

**NRJ TV Hawaii OPCO, LLC, KIKU-TV, Honolulu, Hawaii  
ANNUAL EEO PUBLIC FILE REPORT**

**Statement of EEO Policy**

This EEO Public File Report has been prepared in accordance with Section 47 CFR 73. 2080(c)(6).

This report covers full-time vacancy recruitment data for period October 1, 2017 to September 30, 2018.  
This report has been prepared for NRJ TV Hawaii License Co, LLC, KIKU-TV, Facility ID# 34527, licensed to Honolulu, Hawaii. Anyone wanting information of job vacancies at KIKU-TV should contact the Human Resources Department.

EEO contact information for NRJ TV Hawaii License Co, LLC is:

KIKU-TV  
737 Bishop Street, Suite 1430  
Honolulu, HI 96813  
Tel: (808) 847-2021  
Contact person: Mavis Chow  
Email: [mchow@kikutv.com](mailto:mchow@kikutv.com)

The reporting unit has five to ten full-time employees for this reporting period.

**Full-Time Vacancies Filled During Reporting Period**

	<b>Job Title</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total Number Interviewed (from all Referral Sources)</b>
1	Marketing Manager	List below and referral, station website	66 (indeed.com)	6
2	Account Manager	List below and referral, station website	66 (indeed.com)	4

Total number of persons interviewed during applicable period

10

**Recruitment/Referral Sources to Seek Candidates For Each Vacancy**

	<b>Recruitment Source Information</b>	<b>Total Number of Interviewees Referred</b>	<b>Full-Time Positions for which Source was Utilized</b>
1	Abilities Unlimited Contact: Melanie Brunson 414 Kuwili street, Suite 103 Honolulu, HI 96817 Tel: 808-532-2100		Marketing Manager Account Manager
2	Aleutian Pribilog Island Association-Atka Clinic Contact: Dave P.O. Box 47047 Atka, AK 99547 Tel: 907-839-2232		Marketing Manager Account Manager
3	Alliance Personnel, Inc Contact: June Fernandez 1136 Union Mall, Suite 202 Honolulu, HI 96813 Tel: 808-521-4300		Marketing Manager Account Manager
4	Aloha Association of the Deaf Contact: Stephen Laracuenta PO Box 88591 310 Paokalani Avenue Honolulu, HI 96830 Tel: 808-926-8203		Marketing Manager Account Manager
5	Altres Staffing Contact: Barron Guss 74-5603 Alapa Street Kailua, Kona, HI 96740 Tel: 808-329-1341		Marketing Manager Account Manager
6	Alu Like, Inc-Molokai Multi Cultural Contact: Camellia Hamakua-Napoleon Maunaloa Highway PO Box 1859 Kaunakakai, HI 96748 Tel: 808-553-5393		Marketing Manager Account Manager
7	Alu Like, Inc-Oahu Contact: Nanea Sai 458 Keawe Street Honolulu, HI 96813 Tel: 808-535-6750		Marketing Manager Account Manager
8	Alu Like, Inc-Kauai Contact: Dora Lane 2970 Haleko Road Lihue, HI 96766 Tel: 808-245-8545		Marketing Manager Account Manager

9	Alu Like, Inc-Hawaii Contact: Carla Kurokawa 32 Kino'ole Street #10 PO Box 606 Hilo, HI 96720		Marketing Manager Account Manager
10	American Business Women's Association- IMUA Chapter Contact: Myrtle Ching-Rappa 327 Keawe Street Honolulu, HI 96813 Tel: 808-593-1803		Marketing Manager Account Manager
11	American Indian Cultural Center-Honolulu 3260 Ualena Street Honolulu, HI 96819 Tel: 808-833-4581		Marketing Manager Account Manager
12	American Society for Training and Development Hawaii Contact: Shirley Tsukano PO Box 3110 Honolulu, HI 96802		Marketing Manager Account Manager
13	Applied Computer Training Contact: Chad Kobashigawa 98-030 Hekaha Street #29 Aiea, HI 96701 Tel: 808-486-7330		Marketing Manager Account Manager
14	ARC-Honolulu Contact: Nancy Quiniola 3989 Diamond Head Road Honolulu, HI 96813 Tel: 808-737-7995		Marketing Manager Account Manager
15	ARC-Kona Contact: Jeani Navarro PO Box 127 Kona, HI 96750 Tel: 808-323-2626		Marketing Manager Account Manager
16	Bureau of Indian Affairs – Taholah Agency Contact: Gregory Masten 1214 Aails-Building A PO Box 39 Taholah, WA 98587 Tel: 360-276-4850		Marketing Manager Account Manager
17	Career One Stop-Oahu Work Links-Honolulu Office Contact: Harry Winfield 830 Punchbowl Street Keelikolani Building, Room 112 Honolulu, HI 96813 Tel: 808-5786-7000		Marketing Manager Account Manager

