 99, 101) [Hiree #93]
U. Account Executive (##1-91, 92,-95, 99, 101) [Hiree #99]

TOTAL INTERVIEWEES FOR POSITIONS
108 people

NUMBER OF REFERRALS FROM SOURCES USED

#92 (19 people), #93 (24), #95 (9), #96 (6), #97 (1), #99 (13), #100 (2), #101 (34)

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.

* The call sign of station KFVE was changed to KGMB effective October 26, 2009. The KHNL/KGMB employment unit includes KHNL's two satelli te stations KHBC-TV (Hilo) and KOGG (Wailuku) and employees who perform certain services for another Hawaii television station.

Supplemental Outreach Initiatives

(October 1, 2009 thru September 30, 2010)

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	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, Brenda Salgado (Assignment manager) 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 a student from Hawaii Pacific University.
4, 10, 11, 16	Broadcast Employment Education - Our anchors and reporting staff regularly participate in career education events at local schools and colleges. Some of the events this past reporting period include Career Days at the University of Hawaii (Minna Sugimoto), Mililani Middle School (Tannya Joaquin), Moanalua High School (Minna Sugimoto) and Hawaii Community College (Minna Sugimoto). In addition, our anchors and reporters participate in station shadowing, broadcasting workshops and educational tours for students including Big Brothers Big Sisters of Hawaii (Malika Dudley) and Hawaii Public Television KHET (Jim Mendoza) .

