

KAOI FM, KAOI AM, KDLX FM, KNUQ FM
EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

KAOI RADIO GROUP
Appendix I to the
Annual EEO Public File Report
Covering the period from September 1, 2007 to August 31, 2008

Section 1: Vacancy Information

Since September 1, 2007 and as of August 31, 2008 there were two full-time hires by the Employment Unit.

	Positions Filled by Job Title	Recruitment Source for Hire	Total Number of Interviewees from all sources for this position	Full Time Position
1	Account Sales	Web Site	4	0
2	Account Sales	Maui News	1	0
3	Account Sales	Maui Community College	2	0
4	Account Sales	On Air Advertising	0	0
5	Office Management	Referral By Staff	2	2

Total number of persons interviewed during applicable period: 8
Total number of persons hired during applicable period: 2

Appendix 2 to the Annual EEO Public File Report

Section 2: Recruitment Source Information:

During the above reporting period there were two full time hires by the Employment Unit.

Total number of persons interviewed during applicable period: 8

Outreach Initiatives

1. Internship program: Every 12 months (a total of twice over a two-year period) stations recruit from school such as Maui Community College, Hawaiian and other ethnic organizations, and local clubs two to three local under-employed people to intern in the promotion and programming areas of the stations depending on the interest of the interns. Participation includes all areas of work under the direct supervision of the Programming Department. They work on the execution, and get involved deeply and work on projects from live remotes to news to board operations and they are encouraged to explore all area of station operation and including administration.
2. Work with The Hawaii Association of Broadcasters as an active member and support and analyze applicants for its annual scholarship programs. The licensee provides time to advertisers and in trade for cash payment to the HAB for use in funding scholarships.
3. Posted on the Hawaii Association of Broadcasters website all full-time upper level employment openings.
4. On the job training programs have allowed entry-level employees (two over the period) to increase their skills and employability in the area of broadcasting. We hold informal training each a week under a Program Director or Promotion

Manager, then the trainees, under supervision, are assigned real world tasks such as edit a news clip, weathercast, or traffic report and then move up the work ladder based on their talent and the extent to which they have undertaken professional responsibilities.

5. Participate when offered in job employment conferences at the local branch of the extension service of the University of Hawaii, on jobs in broadcasting.

**KAOI FM, KAOI AM, KDLX FM, KNUQ FM
EQUAL EMPLOYMENT OPPORTUNITY CENSUS**

TERM September 1, 2007 to August 31, 2008

A. FULL-TIME PAID EMPLOYEE DATA		MALE					FEMALE				
JOB CATEGORIES	TOTAL	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE	WHITE (NOT HISPANIC)	BLACK (NOT HISPANIC)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN, ALASKAN NATIVE
	(a-j)	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
OFFICIALS & MANAGERS	2	1					1				
PROFESSIONALS	10	2			4		2			2	
TECHNICIANS											
SALES WORKERS	6	2					4				
OFFICE & CLERICAL											
CRAFT WORKERS (SKILLED)											
OPERATIVES (SEMI-SKILLED)											
LABORERS (UNSKILLED)											
SERVICE WORKERS											
TOTAL	18	5			4		7			2	

DATE OF REPORT DATA: August 31, 2008

Equal Employment Opportunity Program KAOI RADIO GROUP

Recruitment – Job opportunities may be advertised and promoted in the following ways:

KAOI Radio Group general and specific recruitment advertisements. Advertising full time openings in the Maui News Newspaper Help Wanted section and the Honolulu Advertiser Sun Help Wanted section.

Advertising full time openings on Hawaii Association of Broadcasters website. Participation in Heald Business College Job Fair and Maui Community College. Advertising full time openings with recruitment organizations listed below. Participation at State of Hawaii Job Fairs.

Internship Program-Paid and non-paid time interns are considered for full time employment positions.

Request for Job Notification

KAOI Radio Group Stations are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify us.

Recruitment Organizations

Currently the following organizations will be notified of full time job openings...

Organization	Phone #	Address	Contact	Email/Web
Hawaii Pacific University Career Services	808-544-0230	1132 Bishop St., Suite 502, Honolulu, HI 96814	Carol	web2.hpu.edu/cfm/section-careers
Health College Career Services	808-955-1500	1500 Kapiolani Blvd. Honolulu, HI 96814	Jeruzel	
Hawaii Association of Broadcasters	808-599-1455	PO Box 22112 Honolulu, HI	Jamie Hartnet	hawaiibroadcasters.com
University of Hawaii Career Ser	808-956-8136	Queen Lili'uokalani Center for Student Services	Sheryl Yamashiro	careers@hawaii.edu
Honolulu Advertiser	808-525-8097	605 Kapiolani Blvd. Honolulu, HI	Tracy Deiner	honoluluadvertiser.gannetonline.com/careerbuilder/employers/postj
Honolulu Star Bullet	808-529-4800	500 Ala Moana, Suite 500 Tower 7, Honolulu, HI 96813	Lori	classifieds@starbulletin.com
Leeward Community College Employment Service	808-455-0237	96-045 Ala Ike, Pearl City, HI 96782-3393		leeede@hawaii.edu
Kapiolani Community College Job Placement	808-734-9434	4303 Diamond Head Rd. Honolulu, HI	Jill	jobs@hawaii.edu
Chaminade University Career Ser.	808-735-4787	3140 Waiālae Ave. Honolulu, HI 96816	Allison Houghton	ahoughton@chaminade.edu
Maui Community College (MCC) Career Services	808-984-3500	310 Kaahumanu Avenue Kahului, HI 96832	Rene Jorg	mauicc.hi.edu rjorg@hi.edu
Maui News	808-244-3981	PO Box 550	David Hoff	mauinews-editor@mauinews.com mauinews.com