18	Career One Stop-Oahu Work Links-Kapolei Office (Satellite) Contact: Beverly Kaneshige 601 Kamokila Boulevard Room 588 Kapolei, HI 96701		Marketing Manager Account Manager
19	Career One Stop-Oahu Work Links- Waialua Office Contact: Susie Escorzon 67-292 Goodale Avenue Waialua, HI 96791 Tel: 808-637-6508		Marketing Manager Account Manager
20	Career One Stop-Oahu Work Links-Dillingham Office Contact: Sylvia Silva 1505 Dillingham Boulevard Honolulu, HI 96817 Tel: 808-843-0733		Marketing Manager Account Manager
21	Career One Stop Resource Center Molokai Contact: Albert Lucas 55 Makeana Street, Room 4 Kaunakakai Civic Center Kaunakakai, HI 96748 Tel: 808-553-1755		Marketing Manager Account Manager
22	Career One Stop-Work Source Maui Contact: Kevin Kimizuka 2064 Wells Street, Suite 108 Wailuku, HI 96793 Tel: 808-984-2091		Marketing Manager Account Manager
23	Catholic Charities 200 North Vineyard Boulevard 2 <sup>nd</sup> Floor Honolulu, HI 96817 Tel: 808-536-1794		Marketing Manager Account Manager
24	Chamber of Commerce of Hawaii Contact: Jeff Tollefson 1132 Bishop Street, Suite 402 Honolulu, HI 96813 Tel: 808-545-4300		Marketing Manager Account Manager
25	College-Hawaii Business College 33 South King Street, Suite 405 Honolulu, HI 96813 Tel: 808-524-4014		Marketing Manager Account Manager
26	College-Hawaii Community College Contact: Helen Nishimoto 200 West Kawili Street Hilo, HI 96720		Marketing Manager Account Manager

27	College-Heald College Contact: Connie 1500 Kapiolani Boulevard Honolulu, HI 96814 Tel: 808-955-1500		Marketing Manager Account Manager
28	College Honolulu Community College Contact: Barbara 2600 Campus Road Career Services 212 Honolulu, HI 96817 Tel: 808-845-9211		Marketing Manager Account Manager
29	College-Kapiolani Community College Contact: Keoni Kaiser 4303 Diamond Head Road Honolulu, HI 96816 Tel: 808-734-9000		Marketing Manager Account Manager
30	College-Kauai Community Contact: Dee-Dee 3-1901 Kaumualii Highway Lihue, HI 96766 Tel: 808-245-8311		Marketing Manager Account Manager
31	College-Leeward Community College Contact: Sandy Hoshino 96-045 Ala Ike Street Pearl City, HI 96782 Tel: 808-455-0260		Marketing Manager Account Manager
32	College-Maui Community College Contact: Sunny Cabello 310 Kaahumanu Avenue Wailuku, HI 96793 Tel: 808-984-3239		Marketing Manager Account Manager
33	Confederated Tribes of the Coos Contact: Dottie Garcia 338 Wallace Avenue Coos Bay, OR 97420 Tel: 541-888-6169		Marketing Manager Account Manager
34	County Committee on the Status of Women Contact: Jean 25 Aupuni Street #215 Hilo, HI 96720 Tel: 808-961-8211		Marketing Manager Account Manager
35	Craigslist	1	Marketing Manager Account Manager
36	Department of Human Services Contact: Linda Fukunaga 1955 Main Street, Suite 325 Wailuku, HI 96793 Tel: 808-243-5875		Marketing Manager Account Manager

