

EEO PUBLIC FILE REPORT

Station KITV, Honolulu, HI
Station KMAU, Wailuku, HI
Station KHVO, Hilo, HI

This EEO Public File Report
Covers the Period October 1, 2008 to September 30, 2009

EEO PUBLIC FILE REPORT
September 30, 2009

This EEO Public File Report is filed in Station KITV / KMAU / KHVO's public inspection files pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period October 1, 2008 – September 30, 2009, the stations filled the following full-time vacancies:

Sales Account Executive
Creative Services Director
Weather Anchor
News Producer
Executive News Producer
News Director
Technician

The station interviewed a total of 27 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total # of Interviewees Referred
Alu Like, Inc. - Molokai - Multi-Cultural	0
Alu Like, Inc. – Oahu	0
Alu Like, Inc. – Kauai	0
Alu Like, Inc. – Maui	0
American Indian Cultural Center – Honolulu	0
Applied Computer Training	0
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	0
Career One Stop-Oahu Work Links-Makalapa Office	0
Career One Stop-Oahu Work Links-Waialua Office	0
Career One Stop-Oahu Works Links-Dillingham Office	0
Career One Stop-One Stop Career Resource Center Molokai	0
Career One Stop-Worksource Maui	0
Child and Family Services	0
College-Heald College	0
Equal Employment Opportunity Commission	0
First To Work	0
First To Work	0
Goodwill Employment Works	0
Hawaii Association of Broadcasters	0
Hawaii Korean Chamber of Commerce	0
Human Services Dept, Social Services	0
Joint Employment Management System-Coast Guard	0
Joint Employment Management System-Marine Corps	0
Kauai Workforce Investment Board Office of Economic Development	0

KHNL	0
LDS Employment	0
Native Hawaiian Advancement	0
New Horizons Computer Learning Center	0
Oahu Workforce Investment Board	0
Olelo Community Television	0
Our Redeemer Lutheran Church	0
Our Savior Lutheran Church and Social Services	0
Salvation Army	0
Salvation Army	0
Salvation Army	0
Salvation Army	0
Salvation Army	0
Salvation Army	0
Salvation Army	0
Salvation Army Family Treatment Service	0
Senior Community Services Employment Program-SCSEP	0
Spec Systems Corporation	0
University of Hawaii at Manoa – Career Development	0
University of Phoenix	0
Waianae Neighborhood Center	0
Workforce Development Division	0
Workforce Development Division	0
Workforce Development Division	0
Referrals	6
HotJobs.com	0
Craig’s List	2
Internal memo to employees	1
Hearst Television Website	2
Honolulu Star Bulletin	1
Graeme Newell’s Ideanet	2
Tom Dolan Media	10
TVJobs.com	3

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC’s EEO rules during the time period covered by this report.

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Account Executive
 Recruitment Source That Referred the Hiree: Referral
 Date Vacancy Opened: March 5, 2008
 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: October 6, 2008

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	City, State, Zip	Contact Name	Phone	Fax	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Alu Like, Inc - Molokai- Multi-Cultural	Maunaloa Highway, P.O. Box 1859	Kaunakakai, HI 96748	Camellia Hamakua-Napoleon	808-553-5393	808-553-9888	0	No
Alu Like, Inc - Oahu	458 Keawe Street	Honolulu, HI 96813	Nanea Sai	808-535-6750	808-524-3744	0	No
Alu Like, Inc -Kauai	2970 Haleko Rd.	Lihue, HI 96766	Dora Lane	808-245-8545	808-245-1720	0	No
Alu Like, Inc- Maui	1977 Kaohu Street	Wailuku, HI 96793	Marlene Burgess	808-242-9774	808-244-7880	0	No
American Indian Cultural Center	3260 Ualena Street	Honolulu, HI 96819		808-833-4581		0	No
Applied Computer Training	98-030 Hekaha Street #29	Aiea, HI 96701	Chad Kobashigawa	808-486-7330	808-486-2053	0	No
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	601 Kamokika Boulevard, Room 588	Kapolei, HI 96813	Beverly Kaneshige	808-692-7630	808-692-7643	0	No
Career One Stop-Oahu Work Links-Makalapa Office	99-102 Kalaloe Street, 2nd Floor	Aiea, HI 96701	Liz Delfico	808-488-5630	808-488-4957	0	No
Career One Stop-Oahu Work Links-Waialua Office	67-292 Goodale Avenue	Waialua, HI 96791	Susie Escorzon	808-637-6508	808-637-0120	0	No
Career One Stop-Oahu Works Links-Dillingham Office	1505 Dillingham Boulevard	Honolulu, HI 96817	Sylvia Silva	808-843-0733	808-843-0256	0	No
Career One Stop-One Stop Career Resource Center Molokai	55 Makeana Street, Room 4, Kaunakani Civic Center	Kaunakakai, HI 96748	Albert Lucas	808-553-1755	808-553-1754	0	No
Career One Stop-Worksource Maui	2064 Wells Street	Wailuku, HI 96793		808-984-2091	808-984-2090	0	No
Child and Family Services	91-781 Puamaeole St	Ewa Beach, HI 96706	Sonya Moniz	808-681-1454	808 681-1486	0	No
College-Heald College	1500 Kapiolani Boulevard	Honolulu, HI 96814	Marjorie Arca	808-955-1500		0	No
Equal Employment Opportunity Commission	Ala Moana Boulevard, Room 7123 A, P.O. Box 50082	Honolulu, HI 96850	Timothy Riera	808-541-3120	808-541-3390	0	No
First To Work	94-275 Mokuola Street, #105	Waipahu, HI 96797	Job Placement	808-675-0010x	808-675-0011	0	No
First To Work	1001 Bishop Street, Pacific Tower, Suite 900	Honolulu, HI 96813	Wes Okumora/Keith Tamashiro	808-586-7050x	808 586-5744	0	No

