KHNL/KGMB, Honolulu HI *
EEO PUBLIC FILE REPORT
(October 1, 2010 thru September 30, 2011)

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, Suite 400, Rockville, Maryland, 20852; phone 301-998-6136) assists us and other stations in our market by compiling and updating this master list (numbered #1-121), and sending notices to these sources for all vacancies.

In addition, we air a :30 spot on both stations (over 700 times this 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. Account Executive (## 1-128) [Hiree #123]
B. IT Manager (##1-124, 126-128) [Hiree #128]
C. Graphic Designer (## 1-128) [Hiree #128]
D. News Operations Manager (## 1-128) [Hiree #128]
E. Master Control Operator – PT (## 1-128) [Hiree #126]
F. News Photographer (##1-124, 126-128) [Hiree #128]
G. New Media Director (## 1-128) [Hiree #128]
H. Reporter (## 1-128) [Hiree #128]
I. Reporter (##1-128) [Hiree #128]
J. Anchor (## 1-124, 127-128) [Hiree #127]
K. Sales Assistant (##1-124, 127-128) [Hiree #123]
L. Associate Producer - PT (##1-124, 127-128) [Hiree #128]
M. Local Sales Manager (##1-124, 127-128) [Hiree #123]
N. Technical Director (##1-124, 126-128) [Hiree #128]
O. Sales Assistant (##1-124, 127-128) [Hiree #128]
P. Account Executive (##1-124, 127-128) [Hiree #123]
Q. Executive Producer (##1-124, 126-128) [Hiree #122]
R. Sports Director (##1-124, 127-128) [Hiree #127]
S. Account Executive (##1-124, 126-128) [Hiree #123]
T. Account Executive (##1-124, 126-128) [Hiree #123]
U. Executive Producer (##1-128) [Hiree #126]
V. News Photographer (##1-124, 126-128) [Hiree #128]
W. Account Executive (##1-124, 126-128) [Hiree #123]
X. News Photographer (##1-124, 126-128) [Hiree #126]
Y. Account Executive (##1-124, 126-128) [Hiree #126]
Z. Account Executive (##1-124, 126-128) [Hiree #128]

AA. Associate Producer – PT (##1-124, 127-128) [Hiree #128]
BB. Associate Producer – PT (##1-124, 126-128) [Hiree #128]
CC. News Producer (##1-124, 126-128) [Hiree #128]
DD. Producer/Director (##1-124, 126-128) [Hiree #128]

TOTAL INTERVIEWEES FOR POSITIONS

138 people

NUMBER OF REFERRALS FROM SOURCES USED

#61 (1 person), #122 (27), #123 (34), #125 (3), #126 (19), #127 (17), #128 (37)

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 KHNL/KGMB employment unit includes KHNL's two satellite stations KHBC-TV (Hilo) and KOGG (Wailuku) and employees who perform certain services for another Hawaii television station.