37	<p>Equal Employment Opportunity Commission  Contact: Timothy Riera  Ala Moana Boulevard Room 7123  PO Box 50082  Honolulu, HI 96850  Tel: 808-541-3120</p>		<p>Marketing Manager  Account Manager</p>
38	<p>Family Court Probation Services  Contact: Thomas Jay Kemp  2145 Main Street  Wailuku, HI 96793  Tel: 808-244-2770</p>		<p>Marketing Manager  Account Manager</p>
39	<p>Family Support Services of West Hawaii  Contact: Jani Sheppard  75-127 Lanapule Road, Suite 11  Kailua-Kona, HI 96740  Tel: 808-326-7778</p>		<p>Marketing Manager  Account Manager</p>
40	<p>Goodwill Hawaii – First To Work  Contact: Galenn Yahiku  94-275 Mokuola Street, #105  Waipahu, HI 96797  Tel: 808-675-0081</p>		<p>Marketing Manager  Account Manager</p>
41	<p>Goodwill Hawaii – First To Work  Kailua-Kona  Contact: Ann Lyon-Lofland  75-5591 Palani Road, Rm 2004  Kailua-Kona, HI 96740  Tel: 808-443-5854</p>		<p>Marketing Manager  Account Manager</p>
42	<p>Goodwill Hawaii – First To Work  Contact: Keith Tamashiro  333 North King Street  Honolulu, HI 96817  Tel: 808-587-3850</p>		<p>Marketing Manager  Account Manager</p>
43	<p>Goodwill Hawaii – First To Work Hilo  Contact: Tom Callis  500 Kalanianaʻole Avenue, Suite 3  Hilo, HI 96720  Tel: 808-961-3918</p>		<p>Marketing Manager  Account Manager</p>
44	<p>Goodwill Hawaii – First To Work Honolulu  Contact: Wand Villareal  1297 Kaumualii Street  Honolulu, HI 96817  Tel: 808-845-7071</p>		<p>Marketing Manager  Account Manager</p>
45	<p>Goodwill Hawaii – First To Work Kapolei  Contact: Wanda Villareal  2140 Lauwiliwili Street  Kapolei, HI 96707  Tel: 808-792-5100</p>		<p>Marketing Manager  Account Manager</p>

46	Goodwill Hawaii – First To Work Lihue Contact: Lori Lau 4334 Rice Street Lihue, HI 96766 Tel: 808-482-3200		Marketing Manager Account Manager
47	Goodwill Hawaii – First To Work Pearl City Contact: Wanda Villareal 98 Kamehameha Highway Aiea, HI 96701 Tel: 808-488-1230		Marketing Manager Account Manager
48	Goodwill Hawaii – First To Work Wahiawa Contact: Susan Rosaldo 1008 California Avenue Wahiawa, HI 96786 Tel: 808-622-6326		Marketing Manager Account Manager
49	Goodwill Industries – Job Connections Contact: Edwina Kelly 1020 Isenberg Street Honolulu, HI 96826 Tel: 808-946-9675		Marketing Manager Account Manager
50	Goodwill Industries of Hawaii in Haleiwa Contact: Dan Buron 66-437 Kamehameha Highway Haleiwa, HI 96712 Tel: 808-637-7733		Marketing Manager Account Manager
51	Goodwill Industries of Hawaii in Honolulu Contact: James Ornellas 1075 South Beretania Street Honolulu, HI 96814 Tel: 808-521-1798		Marketing Manager Account Manager
52	Goodwill Industries of Hawaii in Honolulu Contact: Nelani China 2610 Kilihau Street Honolulu, HI 96819 Tel: 808-836-0313		Marketing Manager Account Manager
53	Hawaii Association of Independent Schools Ala Moana Pacific Center 1585 Kapiolani Boulevard, Suite 1212 Honolulu, HI 96814 Tel: 808-973-1540		Marketing Manager Account Manager
54	Hawaii Employee Assistance Services Contact: Naomi Sutton 333 Dairy Road, Suite 201 Kahului, HI 96732 Tel: 808-877-6888		Marketing Manager Account Manager