Goodwill Employment Works	680 Ala Moana Blvd, #412	Honolulu, HI 96813	Albert Wong	808-521-9675x	808 521-1136	0	No
Hawaii Association of Broadcasters	PO Box 22112	Honolulu, HI 96823	Stephanie Uyeda	808-599-1455	808-599-7784	0	No
Hawaii Korean Chamber of Commerce	P.O. box 2296	Honolulu, HI 96813	Rex Kim	808-524-7441	808-521-8830	0	No
Human Services Dept, Social Services	P.O. Box 339	Honolulu, HI 96809	Personnel Office	808-586-4950x	808 586-4990	0	No
Joint Employment Management System-Coast Guard	400 Sand Island Parkway	Honolulu, HI 96819	Jeri Couthern, MSW, MPH	808-842-2085	808-842-2098	0	No
Joint Employment Management System-Marine Corps	P.O. Box 63073	Kaneohe Bay, HI 96863	Roberto Katekaru	808-257-7790	808-254-4888	0	No
Kauai Workforce Investment Board Office of Economic Development	County Of Kauai 4444 Rice Street, Suite 200	Lihue, HI 96766	Virginia Kapali	808-245-8210	808-241-6395	0	No
KHNL	150-B Puuhale Road	Honolulu, HI 96819	Bryan Kam	808-847-3246		0	No
LDS Employment	1120 Kalihi Street	Honolulu, HI 96826	Niki Haley	808-848-5627x	808 848-5083	0	No
Native Hawaiian Advancement	1050 Queen Street, #200	Honolulu, HI 96814	Napali Woode	808-596-8155	808-896-8156	0	No
New Horizons Computer Learning Center	1585 Kapiolani Boulevard, #1000	Honolulu, HI 96814	Peggy Brown	808-947-4474	808-947-4494	0	No
Oahu Workforce Investment Board	2200 Main Street, #305, One Main Plaza	Wailuku, HI 96793	JoAnn Inamasu	808-279-7808	808-270-7995	0	No
Olelo Community Television	1122 Mapunapuna Street	Honolulu, HI 96819	Dawn Mizirashi	808-834-0007	808-836-2546	0	No
Our Redeemer Lutheran Church	1404 University Avenue	Honolulu, HI 96822	William Shimkus	808-946-4223		0	No
Our Savior Lutheran Church and Social Services	98-1098 Moanalua Road	Aiea, HI 96701	Pam Laszio	808-488-3654	808-488-4515	0	No
Salvation Army	56 Oneawa Street	Kailua, HI 96734	Azeza	808-261-1756x	808-522-8492	0	No
Salvation Army	98-612 Moanalua Loop	Aiea, HI 96701	Please post	808-487-1636x	808-484-0706	0	No
Salvation Army	45-175 Waikalua Road	Kaneohe, HI 96744	Social Services Job Postings	808-235-1408x	808 236-1895	0	No
Salvation Army	3624 Waokanaka Street	Honolulu, HI 96817	David Sheridan	808-595-6371x	808 595-8250	0	No
Salvation Army	4182 Hardy Street	Lihue, HI 96766	Job Placement	808-245-2571x	808-245-8501	0	No
Salvation Army	4465 Puolo Road	Hanapepe, HI 96716	Lt. Robert Schmidt	808-335-5441x	808-337-0307	0	No
Salvation Army	322 Sumner Street	Honolulu, HI 96817	Louie Perry	808-522-8445x	808-522-8492	0	No
Salvation Army Family Treatment Service	845 22 nd Avenue	Honolulu, HI 96816	Job Postings	808-732-2802x	808-734-7470	0	No
Senior Community Services Employment Program-SCSEP	1109 Maunakea Street, 2nd floor	Honolulu, HI 96817	Pat Dison	808-521-4531	808-521-4538	0	No
Spec Systems Corporation	1088 Bishop Street, #1206	Honolulu, HI 96813	Greg	808-531-2511	808-531-0044	0	No
University of Hawaii Manoa – Career Development Services	2600 Campus Road	Honolulu, HI 96822	Myrtle Ching-Rappa	808-956-7007	808-956-4082	0	No
University of Phoenix	827 Fort Street Mall	Honolulu, HI 96813	Jade Shiroma	808-536-2686		0	No
Waianae Neighborhood Center	85-670 Farrington Highway	Waianae, HI 96792	Job Placement	808-696-7067x	808-696-7060	0	No