MASTER LIST OF RECRUITMENT SOURCES

ATTACHMENT A

	Agency Name	Contact Name	Address	City	State	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 Paoakalani 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	808-535-6750	808-524-3744	F	N
5	Alu Like, Inc -Kauai	Dora Lane	2970 Haleko Rd.	Lihue	HI	96766	808-245-8545	808-245-1720	E	N
6	Alu Like, Inc- Maui	Marlene Burgess	1977 Kaohu Street	Wailuku	HI	96793	808-242-9774	808-244-7880	E	N
7	American Business Women's Association-IMUA Chapter	Myrtle Ching-Rappa	327 Keawe Street	Honolulu	HI	96813	808-593-1803		E	N
8	American Indian Cultural Center-Honolulu		3260 Ualena Street	Honolulu	HI	96819	808-833-4581		E	N
9	American Society for Training and Development-Hawaii Chapter	Shirley Tsukano	PO Box 3110	Honolulu	HI	96802			E	N
10	Applied Computer Training	Chad Kovashigawa	98-030 Hekaha Street #29	Aiea	HI	96701	808-486-7330	808-486-2053	E	N
11	ARC of Wahiawa	Nancy Quiniola	149 Kuahiwi Street	Wahiawa	HI	96786	808-622-1115	808-621-9194	E	N
12	ARC-Honolulu	Nancy Quiniola	3989 Diamond Head Road	Honolulu	HI	96813	808-737-7995	808-732-9531	E	N
13	ARC-Pearl City	Nancy Quiniola	1174 Waimano Home Road	Pearl City	HI	96782	808-456-8090	808-456-8105	E	N
14	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
15	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
16	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
17	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
18	Career One Stop-Oahu Works Links-Dillingham Office	Sylvia Silva	1505 Dillingham Boulevard	Honolulu	HI	96817	808-843-0733	808-843-0256	F	N
19	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
20	Career One Stop-Worksource Maui	Kevin Kimizuka	2064 Wells Street Suite 108	Wailuku	HI	96793	808-984-2091	808-984-2090	E	N
21	Catholic Charities		200 North Vinyard Boulevard 2nd Floor	Honolulu	HI	96817	808-536-1794	808-536-8961	E	N
22	Chabad of Hawaii	Rabbi Itchel Krasnjansky	410 Atkinson Drive Ala Moana Hotel	Honolulu	HI	96814	808-735-8161	808-735-1505	E	N
23	Chamber of Commerce of Hawaii	Jeff Tollefson	1132 Bishop Street Suite 402	Honolulu	HI	96813	808-545-4300	808-545-4369	E	N
24	College-Columbia Basin College-Tri City Job Service	Lisa	2600 North 20th Avenue	Pasco	WA	99301	509-547-0511	509-547-3673	E	N
25	College-Columbia College		1001 Rogers	Columbia	MO	65216	573-875-8700	573-875-7209	F	N
26	College-Columbia College		18618 Oxnard Street	Tarzana	CA	91356	800-785-0585	818-345-9053	F	N
27	College-Columbia College	Cass Larkin	11600 Columbia College Drive	Sonora	CA	95370	209-588-5100	209-588-5104	F	N
28	College-Columbia College-Career Services	Christie Andersen	623 South Wabash Avenue Room 316	Chicago	IL	60605	312-369-6985	312-369-8020	E	N
29	College-Hawaii Business College		33 South King Street Suite 405	Honolulu	HI	96813	808-524-4014	808-524-0284	F	N
30	College-Heald College	Connie	1500 Kapiolani Boulevard	Honolulu	HI	96814	808-955-1500	808-955-6964	F	N
31	College-Honolulu Community College	Barbara	2600 Campus Road Career Services 212	Honolulu	HI	96817	808-845-9211	808-845-9173	F	N
32	College-Honolulu Community College	Silvan Chung	874 Dillingham Boulevard	Honolulu	HI	96817	808-845-9404	808-845-9122	E	N
33	College-Kapiolani Community College	Keoni Kaiser	4303 Diamond Head Road	Honolulu	HI	96816	808-734-9000	808-734-9828	F	N
34	College-Kauai Community	Dee-Dee	3-1901 Kaumualii Highway	Lihue	HI	96766	808-245-8311	808-245-8297	F	N
35	College-Leeward Community College	Sandy Hoshino	96-045 Ala Ike Street	Pearl City	HI	96782	808-455-0260	808-455-8804	E	N
36	College-Maui Community College	Sunny Cabello	310 Kaahumanu Avenue	Wailuku	HI	96793	808-984-3239	808-244-3228	F	N
37	College-Maui Community College	Lori Teragawachi	Office of Continuing Education and Training 310 Kaahumanu Avenue, Laulima	Kahului	HI	96732	808-984-3406	808-244-9632	E	N
38	Colorado Rehabilitation Office		1707 North Main Suite 200	Longmont	CO	80501	303-449-7966	303-772-6849	F	N
39	Colorado Rehabilitation Office		2850 McClelland Drive Suite 2000	Fort Collins	CO	80525	970-223-9823	970-223-0718	F	N
40	Colquitt-Carruthers Incorporated-Training Center		481 North Frederick Avene	Gaithersburg	MD	20877	301-948-4811	301-948-7941	F	N
41	Colton-Redlands Technical School	Norma	1214 Indiana Court	Redlands	CA	92374	909-793-3115	909-793-6901	F	N
42	Columbia Department of Welfare	Kay Hartmen	27 East 7th Street PO Box 628	Bloomsburg	PA	17815	717-387-4222	717-387-4708	F	N
43	Columbia Heights-Village Together	Paul Jones	2900 14th Street, NW	Washington	DC	20009	202-234-1478	202-234-3441	E	N
44	Columbia Job Service	Larry Parker	1550 Gadsden Street	Columbia	SC	29202	803-737-2628	803-737-0202	F	N