55	Hawaii Island Chamber of Commerce Contact: Dennis Taniguchi 106 Kamehameha Avenue Hilo, HI 96720 Tel: 808-935-7178		Marketing Manager Account Manager
56	Hawaii Job Corps Center Contact: Robert Upton 500 Ike Drive, Makawao, HI 96768 Tel: 808-579-6540		Marketing Manager Account Manager
57	Hawaii Korean Chamber of Commerce Contact: Rex Kim PO Box 2296 Honolulu, HI 96813 Tel: 808-524-7441		Marketing Manager Account Manager
58	Hawaii State Employment Office (WIB) Contact: Leonard Chow 1990 Kinoole Street Tel: 808-981-2860		Marketing Manager Account Manager
59	Hawaii Workforce Development Council Contact: Carolyn Hildebrand 830 Punchbowl Street Room 417 Honolulu, HI 96813 Tel: 808-586-8670		Marketing Manager Account Manager
60	Hawaii Workforce Development Division- One-Stop Career Center Contact: Lori Sasaki 74-5565 Luhia Street, #C-4 Kailua Kona, HI 96740 Tel: 808-327-4470		Marketing Manager Account Manager
61	HOH Tribal Council 2464 Lower Hoh Road P.O. Box 917 Forks, WA 98331 Tel: 360-374-6582		Marketing Manager Account Manager
62	Honokaa One-Stop Center 45-3380 Mamane Street Honokaa, HI 96727 Tel: 808-775-0528		Marketing Manager Account Manager
63	Honolulu Community Action Program Contact: Sue Quinn 99-102 Kalaloa Street, 2 <sup>nd</sup> Floor Aiea, HI 96701 Tel: 808-488-5630		Marketing Manager Account Manager

64	Honolulu Employment Agency Contact: Lettie Cara 1145 Bishop Street Room B Honolulu, HI 96813 Tel: 808-533-3537		Marketing Manager Account Manager
65	Human Services Department-Social Service PO Box 339 Honolulu, HI 96809 Tel: 808-586-4950		Marketing Manager Account Manager
66	Indeed.com	3 2	Marketing Manager Account Manager
67	Insights to Success, Incorporated 75-5620 Palani Road Suite 105-A Kailua, Kona, HI 96740 Tel: 808-326-2928		Marketing Manager Account Manager
68	Japanese Chamber of Commerce Contact: Jean 400 Hualani Street, Suite 200 Hilo, HI 96720 Tel: 808-934-0177		Marketing Manager Account Manager
69	Job Corps-Hawaii Contact: Wendy Sakata 41-467 Hihimanu Street Waimanalo, HI 96795 Tel: 808-545-3816		Marketing Manager Account Manager
70	Job Corps-Waimanalo Contact: Anita Sharp 41-467 Hihimanu Street Waimanalo, HI 96795 Tel: 808-259-6070		Marketing Manager Account Manager
71	Joint Employment Management System- Coast Guard Contact: Jeri Couthern, MSW, MPH 400 Sand Island Parkway Honolulu, HI 96819 Tel: 808-842-2085		Marketing Manager Account Manager
72	Joint Employment Management System- Commander Navy Region Hawaii Contact: Rita May Pearl Harbor, HI 96860 Tel: 808-474-1999		Marketing Manager Account Manager
73	Joint Employment Management System- Marine Corps Contact: Ricardo Paguio PO Box 63073 Kaneohe Bay, HI 96863 Tel: 808-257-7795		Marketing Manager Account Manager

