

EEO PUBLIC FILE REPORT

KCCN, KINE, KRTR, KPHW, KRPR/KKNE

October 1, 2016 to September 30, 2017

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	Receptionist	9/8/16	11/7/16	SummitMedia Hawaii Websites (KPHW)	0	
				Employee Referral	2	1
				In House Posting	0	
				Hawaii Job Engine	0	
				Real Jobs Hawaii	0	
				Hirenethawaii.com	5	
				BCS	0	
				All Access	0	
				HPU Connect	0	
				College Outreach: HCC/KCC/UH Schidler/HPU/	0	
				Chaminade/KTUH	0	
				Facebook	1	
				Indeed.com	1	
2	Sales Account Manager	08/08/16	10/3/16	SummitMedia Hawaii Websites (KINE)	1	
				Employee Referrals	3	1
				Client Referral	1	
				Real Jobs Hawaii	1	
				Hawaii Jobs Engine	1	
				College Outreach: HCC/KCC/UH Schidler/HPU/	0	
				Chaminade/KTUH	0	
				BCS	0	
				All Access	0	
				Indeed	5	

				Walk ins	1	
3	Sales Account Manager	08/08/16	10/4/16	SummitMedia Hawaii Websites (KPHW)	1	
				Employee Referrals	3	
				Client Referrals	1	
				Real Jobs Hawaii	1	
				Hawaii Job Engine	1	
				College Outreach: HCC/KCC/UH Schidler/HPU/	0	
				Chaminade/KTUH	0	
				BCS	0	
				All Access	0	
				Indeed	5	1
				Walk ins	1	
4	Sales Account Manager	12/9/16	4/10/17	SummitMedia Hawaii Websites	0	
				BCS	0	
				All Access	0	
				Real Jobs Hawaii	1	
				Indeed	7	
				College Outreach: HCC/KCC/UH Schidler/HPU/	0	
				Chaminade/KTUH	0	
				Hirenethawaii.com	0	
				Oahu Work LINKS	0	
				Employee Referrals	5	1
				In House Posting	1	1
5	Chief Engineer	3/15/17	4/24/17	Indeed	6	
				Hirenethawaii.com	0	
				Real Jobs Hawaii	0	
				All Access	2	
				SummitMedia Hawaii Websites	0	
				BCS	2	
				Employee Referrals	2	1

6	Sales Admin. Assistant	9/5/17	9/14/17	BCS	0	
				Real Jobs Hawaii	0	
				Indeed	4	1
				SummitMedia Hawaii Websites	0	
				Hirenethawaii.com	6	
				College Outreach: HCC/KCC/UH Schidler/HPU/	0	
				Chaminade/KTUH	0	
				All Access	0	
				Client Referral	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 Employee Referrals In House Posting Hawaii Job Engine Real Jobs Hawaii Hirenethawaii.com BCS All Access HPU Connect College:Outreach:HCC/KCC/UH Schidler/HPU/Chaminade/KTUH Facebook Indeed	S Mackenzie 808-275-1000 S Kaakimaka-808-275-1000 D Hew Len – 808-275-1000 R Kihikihi 808-275-1010 K Nelsen 808-944-0005 Realjobshawaii.com 535-0400 Scott 808-586-8718 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 R Varley 808-956-6972 R Varley 808-956-6972 Facebook.com David Koye 804-327-0859	0 2 0 0 0 5 0 0 0 0 0 0 1 1	
2	SummitMedia Hawaii Websites Employee Referrals Client Referral Real Jobs Hawaii Hawaii Job Engine College:Outreach:HCC/KCC/UH Schidler/HPU/Chaminade/KTUH BCS All Access Indeed Walk Ins	S Mackenzie 808-275-1000 A Rosen 808-275-1000 Amanda Malave – 808948-5110 Realjobshawaii.com 535-0400 K Nelsen 808-944-0005 R Varley 808-956-6972 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 David Koye 804-327-0859 R Kihikihi 808-275-1010	1 3 1 1 1 0 0 0 0 5 1	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
3	SummitMedia Hawaii Websites Employee Referrals Client Referral Real Jobs Hawaii Hawaii Job Engine College:Outreach:HCC/KCC/UH Schidler/HPU/Chaminade/KTUH BCS All Access Indeed Walk Ins	S Mackenzie 808-275-1000 A Rosen 808-275-1000 Amanda Malave – 808948-5110 Realjobshawaii.com 535-0400 K Nelsen 808-944-0005 R Varley 808-956-6972 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 David Koye 804-327-0859 R Kihikihi 808-275-1010	1 3 1 1 1 0 0 0 0 5 1	
4	SummitMedia Hawaii Websites BCS All Access Real Jobs Hawaii Indeed College:Outreach:HCC/KCC/UH Schidler/HPU/Chaminade/KTUH Hirenethawaii.com Oahu work Links Employee Referrals In House Posting	S Mackenzie 808-275-1000 Robin Cooper 866-227-4336 Joel Denver Co 310-457-6616 Realjobshawaii.com 535-0400 David Koye 804-327-0859 R Varley 808-956-6972 Scott 808-586-8718 Scott 808-586-8718 A Rosen 808-275-1000 R Kihikihi 808-275-1010	0 0 0 1 7 0 0 0 0 5 1	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
5	Indeed Hireathawaii.com Real Jobs Hawaii All Access SummitMedia Hawaii Websites BCS Employee Referrals	David Koye 804-327-0859 Scott 808-586-8718 Realjobshawaii.com 535-0400 Joel Denver Co 310-457-6616 S Mackenzie 808-275-1000 Robin Cooper 866-227-4336 Cris Caughill-808-275-1000	6 0 0 2 0 2 2	
6	BCS Real Jobs Hawaii Indeed SummitMedia Hawaii Websites Hireathawaii.com College:Outreach:HCC/KCC/UH Schidler/HPU/Chaminade/KTUH All Access Client Referral	Robin Cooper 866-227-4336 Realjobshawaii.com 535-0400 David Koye 804-327-0859 S Mackenzie 808-275-1000 Scott 808-586-8718 R Varley 808-956-6972 Joel Denver Co 310-457-6616 John Aeto – 808-216-2386		