Workforce Development Division	830 Punchbowl Street, #112	Honolulu, HI 96812	Job Placement	808-586-8700x	808 586-8724	0	No
Workforce Development Division	45-1141 Kamehameha Highway	Kaneohe, HI 96744	Job Placement	808-233-3700x	808-233-3709	0	No
Workforce Development Division	75 Makaena Place	Kaunakakai, HI 96748	Job Placement	808-553-3281x	808-553-3427	0	No
HotJobs.com	www.hotjobs.com		JoAnn Alama	808-535-0207		0	No
Internal memo to employees	KITV bulletin boards					0	No
Hearst Television website	careers.hearstargyle.com		JoAnn Alama	808-535-0207		0	No
Honolulu Star Bulletin	Ad placement					0	No
Personal Referral						2	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Creative Services Director
 Recruitment Source That Referred the Hiree: Tom Dolan Media
 Date Vacancy Opened: 11/24/08
 Total Number of Persons Interviewed for the Vacancy: 7
 Date Vacancy Filled: 3/16/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	City, State, Zip	Contact Name	Phone	Fax	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Alu Like, Inc - Molokai- Multi-Cultural	Maunaloa Highway, P.O. Box 1859	Kaunakakai, HI 96748	Camellia Hamakua-Napoleon	808-553-5393	808-553-9888	0	No
Alu Like, Inc - Oahu	458 Keawe Street	Honolulu, HI 96813	Nanea Sai	808-535-6750	808-524-3744	0	No
Alu Like, Inc -Kauai	2970 Haleko Rd.	Lihue, HI 96766	Dora Lane	808-245-8545	808-245-1720	0	No
Alu Like, Inc- Maui	1977 Kaohu Street	Wailuku, HI 96793	Marlene Burgess	808-242-9774	808-244-7880	0	No
American Indian Cultural Center	3260 Ualena Street	Honolulu, HI 96819		808-833-4581		0	No
Applied Computer Training	98-030 Hekaha Street #29	Aiea, HI 96701	Chad Kobashigawa	808-486-7330	808-486-2053	0	No
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	601 Kamokika Boulevard, Room 588	Kapolei, HI 96813	Beverly Kaneshige	808-692-7630	808-692-7643	0	No
Career One Stop-Oahu Work Links-Makalapa Office	99-102 Kalaloa Street, 2nd Floor	Aiea, HI 96701	Liz Delfico	808-488-5630	808-488-4957	0	No
Career One Stop-Oahu Work Links-Waialua Office	67-292 Goodale Avenue	Waialua, HI 96791	Susie Escorzon	808-637-6508	808-637-0120	0	No
Career One Stop-Oahu Works Links-Dillingham Office	1505 Dillingham Boulevard	Honolulu, HI 96817	Sylvia Silva	808-843-0733	808-843-0256	0	No
Career One Stop-One Stop Career Resource Center Molokai	55 Makeana Street, Room 4, Kaunakanai Civic Center	Kaunakakai, HI 96748	Albert Lucas	808-553-1755	808-553-1754	0	No
Career One Stop-Worksource Maui	2064 Wells Street	Wailuku, HI 96793		808-984-2091	808-984-2090	0	No
Child and Family Services	91-781 Puamaeole St	Ewa Beach, HI 96706	Sonya Moniz	808-681-1454	808 681-1486	0	No
College-Heald College	1500 Kapiolani Boulevard	Honolulu, HI 96814	Marjorie Arca	808-955-1500		0	No
Equal Employment Opportunity Commission	Ala Moana Boulevard, Room 7123 A, P.O. Box 50082	Honolulu, HI 96850	Timothy Riera	808-541-3120	808-541-3390	0	No
First To Work	94-275 Mokuola Street, #105	Waipahu, HI 96797	Job Placement	808-675-0010x	808-675-0011	0	No
First To Work	1001 Bishop Street, Pacific Tower, Suite 900	Honolulu, HI 96813	Wes Okumora/Keith Tamashiro	808-586-7050x	808 586-5744	0	No
Goodwill Employment Works	680 Ala Moana Blvd, #412	Honolulu, HI 96813	Albert Wong	808-521-9675x	808 521-1136	0	No