MASTER LIST OF RECRUITMENT SOURCES

ATTACHMENT A

	Agency Name	Contact Name	Address	City	St	Zip	Phone	Fax	How Contacted	Requesting Notification
1	Alliance Personnel, Incorporated	June Fernandez	1136 Union Mall Suite 202	Honolulu	HI	96813	808-521-4300	808-521-4307	E	N
2	Aloha Association of the Deaf	Stephen Laracuente	PO Box 88591 310 Papakalani Avenue	Honolulu	HI	96830	808-926-8203	808-574-5664	E	N
3	Alu Like, Inc - Molokai- Multi-Cultural	Camellia Hamakua-Napoleon	Maunaloa Highway P.O. Box 1859	Kaunakakai	HI	96748	808-553-5393	808-553-9888	F	N
4	Alu Like, Inc - Oahu	Nanea Sai	458 Keawe Street	Honolulu	HI	96813	808-535-	808-524-	F	N
5	Alu Like, Inc- Maui	Marlene Burgess	1977 Kaohu Street	Wailuku	HI	96793	808-242-	808-244-	E	N
6	American Business Women's Association (MIA Chapter	Myrtle Ching-Reppa	327 Keawe Street	Honolulu	HI	96813	808-593-1803		E	N
7	American Indian Cultural Center-Honolulu		3260 Ualena Street	Honolulu	HI	96819	808-833-4581		E	N
8	Applied Computer Training	Chad Kovashigawa	98-030 Hekaha Street #29	Aiea	HI	96701	808-486-7330	808-486-2053	E	N
9	ARC of Wahiawa	Nancy Quiniola	149 Kuahiwi Street	Wahiawa	HI	96786	808-622-	808-621-	E	N
10	ARC-Honolulu	Nancy Quiniola	3989 Diamond Head Road	Honolulu	HI	96813	808-737-	808-732-	E	N
11	ARC-Pearl City	Nancy Quiniola	1174 Waimano Home Road	Pearl City	HI	96782	808-456-	808-456-	E	N
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	E	N
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	E	N
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	E	N
15	Career One Stop-Oahu Work Links-Waialua Office	Susie Escorzon	67-292 Goodale Avenue	Waialua	HI	96791	808-637-6508	808-637-0120	E	N
16	Career One Stop-Oahu Works Links-Dillingham Office	Sylvia Silva	1505 Dillingham Boulevard	Honolulu	HI	96817	808-843-0233	808-843-0256	E	N
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	E	N
18	Career One Stop-Worksource Maui	Kevin Kimitsuka	2064 Wells Street Suite 108	Wailuku	HI	96793	808-984-2091	808-984-2090	E	N
19	Catholic Charities		200 North Vinyard Boulevard 2nd Floor	Honolulu	HI	96817	808-536-1794	808-536-8961	E	N
20	Chabad of Hawaii	Rabbi Itchel Krasnjansky	410 Atkinson Drive Ala Moana Hotel	Honolulu	HI	96814	808-735-8161	808-735-1505	E	N
21	Chamber of Commerce of Hawaii	Jeff Tollefson	1132 Bishop Street Suite 402	Honolulu	HI	96813	808-545-4300	808-545-4369	E	N
22	Child and Family Services	Sonya Montz	91-781 Puamaeole St	Ewa Beach	HI	96706	808-681-	808-681-	E	N
23	College-Hawaii Business College		33 South King Street Suite 405	Honolulu	HI	96813	808-524-4014	808-524-0284	F	N
24	College-Heald College	Connie	1500 Kapiolani Boulevard	Honolulu	HI	96814	808-955-	808-955-	F	N
25	College-Honolulu Community College	Barbara	2600 Campus Road Career Services 212	Honolulu	HI	96817	808-845-9211	808-845-9173	F	N
