

**KSSK(AM), KSSK-FM, KDNN(FM), KHBZ(AM), KHVH(AM),
KIKI-FM & KUCD(FM)**

**EEO PUBLIC FILE REPORT
October 1, 2008 to September 30, 2009¹**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-11	12
Online Content Director	1-11	11
News Anchor	1-11	11
Account Executive	1-10, 12	12

¹ This Report provides recruitment data collected from October 1, 2008 through September 20, 2009.

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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	Workforce Development Division – State of Hawaii 830 Punchbowl Street, Suite 112 Honolulu, Hawaii 96813 Phone: (808) 586-8711	Y	0
2	Hawaii Pacific University – Career Planning & Placement Center 1132 Bishop Street, Suite 502 Honolulu, Hawaii 96813 Phone: (808) 544-0230	Y	0
3	Kapi’olani Community College – Job Placement Office Student Services Center 4303 Diamond Head Road Honolulu, Hawaii 96816	Y	0
4	University of Hawaii – Career Services Student Services Center 2600 Campus Drive, Suite 212 Honolulu, Hawaii 96822 Phone: (808) 956-8136	Y	0
5	Joint Employment Management System Commander Naval Base 1025 Quincy Avenue, Suite 100 Pearl Harbor, Hawaii 96860	Y	0
6	Clear Channel Clear Careers Website www.clearcareers.com	N	0
7	NAACP Honolulu, Hawaii P.O. Box 6 Honolulu, Hawaii 96810 Phone: (808) 848-5448	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	Leeward Community College – Career Development Office 96-045 Ala Ike Pearl City, Hawaii 96782 Phone: (808) 455-0237	Y	0
9	Hawaii Association of Broadcasters, Inc. P.O. Box 22112 Honolulu, Hawaii 96823 Phone: (808) 599-1455	Y	0
10	Internal Posting	N	0
11	Station On-Air Announcements (one or more SEU stations)	N	21
12	Employee Referral	N	2
13	Non-Employee Referral	N	0
14	Walk-Ins/Self-Referral	N	0
15	Internal Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	From October 2008 to September 2009, our stations hosted one intern from the University of Hawaii, one intern from Seattle University, one intern from Bloomsburg University of Pennsylvania, and four interns from Hawaii Pacific University. The students received on-the-job training in the Promotions Department. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.
2	Participate In Scholarship Program Designed To Assist Students Interested In Broadcasting Careers	In July 2009, our stations participated in a scholarship program in conjunction with the Hawaii Association of Broadcasters (HAB) that offers annual scholarships to college students interested in pursuing a career in broadcasting. Our radio stations assisted in this program by running on-air announcements that encouraged students to apply for the scholarship program. Our General Manager and Executive Assistant assisted in the selection process for the scholarship recipients by interviewing and evaluating candidates.