Hawaii Association of Broadcasters	PO Box 22112	Honolulu, HI 96823	Stephanie Uyeda	808-599-1455	808-599-7784	0	No
Hawaii Korean Chamber of Commerce	P.O. box 2296	Honolulu, HI 96813	Rex Kim	808-524-7441	808-521-8830	0	No
Human Services Dept, Social Services	P.O. Box 339	Honolulu, HI 96809	Personnel Office	808-586-4950x	808 586-4990	0	No
Joint Employment Management System-Coast Guard	400 Sand Island Parkway	Honolulu, HI 96819	Jeri Couthern, MSW, MPH	808-842-2085	808-842-2098	0	No
Joint Employment Management System-Marine Corps	P.O. Box 63073	Kaneohe Bay, HI 96863	Roberto Katekaru	808-257-7790	808-254-4888	0	No
Kauai Workforce Investment Board Office of Economic Development	County Of Kauai 4444 Rice Street, Suite 200	Lihue, HI 96766	Virginia Kapali	808-245-8210	808-241-6395	0	No
KHNL	150-B Puuhale Road	Honolulu, HI 96819	Bryan Kam	808-847-3246		0	No
LDS Employment	1120 Kalihi Street	Honolulu, HI 96826	Niki Haley	808-848-5627x	808 848-5083	0	No
Native Hawaiian Advancement	1050 Queen Street, #200	Honolulu, HI 96814	Napali Woode	808-596-8155	808-896-8156	0	No
New Horizons Computer Learning Center	1585 Kapiolani Boulevard, #1000	Honolulu, HI 96814	Peggy Brown	808-947-4474	808-947-4494	0	No
Oahu Workforce Investment Board	2200 Main Street, #305, One Main Plaza	Wailuku, HI 96793	JoAnn Inamasu	808-279-7808	808-270-7995	0	No
Olelo Community Television	1122 Mapunapuna Street	Honolulu, HI 96819	Dawn Mizirashi	808-834-0007	808-836-2546	0	No
Our Redeemer Lutheran Church	1404 University Avenue	Honolulu, HI 96822	William Shimkus	808-946-4223		0	No
Our Savior Lutheran Church and Social Services	98-1098 Moanalua Road	Aiea, HI 96701	Pam Laszio	808-488-3654	808-488-4515	0	No
Salvation Army	56 Oneawa Street	Kailua, HI 96734	Azeza	808-261-1756x	808-522-8492	0	No
Salvation Army	98-612 Moanalua Loop	Aiea, HI 96701	Please post	808-487-1636x	808-484-0706	0	No
Salvation Army	45-175 Waikalua Road	Kaneohe, HI 96744	Social Services Job Postings	808-235-1408x	808 236-1895	0	No
Salvation Army	3624 Waokanaka Street	Honolulu, HI 96817	David Sheridan	808-595-6371x	808 595-8250	0	No
Salvation Army	4182 Hardy Street	Lihue, HI 96766	Job Placement	808-245-2571x	808-245-8501	0	No
Salvation Army	4465 Puolo Road	Hanapepe, HI 96716	Lt. Robert Schmidt	808-335-5441x	808-337-0307	0	No
Salvation Army	322 Sumner Street	Honolulu, HI 96817	Louie Perry	808-522-8445x	808-522-8492	0	No
Salvation Army Family Treatment Service	845 22 nd Avenue	Honolulu, HI 96816	Job Postings	808-732-2802x	808-734-7470	0	No
Senior Community Services Employment Program-SCSEP	1109 Maunakea Street, 2nd floor	Honolulu, HI 96817	Pat Dison	808-521-4531	808-521-4538	0	No
Spec Systems Corporation	1088 Bishop Street, #1206	Honolulu, HI 96813	Greg	808-531-2511	808-531-0044	0	No
University of Hawaii Manoa – Career Development Services	2600 Campus Road	Honolulu, HI 96822	Myrtle Ching-Rappa	808-956-7007	808-956-4082	0	No
University of Phoenix	827 Fort Street Mall	Honolulu, HI 96813	Jade Shiroma	808-536-2686		0	No
Waianae Neighborhood Center	85-670 Farrington Highway	Waianae, HI 96792	Job Placement	808-696-7067x	808-696-7060	0	No
Workforce Development Division	830 Punchbowl Street, #112	Honolulu, HI 96812	Job Placement	808-586-8700x	808 586-8724	0	No

