

**KRTR-FM, KINE-FM, KCCN-FM, KPHW(FM), KKNE(AM), KPRP(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2023 – September 30, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Strategy Lead	1-11	6
Marketing Strategy Lead	1-11	7

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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	<b>Summit Website</b> (summitmediacorp.com)	No	1
2	<b>LinkedIn</b> (linkedin.com)	No	1
3	<b>Indeed</b> (indeed.com)	No	0
4	<b>NASBA</b> (career.org)	No	0
5	<b>Handshake</b> <a href="https://joinhandshake.com/employers/">https://joinhandshake.com/employers/</a>	No	0
6	<b>SummitMedia Employee Referral</b>	No	1
7	<b>Word-of-Mouth Referral</b>	No	1
8	<b>Hawaii Association of Broadcasters (“HAB”) Career Fair</b> (see Section III)	No	2
9	<b>Summit Recruiting</b> (cold calling)	No	0
10	<b>On-Air Announcements (KCCN-FM)</b>	No	1
11	<b>Hawaii Association of Broadcasters</b> <a href="http://www.hawaiibroadcasters.org">http://www.hawaiibroadcasters.org</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in job	<p>On April 17, 2024, our SEU participated in the Diversity &amp; Inclusion Virtual Career Fair hosted by CareerEco. Perspective candidates were invited to participate in live group chats or to schedule a 15-minute interview on the day of the Fair. Our hiring manager was available to interact with participants who not only informed them about SummitMedia’s job openings but talked with them about careers in radio and media as well. Our SEU was pleased with the interest shown in this event. Participants were encouraged to apply for current and future openings through SummitMedia’s talent bank.</p>
<b>2</b>	Participate in activities reasonably calculated to disseminate information about careers in broadcasting (2)	<p>On September 25, 2023, our SEU worked directly with a student from University of Hawai‘i’s Shidler College of Business, who applied for an internship in our SEU. Our Promotions manager conducted in-depth discussions with this candidate through Google Meet about what an internship with SummitMedia entails. Our Promotions manager learned what the candidate expected to gain from this experience which led to a sharing of general life/career advice. The candidate decided this internship was not for her.</p> <p>On October 30, 2023, a student who had been a part of the UHS World and the University of Hawaii-West Oahu (“UH-West OAHU”), a study abroad program which included international students from various universities in South Korea, reached out to our Market Manager to talk about possible internship opportunities, what it is like to work in radio, and obtain career/life advice. On November 23, 2023, our Market Manager worked directly with this student, now attending Kapi’olani Community College, to continue their discussion about how radio broadcasting might fit into his career plans.</p>