26	College-Honolulu Community College	Silvan Chung	874 Dillingham Boulevard	Honolulu	HI	96817	808-845-	808-845-	E	N
27	College-Kapiolani Community College	Keoni Kaiser	4303 Diamond Head Road	Honolulu	HI	96816	808-734-	808-734-	F	N
28	College-Leeward Community College	Sandy Hoshino	96-045 Ala Ike Street	Pearl City	HI	96782	808-455-	808-455-	E	N
29	College-Maui Community College	Sunny Cabello	310 Kaahumanu Avenue	Wailuku	HI	96793	808-984-	808-244-	F	N
30	Department of Human Services	Linda Fukunaga	1955 Main Street Suite 325	Wailuku	HI	96793	808-243-5075	808-243-5880	E	N
31	Department of Human Services-Vocational Rehabilitation	John Noland	601 Kamokila Boulevard Room 515	Kapolei	HI	96707	808-692-7720	808-692-7727	E	N
32	Easter Seal Society of Hawaii	Trisha	710 Green Street	Honolulu	HI	96813	808-536-	808-536-	E	N
33	Equal Employment Opportunity Commission	Timothy Riera	Ala Moana Boulevard, Room 7127 A P.O. Box 50082	Honolulu	HI	96850	808-541-3120	808-541-3390	E	N
34	First To Work		94-275 Mokuola Street #105	Waipahu	HI	96797	808-675-0010	808-675-0011	F	N
35	Goodwill Industries-Employment Works	Albert Wong	680 Ala Moana Boulevard Suite 412	Honolulu	HI	96813	808-521-9675	808-521-1136	F	N
36	Hawaii Association of Broadcasters	Stephanie Uyeda	PO Box 22112	Honolulu	HI	96823	808-599-	808-599-	E	N
37	Hawaii Association of Independent Schools		Ala Moana Pacific Center 1585 Kapiolani Boulevard, Suite 1212	Honolulu	HI	96814	808-973-1540	808-973-1545	E	N
38	Hawaii Korean Chamber of Commerce	Rex Kim	P.O. Box 2296	Honolulu	HI	96813	808-524-	808-521-	E	N
39	Hawaii Workforce Development Council	Carolyn Hildebrand	830 Punchbowl Street Room 417	Honolulu	HI	96813	808-586-8670	808-586-8674	E	N
40	Honolulu Employment Agency	Leitie Cora	1145 Bishop Street Room 8	Honolulu	HI	96813	808-533-3537	808-533-3068	F	N
41	Human Services Department- Social Service		P.O. Box 339	Honolulu	HI	96809	808-586-4950	808-586-4990	F	N
42	Jewish Community Services of Hawaii	Sue Alden-Rudin	2550 Pali Highway	Honolulu	HI	96817	808-258-		E	N
43	Job Corps-Hawaii	Wendy Sakata	41-467 Hihimany Street	Waimanalo	HI	96795	808-545-	808-545-	E	N
44	Jobcorps-Waimanalo	Anita Sharp	41-467 Hihimanu Street	Waimanalo	HI	96795	808-259-	808-259-	F	N
45	Joint Employment Management System-Coast Guard	Jeri Couthern, MSW, MPH	400 Sand Island Parkway	Honolulu	HI	96819	808-842-2085	808-842-2098	E	N
46	Joint Employment Management System-Commander Navy Region Hawaii	Rita May		Pearl Harbor	HI	96860	808-474-1999	808-473-1402	F	N
47	Joint Employment Management System-Marine Corps	Ricardo Paguio	P.O. Box 63073	Kaneohe Bay	HI	96863	808-257-7795	808-257-1808	E	N
48	LDS Employment Resource Services	James L Moikeha	1500 South Beretania Street Suite 200	Honolulu	HI	96826	808-943-8725		E	N