Workforce Development Division	45-1141 Kamehameha Highway	Kaneohe, HI 96744	Job Placement	808-233-3700x	808-233-3709	0	No
Workforce Development Division	75 Makaena Place	Kaunakakai, HI 96748	Job Placement	808-553-3281x	808-553-3427	0	No
HotJobs.com	www.hotjobs.com		JoAnn Alama	808-535-0207		0	No
Hearst Television website	careers.hearstargyle.com		JoAnn Alama	808-535-0207		0	No
Internal memo to employees						0	No
Honolulu Star Bulletin			Evelyn Lee	808-529-4800		1	No
Graeme Newell's Ideanet	6839 Charter Hills	Charlotte, NC 28277	Graeme Newell	704-543-1426		2	No
Tom Dolan Media	3 North Court Street	Frederick, Maryland 21701	Tom Dolan	301-668-1511		4	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Weather Anchor
Recruitment Source That Referred the Hiree:	Internal promotion (part time to full time)
Date Vacancy Opened:	8/6/08
Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	1/1/09

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer
 Recruitment Source That Referred the Hiree: Craig's List
 Date Vacancy Opened: 2/13/09
 Total Number of Persons Interviewed for the Vacancy: 5
 Date Vacancy Filled: 3/30/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	City, State, Zip	Contact Name	Phone	Fax	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Alu Like, Inc - Molokai- Multi-Cultural	Maunaloa Highway, P.O. Box 1859	Kaunakakai, HI 96748	Camellia Hamakua-Napoleon	808-553-5393	808-553-9888	0	No
Alu Like, Inc - Oahu	458 Keawe Street	Honolulu, HI 96813	Nanea Sai	808-535-6750	808-524-3744	0	No
Alu Like, Inc -Kauai	2970 Haleko Rd.	Lihue, HI 96766	Dora Lane	808-245-8545	808-245-1720	0	No
Alu Like, Inc- Maui	1977 Kaohu Street	Wailuku, HI 96793	Marlene Burgess	808-242-9774	808-244-7880	0	No
American Indian Cultural Center	3260 Ualena Street	Honolulu, HI 96819		808-833-4581		0	No
Applied Computer Training	98-030 Hekaha Street #29	Aiea, HI 96701	Chad Kobashigawa	808-486-7330	808-486-2053	0	No
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	601 Kamokika Boulevard, Room 588	Kapolei, HI 96813	Beverly Kaneshige	808-692-7630	808-692-7643	0	No
Career One Stop-Oahu Work Links-Makalapa Office	99-102 Kalaloe Street, 2nd Floor	Aiea, HI 96701	Liz Delfico	808-488-5630	808-488-4957	0	No
Career One Stop-Oahu Work Links-Waialua Office	67-292 Goodale Avenue	Waialua, HI 96791	Susie Escorzon	808-637-6508	808-637-0120	0	No
Career One Stop-Oahu Works Links-Dillingham Office	1505 Dillingham Boulevard	Honolulu, HI 96817	Sylvia Silva	808-843-0733	808-843-0256	0	No
Career One Stop-One Stop Career Resource Center Molokai	55 Makeana Street, Room 4, Kaunakani Civic Center	Kaunakakai, HI 96748	Albert Lucas	808-553-1755	808-553-1754	0	No
Career One Stop-Worksource Maui	2064 Wells Street	Wailuku, HI 96793		808-984-2091	808-984-2090	0	No
Child and Family Services	91-781 Puamaeole St	Ewa Beach, HI 96706	Sonya Moniz	808-681-1454	808 681-1486	0	No
College-Heald College	1500 Kapiolani Boulevard	Honolulu, HI 96814	Marjorie Arca	808-955-1500		0	No
Equal Employment Opportunity Commission	Ala Moana Boulevard, Room 7123 A, P.O. Box 50082	Honolulu, HI 96850	Timothy Riera	808-541-3120	808-541-3390	0	No
First To Work	94-275 Mokuola Street, #105	Waipahu, HI 96797	Job Placement	808-675-0010x	808-675-0011	0	No
First To Work	1001 Bishop Street, Pacific Tower, Suite 900	Honolulu, HI 96813	Wes Okumora/Keith Tamashiro	808-586-7050x	808 586-5744	0	No
Goodwill Employment Works	680 Ala Moana Blvd, #412	Honolulu, HI 96813	Albert Wong	808-521-9675x	808 521-1136	0	No

