

# EEO PUBLIC FILE REPORT

KCCN, KINE, KRTR, KPHW, KRPR/KKNE

October 1, 2015 to September 30, 2016

## FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Promotions Manager	12/15/2016	2/22/2016	SummitMedia Hawaii Websites (KPHW)	2	1
				KTUH	0	
				Employee Referral	3	
				In House Posting	2	
2	Sales Account Manager	2/4/2016	4/7/2016	SummitMedia Hawaii Websites (KINE)	1	1
				Employee Referrals	4	1
				In House Posting	0	
				Hawaii Jobs on Demand	1	
				BCS	0	
				Real Jobs Hawaii	0	
				All Access	0	
				HAB On Line Job Fair	0	
				UH Outreach	1	
				Hawaii Job Engine	0	
				Walk Ins	2	
3	Sales Account Manager	4/8/2016	8/8/2016	SummitMedia Hawaii Websites (KPHW)	1	
				Employee Referrals	5	3
				Client Referrals	1	
				Real Jobs Hawaii	0	
				Hawaii Job Engine	1	
				BCS	0	
				All Access	0	

				Chaminade University	0	
				Hirenethawaii.com	0	
				University of Hawaii - Schidler	0	
4	Sales Account Manager	6/1/2016	8/8/2016	SummitMedia Hawaii Websites (KPHW)	2	
				Employee Referrals	5	1
				Client Referrals	1	
				Real Jobs Hawaii	0	
				Hawaii Job Engine	0	
				BCS	0	
				All Access	0	
				College Outreach: HCC/KCC/UH Schidler/HPU/ Chaminade/KTUH	0	
5	Digital Sales Manager	9/7/2016	10/3/2016	SummitMedia Alabama Website	0	
				Indeed	5	
				SummitMedia Hawaii Radio stations	0	
				SummitMedia Hawaii Website	0	
				BCS	0	
				All Access	0	
				Real Jobs Hawaii	0	
				Hawaii Job Engine	2	
				Hirenethawaii.com	1	
				Employee Referrals	1	1


**\*The Attached List of Recruitment Sources were contacted for the above openings**

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	SummitMedia Hawaii Websites KTUH Employee Referrals  Internal Posting	S Mackenzie 808-275-1000 Jose Gonzalez 808-956-7431 Micah Komine 808-275-1000 Nefi Martinez 808-275-1000 Gerome Dymally 808-275-1000 R Kihikihi 808-275-1010	2 0 1 1 1 2	
2	SummitMedia Hawaii Websites Employee Referrals  Internal Posting Hawaii Jobs on Demand BCS Real Jobs Hawaii All Access HAB UH Outreach Hawaii Job Engine Walk Ins	S Mackenzie 808-275-1000 A Rosen 808-275-1000 M Ching 808-275-1000 V Yamagata 808-275-1000 R Kihikihi 808-275-1010 Kristina 888-312-6228 Robin Cooper 866-227-4336 Realjobshawaii.com 535-0400 Joel Denver Co 310-457-6616 Jamie Hartnet 808-599-1455 R Varley 808-956-6972 K Nelsen 808-944-0005 R Kihikihi 808-275-1010	1 2 1 1 0 1 0 0 0 0 1 0 2	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
3	SummitMedia Hawaii Websites Employee Referrals  Client Referrals Real Jobs Hawaii Hawaii Job Engine BCS All Access Chaminade Univ Hirenet Hawaii University of Hawaii Schidler	S Mackenzie 808-275-1000 A Rosen 808-275-1000 V Yamagata 808-275-1000 C Haasbeek 808-275-1000  J Scheffer 521-1160 Realjobshawaii.com 535-0400 K Nelsen 808-944-0005 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 Angela McGough 735-4787 Scott 808-586-8718 R Varley 808-956-6972	1 2 2 1 1 0 1 0 0 0 0 0 0	
4	SummitMedia Hawaii Websites Employee Referrals  Client Referral Real Jobs Hawaii Hawaii Job Engine BCS All Access College Outreach HCC/KCC/UH Schidler/Chaminade/KTUH	S Mackenzie 808-275-1000 A Rosen 808-275-1000 V Yamagata 808-275-1000 C Iwamoto 808-275-1000 Bill Tanner 205-326-2531 J Scheffer 521-1160 Realjobshawaii.com 535-0400 K Nelsen 808-944-0005 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 R Varley 808-956-6972	2 2 1 1 1 1 0 0 0 0 0 0	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
5	SummitMedia Alabama Website Indeed.com SummitMedia HI Radio Stations SummitMedia Hawaii Websites BCS All Access Hawaii Job Engine Hirenet Hawaii Employee Referrals	D Grondines 205-916-1102 David Koye 804-327-0859 Lilly Yamachika 808-275-1000 S Mackenzie 808-275-1000 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 K Nelsen 808-944-0005 Scott 808-586-8718 Loredana Barth 808-275-1000	0 5 0 0 0 0 2 1 1	

**Long Term Recruitment Initiatives  
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2/18/16	University of Hawaii - Shidler school of Business	Guest Speaker to address students on Radio Broadcasting and how he drives strategy at SummitMedia Hawaii	Andrew Rosen - President - was Guest speaker to the BUS 245-004 class. He did a special presentation on background of radio, the strategy he uses to drive his employees, he spoke about the various competition we have in the State and he worked with the Instruction - and told the students that if they could identify who the top 3 competitors in the market were they would receive extra credit for this special session.	Andrew Rosen President
2	05/06/16	Mentor Program	Special Class Tour for Blind handicap able students, that have a love for music and want to pursue a career as a disc jockey - on air personality.	President Andrew Rosen goes to the University of Hawaii and speaks to students. He meets students and creates programs to help students achieve their goals. He also offers internship programs for any and all students interested in Broadcast Media. On this day he spoke to 30 students about strategic planning and execution.	Andrew Rosen President

3	5/19/2016	Career Day - Hawaii US - K-12	Special Class Tour for Blind handicap able students, that have a love for music and want to pursue a career as a disc jockey - on air personality.	These students were particularly interested in Hawaiian 105 KINE, Hawaiian Music. They were very interested in what classes they needed to take and what colleges offer special classes in broadcasting, engineering, production. They toured all stations but spent most of their time with KINE DJ's - we had them produce a commercial to take back to school and share with the students that were unable to come. I did some research before their arrival and was able to provide the students with a print out of schools locally and in the Continental US that had programs they could look into after graduation. I also gave them a list of a few DJ's (sight impaired) that are making a successful go at their career.	Rhoda Kihikihi; Wayne Maria; Dave Lancaster, Sherry Clifton, Chris Chang
4	9/21/2016	New Trends in Media Promotions & Sales	Workshop Presentation	Shidler College of Business held a workshop presentation for American Marketing Association. Andrew Rosen - SummitMedia President	Andrew Rose President



				produced a 1 hour presentation on Radio Trends, Promotions and Sales.	
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