74	Kailua First-To-Work Contact: George Rainey 354 Uluniu Street, Suite 401 Kailua, HI 96734 Tel: 808-266-9620		Marketing Manager Account Manager
75	Kauai Workforce Investment Board Office of Economic Development Contact: Virginia Kapali 444 Rice Street, Suite 200 Lihue, HI 96796 Tel: 808-245-8210		Marketing Manager Account Manager
76	kikutv.com Contact: Mavis Chow 737 Bishop Street, Suite 1430 Honolulu, HI 96813 Tel: 808-847-2021	2	Marketing Manager Account Manager
77	LDS Employment Resource Services Contact: James Moikeha 1500 South Beretania Street, Suite 200 Honolulu, HI 96826 Tel: 808-943-8725		Marketing Manager Account Manager
78	Literacy Development Services Contact: Susan 3225 Salt Lake Boulevard, Suite 205 Honolulu, HI 96818 Tel: 808-831-6878		Marketing Manager Account Manager
79	Native Hawaiian Advancement Contact: Napali Woode 1050 Queen Street, Suite 200 Honolulu, HI 96814		Marketing Manager Account Manager
80	Network Enterprises, Inc Contact: Linda Canon 680 Iwilei Road, Suite 695 Honolulu, HI 96817 Tel: 808-521-7774		Marketing Manager Account Manager
81	Oahu Workforce Investment Board Contact: Terry Young 838 South Beretania Street, Suite 207 Honolulu, HI 96813 Tel: 808-522-7090		Marketing Manager Account Manager
82	O'ahu Workforce Investment Board Contact: Terry Young 838 S. Beretania St., Suite 207 Honolulu, HI 96813 Tel: 808-522-7090		Marketing Manager Account Manager

83	Office of Housing and Community Development Contact: Edwin Taira 50 Wailuku Drive Hilo, HI 96720 Tel: 808-961-8379		Marketing Manager Account Manager
84	Office of Social Ministry-Roman Catholic Contact: Carol Ignacio 140-B Holomua Street Hilo, HI 96720 Tel: 808-935-3050		Marketing Manager Account Manager
85	Our Savior Lutheran Church & Social Contact: Pam Laszio 98-1098 Moanalua Road Aiea, HI 96701 Tel: 808-488-3654		Marketing Manager Account Manager
86	Quileute Tribal Council Contact: Tony Foster P.O. Box 279 Lapush, WA 98350 Tel: 360-374-6163		Marketing Manager Account Manager
87	Salvation Army-Hawaii-Hilo Corps Contact: Celestine Ruwethin 219 Ponohawai Street Hilo, HI 96720 Tel: 808-935-1277		Marketing Manager Account Manager
88	Salvation Army-Hawaii-Kahului Lahaina Outpost Contact: Angela Nolan 131 Shaw Street Lahaina, HI 96761 Tel: 808-661-5335		Marketing Manager Account Manager
89	Salvation Army-Hawaii-Kahului Molokai Outpost Contact: Georgina Kuahuia 900 Kalae Highway, Unit #108 Kualap'u, HI 96817 Tel: 808-567-9474		Marketing Manager Account Manager
90	Salvation Army-Hawaii Kauluwela Corps Contact: Major Randy Mulch 296 North Vineyard Boulevard Honolulu, HI 96817 Tel: 808-521-6551		Marketing Manager Account Manager

91	Salvation Army-Hawaii-Lihue Corps Contact: Mario Reyes 4182 Hardy Street Lihue, HI 96766 Tel: 808-245-2571		Marketing Manager Account Manager
92	Salvation Army-Hawaii Ray and Joan Kroc Corps Community Center Contact: Philip Lum 91-3257 Kualaka'I Parkway Ewa Beach, HI 96706 Tel: 808-682-5505		Marketing Manager Account Manager
93	Salvation Army-Hawaii Women's Way Contact: Linda Rich 845 22 <sup>nd</sup> Avenue Honolulu, HI 96816 Tel: 808-732-2802		Marketing Manager Account Manager
94	Salvation Army-Coos Bay Corps Community Center Contact: Lt. Kevin Pope 1155 Flanagan Avenue Coos Bay, OR 97420 Tel: 541-888-5202		Marketing Manager Account Manager
95	Senior Community Services Employment Contact: Pat Dison 1109 Maunakea Street 2 <sup>nd</sup> Floor Tel: 808-521-4531		Marketing Manager Account Manager
96	Southwestern Oregon Community College Contact: Brenda Brecke 1988 Newmark Avenue Coos Bay, OR 97420 Tel: 541-888-7121		Marketing Manager Account Manager
97	State of Hawaii Department of Human Services Contact: Wes Okumura 1001 Bishop Street, ASB Tower, Suite 900 Honolulu, HI 96813 Tel: 808-586-7050		Marketing Manager Account Manager
98	University of Hawaii Oahu Contact: Dr. Ross Cordy 96-129 Ala Ike D-101B Pearl City, HI 96782 Tel: 808-454-4762		Marketing Manager Account Manager

