

### **EEO Outreach**

As an initial matter, KBFD-DT broadcasts most of its programming in the Korean language, and fluency in Korean is a bona fide occupational qualification for many positions at the station. In addition, as indicated in the EEO public file reports, full-time vacancies are infrequent.

Accordingly, the employment unit uses the following types of recruitment sources, among others, to inform qualified job applicants in the community of the availability of full-time vacancies at the station: classified TV advertisements on the station; Daum (a South Korean web portal with a "I Love Hawaii" category); and employee referrals. Depending on the position to be filled, the employment unit may also use college and universities, professional trade journals, and third-party job-related websites.

The employment unit also undertook a variety of non-vacancy specific outreach initiatives, including the maintenance of an internship program, providing training opportunities to current employees to advance their careers in broadcasting (e.g., training program with Korean Broadcasting System (KBS) (Korea's largest tv network and public service broadcaster; the Korea Foundation), and contributing to the Hawaii Association of Broadcasters' scholarship program.