

KDDB-FM/KQMQ-FM/KPOI-FM/KUMU-FM
EEO PUBLIC FILE REPORT
 10/01/14 – 09/30/15

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Hawaii Association of Broadcasters, Inc. Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 (301) 998-6136	N	0
2	Craigslist Honolulu Website www.honolulu.craigslist.org	N	1
3	Hawaii Job Engine LLC 4921 Kalaniana'ole Hwy Honolulu, HI 96821 (808) 944-0005	N	0
4	Hire.net Hawaii Department of Labor & Industrial Relations https://www.hirenethawaii.com	N	0
5	Social Networking Facebook/Twitter/Employee Referral/Word of Mouth	N	6
6	On-Air Announcement	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On September 23, 2015, all department heads including upper management attended a Human Resource training focused on Equal Employment Opportunity laws specifically related to FCC requirements.
2	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	The SEU lists available positions with the Hawaii Association of Broadcasters, Inc., the Hawaii Job Engine, Hire.net and other broad outreach recruitment sources. Listing positions with these organizations assists SEU in reaching a diversified spectrum of qualified applicants.
3	Widely disseminate information about employment opportunities.	The SEU runs on-air announcements on our stations as part of our broad outreach. This ensures that our listening audience has the opportunity to inquire about opportunities with our organization.
4	Provision of training to management level as to methods of ensuring equal employment opportunity and preventing discrimination	On October 15, 2014, the Regional VP/General Manager, Chief Engineer, Director of Programming, Director of Marketing & Promotions, Director of Sales, Local Sales Manager, and Business Manager attended a seminar presented by ProService Hawaii. Issues that were discussed include but were not limited to Attracting & Hiring Top Employees, Conducting Effective Interviews, and Building a Diverse Workplace.