Hawaii Association of Broadcasters	PO Box 22112	Honolulu, HI 96823	Stephanie Uyeda	808-599-1455	808-599-7784	0	No
Hawaii Korean Chamber of Commerce	P.O. box 2296	Honolulu, HI 96813	Rex Kim	808-524-7441	808-521-8830	0	No
Human Services Dept, Social Services	P.O. Box 339	Honolulu, HI 96809	Personnel Office	808-586-4950x	808 586-4990	0	No
Joint Employment Management System-Coast Guard	400 Sand Island Parkway	Honolulu, HI 96819	Jeri Couthern, MSW, MPH	808-842-2085	808-842-2098	0	No
Joint Employment Management System-Marine Corps	P.O. Box 63073	Kaneohe Bay, HI 96863	Roberto Katekaru	808-257-7790	808-254-4888	0	No
Kauai Workforce Investment Board Office of Economic Development	County Of Kauai 4444 Rice Street, Suite 200	Lihue, HI 96766	Virginia Kapali	808-245-8210	808-241-6395	0	No
KHNL	150-B Puuhale Road	Honolulu, HI 96819	Bryan Kam	808-847-3246		0	No
LDS Employment	1120 Kalihi Street	Honolulu, HI 96826	Niki Haley	808-848-5627x	808 848-5083	0	No
Native Hawaiian Advancement	1050 Queen Street, #200	Honolulu, HI 96814	Napali Woode	808-596-8155	808-896-8156	0	No
New Horizons Computer Learning Center	1585 Kapiolani Boulevard, #1000	Honolulu, HI 96814	Peggy Brown	808-947-4474	808-947-4494	0	No
Oahu Workforce Investment Board	2200 Main Street, #305, One Main Plaza	Wailuku, HI 96793	JoAnn Inamasu	808-279-7808	808-270-7995	0	No
Olelo Community Television	1122 Mapunapuna Street	Honolulu, HI 96819	Dawn Mizirashi	808-834-0007	808-836-2546	0	No
Our Redeemer Lutheran Church	1404 University Avenue	Honolulu, HI 96822	William Shimkus	808-946-4223		0	No
Our Savior Lutheran Church and Social Services	98-1098 Moanalua Road	Aiea, HI 96701	Pam Laszio	808-488-3654	808-488-4515	0	No
Salvation Army	56 Oneawa Street	Kailua, HI 96734	Azeza	808-261-1756x	808-522-8492	0	No
Salvation Army	98-612 Moanalua Loop	Aiea, HI 96701	Please post	808-487-1636x	808-484-0706	0	No
Salvation Army	45-175 Waikalua Road	Kaneohe, HI 96744	Social Services Job Postings	808-235-1408x	808 236-1895	0	No
Salvation Army	3624 Waokanaka Street	Honolulu, HI 96817	David Sheridan	808-595-6371x	808 595-8250	0	No
Salvation Army	4182 Hardy Street	Lihue, HI 96766	Job Placement	808-245-2571x	808-245-8501	0	No
Salvation Army	4465 Puolo Road	Hanapepe, HI 96716	Lt. Robert Schmidt	808-335-5441x	808-337-0307	0	No
Salvation Army	322 Sumner Street	Honolulu, HI 96817	Louie Perry	808-522-8445x	808-522-8492	0	No
Salvation Army Family Treatment Service	845 22 nd Avenue	Honolulu, HI 96816	Job Postings	808-732-2802x	808-734-7470	0	No
Senior Community Services Employment Program-SCSEP	1109 Maunakea Street, 2nd floor	Honolulu, HI 96817	Pat Dison	808-521-4531	808-521-4538	0	No
Spec Systems Corporation	1088 Bishop Street, #1206	Honolulu, HI 96813	Greg	808-531-2511	808-531-0044	0	No
University of Hawaii Manoa – Career Development Services	2600 Campus Road	Honolulu, HI 96822	Myrtle Ching-Rappa	808-956-7007	808-956-4082	0	No
University of Phoenix	827 Fort Street Mall	Honolulu, HI 96813	Jade Shiroma	808-536-2686		0	No
Waianae Neighborhood Center	85-670 Farrington Highway	Waianae, HI 96792	Job Placement	808-696-7067x	808-696-7060	0	No
Workforce Development Division	830 Punchbowl Street, #112	Honolulu, HI 96812	Job Placement	808-586-8700x	808 586-8724	0	No