	Agency Name	Contact Name	Address	City	State	Zip	Phone	Fax	How Contacted	Requesting Notification
			PO Box1406							
45	Columbia Job Service	Larry Parker	701 Hampton Street PO Drawer 1449	Columbia	SC	29202	803-737-3040	803-737-0202	F	N
46	Columbia Social Service Administration	Carol McShea	323 Jonathan Trumbull Highway	Columbia	CT	6237	860-228-1008	860-228-1952	F	N
47	Delta Workforce Center		206 Ute Street	Montrose	CO	81401	970-874-5781	970-249-2602	F	N
48	Department of Human Services	Linda Fukunaga	1955 Main Street Suite 325	Wailuku	HI	96793	808-243-5875	808-243-5880	E	N
49	Department of Human Services-Vocational Rehabilitation	John Noland	601 Kamokila Boulevard Room 515	Kapolei	HI	96707	808-692-7720	808-692-7727	E	N
50	Easter Seal Society of Hawaii	Trisha	710 Green Street	Honolulu	HI	96813	808-536-1015	808-536-3765	E	N
51	Empowerment Program, The-Colorado	Carol Lease	1600 York Street	Denver	CO	80206	303-320-1989	303-320-3987	E	N
52	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	E	N
53	First To Work		94-275 Mokuola Street #105	Waipahu	HI	96797	808-675-0010	808-675-0011	F	N
54	Goodwill Industries Of Hawaii-Kahului	Janet Cerizo	250 Alamaha Suite Suite 16A	Kahului	HI	96732	808-873-3972	808-873-3974	F	N
55	Goodwill Industries-Employment Works	Albert Wong	680 Ala Moana Boulevard Suite 412	Honolulu	HI	96813	808-521-9675	808-521-1136	F	N
56	Hawaii Association of Broadcasters	Stephanie Uyeda	PO Box 22112	Honolulu	HI	96823	808-599-1455	808-599-7784	E	N
57	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
58	Hawaii Employee Assistance Services	Naomi Sutton	333 Dairy Road Suite 201	Kahului	HI	96732	808-877-6888	808-543-8487	E	N
59	Hawaii Job Corps Center	Robert Upton	500 Ike Drive	Makawao	HI	96768	808-579-6540	808-579-9498	E	N
60	Hawaii Korean Chamber of Commerce	Rex Kim	P.O. Box 2296	Honolulu	HI	96813	808-524-7441	808-521-8830	E	N
61	Hawaii Workforce Development Council	Carolyn Hildebrand	830 Punchbowl Street Room 417	Honolulu	HI	96813	808-586-8670	808-586-8674	E	N
62	Honolulu Employment Agency	Lettie Cara	1145 Bishop Street Room B	Honolulu	HI	96813	808-533-3537	808-533-3068	F	N
63	Human Services Department- Social Service		P.O. Box 339	Honolulu	HI	96809	808-586-4950	808-586-4990	F	N
64	Jewish Community Services of Hawaii	Sue Alden-Rudin	2550 Pali Highway	Honolulu	HI	96817	808-258-7121		E	N
65	Job Corps-Hawaii	Wendy Sakata	41-467 Hihimany Street	Waimanalo	HI	96795	808-545-3816	808-545-3913	E	N
66	Jobcorps-Waimanalo	Anita Sharp	41-467 Hihimanu Street	Waimanalo	HI	96795	808-259-6070	808-259-7907	F	N
67	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
68	Joint Employment Management System-Commander Navy Region Hawaii	Rita May		Pearl Harbor	HI	96860	808-474-1999	808-473-1402	E	N
69	Joint Employment Management System-Marine Corps	Ricardo Pagulo	P.O. Box 63073	Kaneohe Bay	HI	96863	808-257-7795	808-257-1808	E	N
70	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	E	N
71	LDS Employment Resource Services	James L Molkeha	1500 South Beretania Street Suite 200	Honolulu	HI	96826	808-943-8725		E	N
72	Literacy Development Servcices	Susan	3225 Salt Lake Boulevard Suite 205	Honolulu	HI	96818	808-831-6878	808-831-6882	E	N
73	Maui County Developmental Disabilities Committee	Paul Klang	54 South High Street 3ed Floor	Wailuku	HI	96793	808-984-8350	808-984-8355	E	N
74	Native Hawaiin Advancement	Napali Woode	1050 Queen /street Suite 200	Honolulu	HI	96814	808-596-8155	808-896-8156	E	N
75	Network Enterprises, Inc.	Linda Canon	680 Iwilei Road Suite 695	Honolulu	HI	96801	808-521-7774	808-521-2984	E	N
76	New Horizons Computer Learning Center	Peggy Brown	1585 Kapiolani Boulevard Suite 1000	Honolulu	HI	96814	808-947-4474	808-947-4494	E	N
77	O'ahu Workforce Investment Board	Terry Young	838 South Beretania Street Suite 207	Honolulu	HI	96813	808-522-7090	808-522-7094	E	N
78	Office of Social Ministry-Maui Branch	Sr. Roselani Enomoto	20 West Wakea Avenue Suite A	Kahului	HI	96732	808-877-4678	808-877-4678	E	N
79	Office of Social Ministry-Oahu	Iwie Tamashiro	6301 Pali Highway	Kaneohe	HI	96744	808-263-8844	808-203-6702	E	N
80	Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive	Valley View	OH	44125	216-447-9117	216-642-9232	E	N
81	Olelo Community Television	Dawn Mizirashi	1122 Mapunapuna Center	Honolulu	HI	96819	808-834-0007	808-836-2546	E	N
82	Our Redeemer Lutheran Church	William Shimkus	1404 University Avenue	Honolulu	HI	96822	808-946-4223		E	N
83	Our Savior Lutheran Church and Social Services	Pam Laszio	98-1098 Moanalua Road	Aiea	HI	96701	808-488-3654	808-488-4515	E	N
84	Salvation Army		45-175 Waikalua Road	Kaneohe	HI	96744	808-235-1408	808-236-1895	F	N
85	Salvation Army		98-612 Moanalua Loop	Aiea	HI	96701	808-487-1636	808-484-0706	F	N
86	SALVATION ARMY	AZEZA	56 ONEAWA ST	KAILUA	HI	96734	808-261-1756x	808-522-8492	F	N
87	SALVATION ARMY	DAVID SHERIDAN	3624 WAOKANAKA ST	HONOLULU	HI	96817	808-595-6371x	(808) 595-8250	F	N
88	SALVATION ARMY	JOB PLACEMENT	4182 HARDY ST	LIHUE	HI	96766	808-245-2571x	808-245-8501	F	N
89	SALVATION ARMY	LOUIE PERRY	322 SUMNER ST	HONOLULU	HI	96817	808-522-8445x	808-522-8492	F	N
90	Salvation Army-Family Treatment Services		845 22nd Avenue	Honolulu	HI	96816	808-732-2802	808-734-7470	F	N