MASTER LIST OF RECRUITMENT SOURCES ATTACHMENT A

49	Maui County Developmental Disabilities Committee	Paul Klang	54 South High Street 3rd Floor	Wailuku	HI	96793	808-984-8350	808-984-8355	E	N
50	Native Hawaiin Advancement	Napali Woode	1050 Queen /street Suite 200	Honolulu	HI	96814	808-596-8155	808-896-8156	E	N
51	Network Enterprises, Inc.	Linda Canon	680 Iwilei Road Suite 695	Honolulu	HI	96801	808-521-7774	808-521-2984	E	N
52	New Horizons Computer Learning Center	Peggy Brown	1585 Kapiolani Boulevard Suite 1000	Honolulu	HI	96814	808-947-4474	808-947-4494	E	N
53	O'ahu Workforce Investment Board	Terry Young	838 South Beretania Street Suite 207	Honolulu	HI	96813	808-522-7090	808-522-7094	E	N
54	Oahu Workforce Investment Board	JoAnn Inamasu	2200 Main Street Suite 305, One Main Plaza	Wailuku	HI	96793	808-279-7808	808-270-7995	E	N
55	Office of Social Ministry-Oahu	Iwie Taimashiro	6301 Pali Highway	Kaneohe	HI	96744	808-263-	808-203-	E	N
56	Olelo Community Television	Dawn Mizirashi	1122 Mapunapuna Street	Honolulu	HI	96819	808-834-	808-836-	E	N
57	Our Redeemer Lutheran Church	William Shimkus	1404 University Avenue	Honolulu	HI	96822	808-946-		E	N
58	Our Savior Lutheran Church and Social Services	Pam Laszlo	98-1098 Moanalua Road	Aiea	HI	96701	808-488-1654	808-488-4515	E	N
59	Salvation Army		45-175 Waikalua Road	Kaneohe	HI	96744	808-235-	808-236-	F	N
60	Salvation Army		98-612 Moanalua Loop	Aiea	HI	96701	808-487-	808-484-	F	N
61	SALVATION ARMY	AZEZA	56 ONEAWA ST	KAILUA	HI	96734	808-261-	808-522-	F	N
62	SALVATION ARMY	DAVID SHERIDAN	3624 WAOKANAKA ST	HONOLULU	HI	96817	808-595-5371x	(808) 595-8250	F	N
63	SALVATION ARMY	LOUIE PERRY	322 SUMNER ST	HONOLULU	HI	96817	808-522-4445x	808-522-6492	F	N
64	Salvation Army-Family Treatment Services		845 22nd Avenue	Honolulu	HI	96816	808-732-2802	808-734-7470	F	N
65	Senior Community Services Employment Program-SCSEP	Pat Dison	1109 Maunakea Street 2nd floor	Honolulu	HI	96817	808-521-4531	808-521-4538	F	N
66	State of Hawaii Department of Human Services	Wes Okumura	1001 Bishop Street Pacific Power, Suite 900	Honolulu	HI	96813	808-586-7050	808-586-5744	F	N
67	University of Hawai-Manoa- Career Development Services	Myrtle Ching-Rappa	2600 Campus Road	Honolulu	HI	96822	808-956-7007	808-956-4082	E	N
68	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	E	N
69	University of Hawaii Oahu	Dr. Ross Cordy	96-129 Ala Ike D-101B	Pearl City	HI	96782	808-454-4762	808- 453-6176	E	N
70	University of Hawaii, Kapiolani Community College	Gema Williams	4303 Diamond Head Road #104	Honolulu	HI	96816	808-734-9500	808-734-9456	E	N
71	University of Hawaii, Leeward Community College		96-045 Ala Ike	Pearl City	HI	96782	808-455-0011	808-455-0471	F	N
72	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	E	N
73	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	E	N
74	University of Hawaii, West Oahu		96-129 Ala Ike	Pearl City	HI	96782	808-454-	808-453-	F	N
75	University of Hawaii-Information And Computer Services	Gerald Lau	2532 Correa Road Building 37	Honolulu	HI	96822	808-956-7420	808-956-3540	E	N
76	University of Phoenix	Jade Shiroma	827 Fort Street Mall	Honolulu	HI	96813	808-536-		E	N
77	University-Argosy University	Maria Cadell	1001 Bishop St 400 ASB Tower	Honolulu	HI	96813	808-536-5555	808-536-5505	F	N
78	University-Brigham Young University, Hawaii	Kim Austin	55-220 Kulanui Street PO Box 1978	Laie	HI	96762	808-675-3533	808-675-3975	E	N
79	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	E	N
80	University-Chaminade University of Honolulu	Sheela Jane Menon	3140 Waialai Avenue	Honolulu	HI	96816	808-735-4787	808-735-4752	E	N
81	University-Hawaii Pacific University	Joe Bartentos	1164 Bishop Street	Honolulu	HI	96813	808-544-	808-544-	E	N
82	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	E	N
83	University-Honolulu University	Rene	1314 South King Street Suite 623	Honolulu	HI	96814	808-955-7333	808-946-3534	F	N
84	Vocational Rehabilitation-Aiea Hawaii	Faith Lebb	99-128 Hiea Heights Drive # 209	Aiea	HI	96701	808-488-3399	808-487-0977	E	N
85	VSA Arts of Hawaii	Susan Miller	2201 Waimano Home Road Hale C	Pearl City	HI	96792	808-697-1202	808-956-7878	E	N
86	Wahiawa Community School for Adult	Annette Young-Ogata	1515 California Avenue	Wahiawa	HI	96786	808-622-		E	N
87	Waimano Auxiliary-Kokua Mau Work Center	Yvonne Angut	2201 Waimano Home Road	Pearl City	HI	96782	808-455-7847	808-455-8519	F	N
88	Waipahu Community School For Adults	John Vannatta	94-1211 Farrington Highway	Waipahu	HI	96797	808-675-	808-675-	F	N
89	Workforce Development Division		45-1141 Kamehameha Highway	Kaneohe	HI	96744	808-233-	808-233-	F	N
90	Workforce Development Division		75 Makaena Place	Kaunakakai	HI	96748	808-553-	808-553-	F	N
91	YWCA of Oahu	Barbara Pence	1040 Richards Street	Honolulu	HI	96813	808-538-	808-521-	E	N

Advertising and Other Sources

92 Raycom Media web site (www.raycommedia.com)
93 Station's web site (www.HawaiiNewsNow.com)
94 :30 spot on KHNL/KGMB
95 tvjobs.com web site
96 craigslist.org web site
97 RickGevers.com
98 lostremote.com
99 Nonemployee referrals
100 Unsolicited/walk-in applicant
101 Internal referral/applicant