99	University of Hawaii-Hilo Contact: Norman Stahl 200 W. Kawili Street Campus Center Room 202A Hilo, HI 96720 Tel: 808-974-7687		Marketing Manager Account Manager
100	University of Hawaii-Kapiolani Community College Contact: Gema Williams 4303 Diamond Head Road #104 Honolulu, HI 96816 Tel: 808-734-9500		Marketing Manager Account Manager
101	University of Hawaii-Manoa-International Student Services Contact: Linda Duckworth 2600 Campus Road Room 206 Honolulu, HI 96822 Tel: 808-956-8613		Marketing Manager Account Manager
102	University of Hawaii-Information and Computer Services Contact: Gerald Lau 2532 Correa Road Bldg 37 Tel: 808-956-7420		Marketing Manager Account Manager
103	University of Phoenix Contact: Jade Shiroma 827 Fort Street Mall Honolulu, HI 96813 Tel: 808-536-2686		Marketing Manager Account Manager
104	University-Argosy University Contact: Maria Cadell 1001 Bishop Street, ASB Tower, Suite 400 Honolulu, HI 96813 Tel: 808-536-5555		Marketing Manager Account Manager
105	University Brigham Young University Contact: Kim Austin 55-220 Kulanui Street, PO Box 1978 Laie, HI 96762 Tel: 808-293-3211		Marketing Manager Account Manager
106	University Brigham Young University, Hawaii School of Business Contact: Susan Wesley 55-220 Kulanui Street, PO Box 1956 Laie, HI 96762 Tel: 808-293-3211		Marketing Manager Account Manager

107	University Hawaii Pacific University Contact: Joe Barrientos 1164 Bishop Street Honolulu, HI 96813 Tel: 808-544-0230		Marketing Manager Account Manager
108	Vocational and Rehabilitation Services Contact: J. Mina 3060 Eiwa Street #304 Lihue, HI 96766 Tel: 808-274-3333		Marketing Manager Account Manager
109	Vocational and Rehabilitation-Aiea Hawaii Contact: Faith Lebb 99-128 Aiea Heights Drive #209 Aiea, HI 96701 Tel: 808-488-3399		Marketing Manager Account Manager
110	Wahiawa Community School of Adult Contact: Annette Young-Ogata 1515 California Avenue Wahiawa, HI 96786 Tel: 808-622-1634		Marketing Manager Account Manager
111	Wai'anae Neighborhood Center Contact: Joyce Suckoll 85-979 Mill Highway Waianae, HI 96792 Tel: 808-696-7067		Marketing Manager Account Manager
112	Waikoloa Lutheran Church and Social Services Contact: John Cassidy 683901 Paniolo Avenue Waikoloa, HI 96738 Tel: 808-883-9255		Marketing Manager Account Manager
113	Waimano Auxiliary-Kokua Mau Work Center Contact: Yvonne Angut 32101 Waimano Home Road Pearl City, HI 96797 Tel: 808-455-7847		Marketing Manager Account Manager
114	Waipahu Community School for Adults Contact: John Vannatta 94-1211 Farrington Highway Waipahu, HI 96797		Marketing Manager Account Manager

