

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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>
Outside Account Executive	1, 3-12, 14-15	3
Outside Account Executive	1, 3-12, 14-15	9
Outside Account Executive	1, 4, 6-8, 11, 13-15	13
Morning Personality	2, 4, 6-8, 11, 13, 15	13
Office Lead	1-2, 4, 6-8, 11, 15	2

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	DirectEmployers.org 7602 Woodland Drive, Ste 200 Indianapolis, Indiana 46278 Phone : (317) 874-9000 Url : directemployers.org Talent Acquisition Coordinator Manual Posting	N	0
2	Employee Referral	N	2
3	Facebook post - Not directly contacted by SEU	N	1
4	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 301-998-6136 Email : RobinCooper@BCS-ok.com Robin Cooper	N	0
5	Hawaii Pacific University 1164 Bishop Street (UB), Suite 122 Honolulu, Hawaii 96813 Phone : 808-544-0230 Url : www.hpu.edu Email : cdc@hpu.edu Renz Lorenzo	N	0
6	Honolulu Community College 874 Dillingham Blvd. Building 7-320 Honolulu, Hawaii 96817 Phone : 808-845-9204 Email : honcs@hawaii.edu Career Services	N	0
7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Indeed.com - Not directly contacted by SEU	N	3
10	Internal Posting	N	1
11	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Email : gethired@hawaii.edu Career Services	N	0
12	LinkedIn - Not directly contacted by SEU	N	5
13	Unknown (source not adequately identified upon inquiry by SEU)	N	4
14	Workforce Development Division - State of Hawaii 830 Punchbowl Street, Suite 112 Honolulu, Hawaii 96813 Phone : 808-586-8709 Email : dlr.workforce.develop@hawaii.gov Joni Heatherly	N	0
15	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

**KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD**

**EEO PUBLIC FILE REPORT**

**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/16/2020	Provision of training to management	On December 16, 2020, the SEU's Market President took the Sexual Harassment Prevention Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Market President
2	6/16/2021	Participation in Job Fairs	Our SEU participated in the American Job Center Hiring Event in Honolulu, Hawaii. Station participants included our SEU's Vice President of Sales and an Account Executive. We set up a booth and spoke with attendees throughout the day about potential openings for outside sales and promotions positions and answered questions about careers in broadcasting.	2	Vice President of Sales Account Executive
3	7/20/2021	Participation in scholarship programs	During the reporting period, our SEU participated in the Hawaii Association of Broadcasters, Inc. scholarship program, which is designed to provide financial assistance to students interested in broadcasting careers. Our SEU promoted the scholarship program in our community and our Market President helped review applications and ultimately select recipients.	1	Market President
4	8/3/2021	Participation in Job Fairs	Our SEU participated in the 2nd American Job Center Hiring Event in Honolulu, Hawaii this year. Station participants included our Vice President of Sales. We set up a booth and spoke with attendees throughout the day about potential openings for outside sales and promotions positions and answered questions about careers in broadcasting.	1	Vice President of Sales
5	8/18/2021	Provision of training to management	In August 2021 one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Vice President of Sales