Workforce Development Division	45-1141 Kamehameha Highway	Kaneohe, HI 96744	Job Placement	808-233-3700x	808-233-3709	0	No
Workforce Development Division	75 Makaena Place	Kaunakakai, HI 96748	Job Placement	808-553-3281x	808-553-3427	0	No
Internal memo to employees	KITV bulletin boards					0	No
Hearst Television website	careers.hearstargyle.com		JoAnn Alama	808-535-0207		0	No
Honolulu Star Bulletin			Laura Olson	808-529-4829		0	No
Craig's List						2	No
TVJobs.com						3	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Executive News Producer
 Recruitment Source That Referred the Hiree: Tom Dolan Media
 Date Vacancy Opened: 1/2/09
 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: 6/1/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	City, State, Zip	Contact Name	Phone	Fax	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Alu Like, Inc - Molokai- Multi-Cultural	Maunaloa Highway, P.O. Box 1859	Kaunakakai, HI 96748	Camellia Hamakua-Napoleon	808-553-5393	808-553-9888	0	No
Alu Like, Inc - Oahu	458 Keawe Street	Honolulu, HI 96813	Nanea Sai	808-535-6750	808-524-3744	0	No
Alu Like, Inc -Kauai	2970 Haleko Rd.	Lihue, HI 96766	Dora Lane	808-245-8545	808-245-1720	0	No
Alu Like, Inc- Maui	1977 Kaohu Street	Wailuku, HI 96793	Marlene Burgess	808-242-9774	808-244-7880	0	No
American Indian Cultural Center	3260 Ualena Street	Honolulu, HI 96819		808-833-4581		0	No
Applied Computer Training	98-030 Hekaha Street #29	Aiea, HI 96701	Chad Kobashigawa	808-486-7330	808-486-2053	0	No
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	601 Kamokika Boulevard, Room 588	Kapolei, HI 96813	Beverly Kaneshige	808-692-7630	808-692-7643	0	No
Career One Stop-Oahu Work Links-Makalapa Office	99-102 Kalaloe Street, 2nd Floor	Aiea, HI 96701	Liz Delfico	808-488-5630	808-488-4957	0	No
Career One Stop-Oahu Work Links-Waialua Office	67-292 Goodale Avenue	Waialua, HI 96791	Susie Escorzon	808-637-6508	808-637-0120	0	No
Career One Stop-Oahu Works Links-Dillingham Office	1505 Dillingham Boulevard	Honolulu, HI 96817	Sylvia Silva	808-843-0733	808-843-0256	0	No
Career One Stop-One Stop Career Resource Center Molokai	55 Makeana Street, Room 4, Kaunakani Civic Center	Kaunakakai, HI 96748	Albert Lucas	808-553-1755	808-553-1754	0	No
Career One Stop-Worksource Maui	2064 Wells Street	Wailuku, HI 96793		808-984-2091	808-984-2090	0	No
Child and Family Services	91-781 Puamaeole St	Ewa Beach, HI 96706	Sonya Moniz	808-681-1454	808 681-1486	0	No
College-Heald College	1500 Kapiolani Boulevard	Honolulu, HI 96814	Marjorie Arca	808-955-1500		0	No
Equal Employment Opportunity Commission	Ala Moana Boulevard, Room 7123 A, P.O. Box 50082	Honolulu, HI 96850	Timothy Riera	808-541-3120	808-541-3390	0	No
First To Work	94-275 Mokuola Street, #105	Waipahu, HI 96797	Job Placement	808-675-0010x	808-675-0011	0	No
First To Work	1001 Bishop Street, Pacific Tower, Suite 900	Honolulu, HI 96813	Wes Okumora/Keith Tamashiro	808-586-7050x	808 586-5744	0	No
Goodwill Employment Works	680 Ala Moana Blvd, #412	Honolulu, HI 96813	Albert Wong	808-521-9675x	808 521-1136	0	No

