

KUMU-FM, KPOI-FM, KDDB-FM & KQMQ-FM

EEO PUBLIC FILE REPORT

October 1, 2010 to September 30, 2011

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, Hawaii 96813 808-554-0230	No	0
2	Hawaii Association of Broadcasters Attn: Stephanie Uyeda P.O. Box 22112 Honolulu, Hawaii 96823 808-599-1455	No	0
3	Salvation Army Attn: David Sheridan 3624 Waokanaka Street Honolulu, Hawaii 96817	No	0
4	Monster.com Website www.Monster.com	No	5
5	Craigslis Honolulu Website www.honolulu.craigslis.org	No	22
6	Kapiolani Community College Attn: Keoni Kaiser 4303 Diamond Head Road Honolulu, Hawaii 96816 808-734-3464	No	0
7	Alu Like Attn: Robert Belligas 458 Keawe Street Honolulu, Hawaii 96813 808-535-6700	No	0
8	Station On-Air Announcements (KUMU-FM/KDDB-FM/KQMQ-FM/KPOI-FM)	No	21
9	Social Networking Facebook, twitter, word of mouth, employee referral	No	19
TOTAL INTERVIEWEES OVER REPORTING PERIOD			67

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III. RECRUITMENT INITIATIVES

1	Provide the necessary training to management and staff by keeping current on the latest issues broadcast issues.	On April 22, 2011, the Regional Vice President, Director of Sales and Sales Staff attended a State Convention Seminar that was presented by Hawaii Association of Broadcasters. Issues that were discussed, included but were not limited to providing Arbitron training, motivational and creative ideas for our economy today.
2	Internship Program	<p>From October 2010 through September 2011, our stations hosted 13 interns from the following schools: University of Hawaii System, Hawaii Pacific University, Barnard University, Heald College, Stonybrook University, Air Force Academy and Chaminade University. Our interns worked in either 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.</p>
3	Participate In Scholarship Program Designed to assist students interested in broadcasting careers	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. During this reporting period, we participated in the HAB annual scholarship program by running on-air announcements, encouraging students to apply for the scholarship program.