

KCCN(FM), KINE(FM), KRTR(FM), KPHW(FM), KPRP(AM), KKEA(AM)
EEO PUBLIC FILE REPORT
October 1, 2017–September 30, 2018

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 |
|---------------------------|--|---------------------------|
| Sales Account Manager | 1-4, 6-9, 13, 15 | 8 |
| Promotion Director | 1-6, 8, 18 | 8 |
| On-Air Personality (KPHW) | 2, 6 | 2 |
| Receptionist | 1-8, 17-18 | 1 |
| Sales Assistant | 1, 3-6, 8, 18 | 6 |

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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 | Indeed www.indeed.com | N | 28 |
| 2 | All Access www.allaccess.com | N | 12 |
| 3 | Real Jobs Hawaii realjobshawaii.com | N | 0 |
| 4 | Broadcast Compliance Services (BCS) www.bcs-ok.com | N | 0 |
| 5 | Hawaii Association of Broadcasters Virtual Job Fairs Jamie Hartnett, jamie.hartnett@gmail.com | N | 1 |
| 6 | Summit Media Websites Kccnfm100.com Hawaiian105.com Krtr96.com Power1043.com | N | 4 |
| 7 | Hirenet Hawaii.com | N | 0 |
| 8 | Employee Referral | N | 32 |
| 9 | Client Referral | N | 6 |
| 10 | KTUH GM@KTUH.org or KTUH.org | N | 0 |
| 11 | Shidler College of Business Shidlercollegeofbusiness@csm.symplicity.com | N | 0 |
| 12 | Honolulu Community College – Mele Program John Vierra, Mele Program Director 874 Dillingham Blvd. Honolulu, HI 96817 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 13 | Kapiolani Community College myinterfase.com covers Hawaiian islands – Maui, Kauai Hawaii and the following community colleges: Leeward Community College; Windward Community College; University of Hawaii Community College; Honolulu Community College. | N | 4 |
| 14 | Hawaii Pacific University (HPU) Carrier Service Center – Michael Van Lear 1164 Bishop St., Ste. 122 Honolulu, HI 96813 | N | 0 |
| 15 | Searchjobsnearme.com | N | 0 |
| 16 | Barefootstudent.com | N | 0 |
| 17 | Kelly Services Todd Tokunaga, todd.tokunaga@kellyservices.com | N | 1 |
| 18 | Internal Posting | N | 0 |
| 19 | Facebook | N | 0 |
| 20 | Linkedin.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 88 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 1 | Internship Program | <p>On an ongoing basis our stations recruit interns from area colleges, international students, and the military who have a special interest in marketing, public relations, business administration, broadcasting and communications. During this reporting period our stations hosted the following interns:</p> <ul style="list-style-type: none"> ▪ 1 Intern – (Military – US Army) who learned about and assisted in the Promotions, Business Administration, Communications, Sales Programming departments from 6/02/18 to 8/24/18; ▪ 1 Intern – (College Student from Hawaii Pacific University) who learned about and assisted in Promotions, Social Media and Research departments from 6/8/18 – 9/30/18; ▪ 1 Intern – (College Student from University of Hawaii West Oahu) who learned about and assisted in the Promotions, Social Media, Public Relations, Research, Programming & Production departments from 9/4/18 to 9/30/18; ▪ 3 interns – (International college students from Korea) who learned about radio broadcasting and communications and assisted in the Promotions, Social Media and Research, Programming, Production, Marketing and Business departments from 6/25/18 – 7/31/18. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 2 | Station Tours | <p>Our station employment unit (“SEU”) offers tours to local educational and youth organizations seeking to inspire, motivate and provide real life experience in the radio broadcast industry. Each Department provides an overview of their role in radio broadcasting.</p> <p>Our SEU hosted the following groups:</p> <ul style="list-style-type: none"> ▪12/1/2017 – Liliu’okalani Trust Program – 50 students between the ages of 16 & 22. <p>This tour was conducted by two of our On-Air Personalities and our Business Manager.</p> <ul style="list-style-type: none"> ▪7/24/18 – University of Hawaii – West Oahu College – 15 students on working on Communication, Marketing and Broadcasting degrees that are especially interested in Broadcast Media jobs – what is available and what additional classes they should take. <p>This tour was conducted by our Promotions Director, Business Manager and our President.</p> |
| 3 | Participate in Virtual Job Fairs (4) | <p>The SEU participated in quarterly, virtual job fairs hosted by the Hawaii Association of Broadcasters as follows:</p> <p>9/17-21/2018 HAB Q3 Virtual Job Fair; 6/18-22/2018 HAB Q2 Virtual Job Fair; 2/19-23/2018 HAB Q1 Virtual Job Fair; 11/13-17/2017 HAB Q4 Virtual Job Fair.</p> <p>SummitMedia is a media partner and member of the Association.</p> |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 4 | Co-Host Career Fair | <p>On May 30, 2018, our SEU co-hosted the Promo-lympics 2018 career fair with the American Advertising Federation-Hawaii (“AAF”). This was a first-time event, designed and planned by SummitMedia’s Promotions Director with the assistance of the Promotions Assistant and Sales ____.</p> <p>This event took place at the State Park and was free for college students and AAF members looking for summer internships.</p> <p>Details: Plan, Build, and Execute on-site promotions. Games were created so that attendees could learn from their hands-on experience to better understand what radio promotions involves.</p> <p>Attendees were divided into 4 teams and played 3 games:</p> <p>Game 1- Mock Promotion-client & requested promotion-create a promotional game plan</p> <p>Game 2 – Pitch the station tent & set up</p> <p>Game 3 – Promo pile scramble relay</p> <p>Points and time were tallied – teams with the most points won radio swag</p> |