	Agency Name	Contact Name	Address	City	State	Zip	Phone	Fax	How Contacted	Requesting Notification
91	Senior Community Services Employment Program-SCSEP	Pat Dison	1109 Maunakea Street 2nd floor	Honolulu	HI	96817	808-521-4531	808-521-4538	F	N
92	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
93	University of Hawai-Manoa- Career Development Services	Myrtle Ching-Rappa	2600 Campus Road	Honolulu	HI	96822	808-956-7007	808-956-4082	E	N
94	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
95	University of Hawaii, Kapiolani Community College	Gema Williams	4303 Diamond Head Road #104	Honolulu	HI	96816	808-734-9500	808-734-9456	E	N
96	University of Hawaii, Leeward Community College		96-045 Ala Ike	Pearl City	HI	96782	808-455-0011	808-455-0471	F	N
97	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
98	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
99	University of Hawaii, West Oahu		96-129 Ala Ike	Pearl City	HI	96782	808-454-4700	808-453-6075	F	N
100	University of Hawaii-Information And Computer Services	Gerald Lau	2532 Correa Road Building 37	Honolulu	HI	96822	808-956-7420	808-956-3548	E	N
101	University of Phoenix	Jade Shiroma	827 Fort Street Mall	Honolulu	HI	96813	808-536-2686		E	N
102	University-Argosy University	Maria Cadell	1001 Bishop St 400 ASB Tower	Honolulu	HI	96813	808-536-5555	808-536-5505	F	N
103	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
104	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
105	University-Chaminade University of Honolulu	Sheela Jane Menon	3140 Waialai Avenue	Honolulu	HI	96816	808-735-4787	808-735-4752	E	N
106	University-Colorado State University			Fort Collins	CO	80523	970-491-1101	970-491-0501	F	N
107	University-Colorado Technical University		5775 Denver Tech Center Boulevard	Greenwood Village	CO	80111	303-694-6600	303-694-6673	F	N
108	University-Colorado Technical University	Din Pennington	4435 North Chestnut	Colorado Springs	CO	80907	719-598-0200	719-598-3740	F	N
109	University-Hawaii Pacific University	Joe Barrientos	1164 Bishop Street	Honolulu	HI	96813	808-544-0230	808-544-9337	E	N
110	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
111	University-Honolulu University	Rene	1314 South King Street Suite 623	Honolulu	HI	96814	808-955-7333	808-946-3534	F	N
112	Vocational And Rehabilitation Services	J. Mina	3060 Eiwa Street #304	Lihue	HI	96766	808-274-3333	808-274-3340	E	N
113	Vocational Rehabilitation-Aiea Hawaii	Faith Lebb	99-128 Hiea Heights Drive # 209	Aiea	HI	96701	808-488-3399	808-487-0977	E	N
114	VSA Arts of Hawaii	Susan Miller	2201 Waimano Home Road Hale C	Pearl City	HI	96792	808-697-1202	808-956-7878	E	N
115	Wahiawa Community School for Adult	Annette Young-Ogata	1515 California Avenue	Wahiawa	HI	96786	808-622-1634		E	N
116	Waimano Auxiliary-Kokua Mau Work Center	Yvonne Angot	2201 Waimano Home Road	Pearl City	HI	96782	808--455-7847	808-455-8819	F	N
117	Waipahu Community School For Adults	John Vannatta	94-1211 Farrington Highway	Waipahu	HI	96797	808-675-0254	808-675-0259	F	N
118	Workforce Development Division		45-1141 Kamehameha Highway	Kaneohe	HI	96744	808-233-3700	808-233-3709	F	N
119	Workforce Development Division		75 Makaena Place	Kaunakakai	HI	96748	808-553-3281	808-553-3427	F	N
120	YWCA of Hawaii Island	Brenda Olcott	145 Ululani Street	Hilo	HI	96720	808-935-7141	808-935-5150	E	N
121	YWCA of Oahu	Barbara Pence	1040 Richards Street	Honolulu	HI	96813	808-538-7061	808-521-8416	E	N