115	Windward School for Adults Contact: Malia Kau 730 Iliaina Street Kailua, HI 96734 Tel: 808-254-1534		Marketing Manager Account Manager
116	Worksource Oregon – Employment Dept. Contact: Jan Willis 2075 Sheridan Avenue North Bend, OR 97459 Tel: 541-756-8459		Marketing Manager Account Manager
117	Workwise-Lihue Contact: Jolynne Ulyesono 3100 Kuhio Highway, Suite C-9 Lihue, HI 96766 Tel: 808-274-3060		Marketing Manager Account Manager
118	YWCA of Hawaii Island Contact; Brenda Olcott 145 Ululani Street, Hilo, HI 96720 Tel: 808-935-714		Marketing Manager Account Manager
119	YWCA of Oahu Contact: Barbara Pence 1040 Richards Street Honolulu, HI 96813 Tel: 808-538-7061		Marketing Manager Account Manager
120	Zonta Club of Hilo Contact: Mele Spencer 961 Auwae Road P.O. Box 1915 Hilo, HI 96720 Tel: 808-959-5026		Marketing Manager Account Manager
121	Employee/Personal Referral	1 1	Marketing Manager Account Manager

**KIKU EEO Initiatives (October 1<sup>st</sup> 2017-September 30<sup>th</sup> 2018)**

*KIKU had between five and ten full-time employees*

**Initiative: Section 73.2080(c)(2)(i)** - Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

November 2017: KIKU-TV Office/HR Manager participated in the Virtual Job Fair sponsored by the Hawaii Association of Broadcasters (HAB). The virtual job fair is a supplemental outreach program to educate the public about careers in broadcasting and the qualifications necessary to fill those positions. KIKU-TV broadcasted on-air announcements to promote the online event during the week and reviewed and responded to all inquiries to the station. The job fair ran from November 13-17, 2017.

June 2018: KIKU-TV Office/HR Manager participated in the Virtual Job Fair sponsored by the Hawaii Association of Broadcasters (HAB). The virtual job fair is a supplemental outreach program to educate the public about careers in broadcasting and the qualifications necessary to fill those positions. KIKU-TV broadcasted on-air announcements to promote the online event during the week and reviewed and responded to all inquiries to the station. The job fair ran from June 18-22, 2018.

September 2018: KIKU-TV Office/HR Manager participated in the Virtual Job Fair sponsored by the Hawaii Association of Broadcasters (HAB). The virtual job fair is a supplemental outreach program to educate the public about careers in broadcasting and the qualifications necessary to fill those positions. KIKU-TV broadcasted on-air announcements to promote the online event during the week and reviewed and responded to all inquiries to the station. The job fair ran from September 17-21, 2018.

**Initiative: Section 73.2080(c)(2)(vii)** – Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

March-April 2018: The Hawaii Association of Broadcasters grants educational scholarships to high school and college students interested in pursuing a career in broadcasting. KIKU-TV broadcasts announcements providing educational information to students regarding careers in broadcasting, and encouraging them to apply for scholarships that are available. As a member of HAB, KIKU contributes money to the scholarship fund. The program ran from March 15 - April 15, 2018 and \$45,000 in academic scholarships were awarded.

**Initiative: Section 73.2080(c)(2)(ix)** – Establishment of a mentoring program for station personnel.

February-May 2018: KIKU's General Manager developed a program designed to strengthen the Operations Manager's management skills by mentoring him on managing personnel, improving internal and external communications, and successful negotiating techniques with vendors. The training took place from February 2018 through May 2018.

**Initiative: Section 73.2080(c)(2)(xii)** – Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

March 2018, August 2018:

The Broadcast Compliance Services (BCS) job bank lists all KIKU-TV job openings and sends announcements to over 100 different organizations and schools, etc. whose membership includes substantial participation of women and minorities.

**Initiative: Section 73.2080(c)(2)(xvi)** – Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

October 2017	Hosted students at the station visiting Hawaii from Kansai University Senior High School who were interested in learning about the broadcast industry and broadcasting job opportunities in the United States. Students were given an overview of the broadcasting industry in the United States, introduced to various positions/jobs that are available in the operation of a broadcast television station and taken on a tour of the station. Station personnel were available for a question and answer period at the end of the visit.
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