**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/12/16	University of Hawaii - Shidler school of Business	Guest Speaker to address students on Radio Broadcasting , Marketing & International Business. There were a total of 15 students....majority female and only 1 male	Andrew Rosen - President - was Guest speaker to the Seniors class majoring in Marketing & International Business. 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. He shared how to create the environment for success and that every day in radio is different. He spoke on programming and how te DJ's prep for their shows. He ended with a Q&A where the majority wanted to know how to get into the field of radio broadcasting.	Andrew Rosen President
2	10/28/16	Rotary Club Presentation	A special presentation to approximately 25 Rotarians from different clubs on Oahu	President Andrew Rosen did a special presentation, using On Line Video Presentations and interactive Power Point. He did a Capabilities presentation sharing how Radio evolves, and how Interns are brought in and	Andrew Rosen President

				tought as if they were in a classroom. The Presentation was about 30 minutes in length and a Q and A ended the session.	
3	10/28/16	Career Day – Punahou High School combined with 2 students from Sacramento	Special Class Tour for students interested in broadcasting and the different departments that make up a radio station	These students were particularly 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 in our Q & A after the tour. We had them produce a commercial to take back to school and share with the students that were unable to come. In our Q & A – they were interested in more than being a DJ, we had students interested in Production and production commercial, engineering and sales and marketing...we did have a few interested in DJ, but this was a very different class wanting much more.	Rhoda Kihikihi; Wayne Maria; Peter Agustin Chris Chang, David Daniels, Jason Resentez, Roel Bejerana Cris Caughill

4	10/24/16	Kawananakoa Middle School Career day	Career Day workshop for students	Mele was asked to do a presentation to all students – the classes rotated every 20 minutes and she spoke to the various classes on career options and the skills required for success in the different fields of radio. Each class did a Q&A and was grateful for Mele sharing her true to life experiences working in radio. She ended giving away some prizes.	Mele Apana – On air personality KINE
5	5/17/17	AAF-Hawaii – Ad Month Element 8 Advertising	Radio was the theme for Ad Month this year. Radio stations were asked to do a special presentations and tour to Media buyers and different Agency personnel interested in learning more about the in and outs of radio.	We had approximately 15 Media buyers and different Agency representatives – come and tour all of our stations and ask questions to the DJ’s, Sales Teams, Production Crew, Promotional Staff. Some of them have never been in a radio station and never new what happened after they bought advertising with us, we went through everything from writing radio copy, booking the spots on air, dj’s doing live reads, and working promotions, and our President did a special talk with them sharing how we can help them best to	Andrew Rosen, Rhoda Kihikihi, Wayne Maria, David Daniels, Mele Apana, Shannon Scott, Roel Bejerana, Chris Chang, Lilly Yamachika, Veronica Yamagata

				spend their dollars wisely. And especial how we now have a full service Digital team, that can work one on one with their clients if needed.	
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