Advertising and Other Sources

122 Raycom Media web site (www.raycommedia.com)
123 Station's web site (www.HawaiiNewsNow.com)
124 :30 spot on KHNL/KGMB
125 tvjobs.com web site
126 craigslist.org web site
127 Nonemployee referrals
128 Internal referral/applicant

Supplemental Outreach Initiatives

(October 1, 2010 thru September 30, 2011)

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 Mark Carpenter, 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 Journalism and Career Days at St. Francis High School (Teri Okita), Waiakea High School (Malika Dudley) the University of Hawaii (Minna Sugimoto), and Moanalua High School (Minna Sugimoto). News Operations Manager, Randy Ennis teaches a Journalism class at the University of Hawaii School of Social Sciences, alongside two UH staff members preparing students with practical skills needed in producing television newscasts. In addition, our anchors and reporters participate in station shadowing, broadcasting workshops and educational speaking engagements including Dr. Seuss Read Aloud program, MOAA and the Hawaii National Guard (Teri Okita), Chamber of Commerce and other business organizations (Howard Dicus) and Hawaii Public Television's Hiki Nõ student news network initiative (Jim Mendoza).
9	KHNL/KGMB Internship program – This is an on-going program started over 17 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 students from different schools (University of Hawaii, BYUH and Columbia University) participated in our News Department internship program. Assignment Manager Brenda Salgado 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.
14	"Workplace Discrimination and Harassment" training for management – Station supervisors and department heads participated in this webinar training course (www.ogletreedeakins.soundpatheview.com) on December 10, 2010 arranged by Raycom's human resource department to increase awareness and prevention of discrimination in the workplace.
2	Virtual Job Fair – The station hosted an on-line job fair on our web site at www.HawaiiNewsNow.com between March 27, 2011 through April 9, 2011. Available jobs and information were posted along with phone numbers and on-line chats with prospective employers. The Fair generated over two thousand visitors and over eleven thousand page views.