Hawaii Association of Broadcasters	PO Box 22112	Honolulu, HI 96823	Stephanie Uyeda	808-599-1455	808-599-7784	0	No
Hawaii Korean Chamber of Commerce	P.O. box 2296	Honolulu, HI 96813	Rex Kim	808-524-7441	808-521-8830	0	No
Human Services Dept, Social Services	P.O. Box 339	Honolulu, HI 96809	Personnel Office	808-586-4950x	808 586-4990	0	No
Joint Employment Management System-Coast Guard	400 Sand Island Parkway	Honolulu, HI 96819	Jeri Couthern, MSW, MPH	808-842-2085	808-842-2098	0	No
Joint Employment Management System-Marine Corps	P.O. Box 63073	Kaneohe Bay, HI 96863	Roberto Katekaru	808-257-7790	808-254-4888	0	No
Kauai Workforce Investment Board Office of Economic Development	County Of Kauai 4444 Rice Street, Suite 200	Lihue, HI 96766	Virginia Kapali	808-245-8210	808-241-6395	0	No
KHNL	150-B Puuhale Road	Honolulu, HI 96819	Bryan Kam	808-847-3246		0	No
LDS Employment	1120 Kalihi Street	Honolulu, HI 96826	Niki Haley	808-848-5627x	808 848-5083	0	No
Native Hawaiian Advancement	1050 Queen Street, #200	Honolulu, HI 96814	Napali Woode	808-596-8155	808-896-8156	0	No
New Horizons Computer Learning Center	1585 Kapiolani Boulevard, #1000	Honolulu, HI 96814	Peggy Brown	808-947-4474	808-947-4494	0	No
Oahu Workforce Investment Board	2200 Main Street, #305, One Main Plaza	Wailuku, HI 96793	JoAnn Inamasu	808-279-7808	808-270-7995	0	No
Olelo Community Television	1122 Mapunapuna Street	Honolulu, HI 96819	Dawn Mizirashi	808-834-0007	808-836-2546	0	No
Our Redeemer Lutheran Church	1404 University Avenue	Honolulu, HI 96822	William Shimkus	808-946-4223		0	No
Our Savior Lutheran Church and Social Services	98-1098 Moanalua Road	Aiea, HI 96701	Pam Laszio	808-488-3654	808-488-4515	0	No
Salvation Army	56 Oneawa Street	Kailua, HI 96734	Azeza	808-261-1756x	808-522-8492	0	No
Salvation Army	98-612 Moanalua Loop	Aiea, HI 96701	Please post	808-487-1636x	808-484-0706	0	No
Salvation Army	45-175 Waikalua Road	Kaneohe, HI 96744	Social Services Job Postings	808-235-1408x	808 236-1895	0	No
Salvation Army	3624 Waokanaka Street	Honolulu, HI 96817	David Sheridan	808-595-6371x	808 595-8250	0	No
Salvation Army	4182 Hardy Street	Lihue, HI 96766	Job Placement	808-245-2571x	808-245-8501	0	No
Salvation Army	4465 Puolo Road	Hanapepe, HI 96716	Lt. Robert Schmidt	808-335-5441x	808-337-0307	0	No
Salvation Army	322 Sumner Street	Honolulu, HI 96817	Louie Perry	808-522-8445x	808-522-8492	0	No
Salvation Army Family Treatment Service	845 22 nd Avenue	Honolulu, HI 96816	Job Postings	808-732-2802x	808-734-7470	0	No
Senior Community Services Employment Program-SCSEP	1109 Maunakea Street, 2nd floor	Honolulu, HI 96817	Pat Dison	808-521-4531	808-521-4538	0	No
Spec Systems Corporation	1088 Bishop Street, #1206	Honolulu, HI 96813	Greg	808-531-2511	808-531-0044	0	No
University of Hawaii Manoa – Career Development Services	2600 Campus Road	Honolulu, HI 96822	Myrtle Ching-Rappa	808-956-7007	808-956-4082	0	No
University of Phoenix	827 Fort Street Mall	Honolulu, HI 96813	Jade Shiroma	808-536-2686		0	No
Waianae Neighborhood Center	85-670 Farrington Highway	Waianae, HI 96792	Job Placement	808-696-7067x	808-696-7060	0	No
Workforce Development Division	830 Punchbowl Street, #112	Honolulu, HI 96812	Job Placement	808-586-8700x	808 586-8724	0	No

Workforce Development Division	45-1141 Kamehameha Highway	Kaneohe, HI 96744	Job Placement	808-233-3700x	808-233-3709	0	No
Workforce Development Division	75 Makaena Place	Kaunakakai, HI 96748	Job Placement	808-553-3281x	808-553-3427	0	No
Internal memo to employees	KITV bulletin boards					0	No
Hearst Television website	careers.hearstargyle.com		JoAnn Alama	808-535-0207		0	No
Honolulu Star Bulletin	Ad placement					0	No
Tom Dolan Media	3 North Court Street	Frederick, Maryland 21701	Tom Dolan	301-668-1511		2	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director
 Recruitment Source That Referred the Hiree: Word of mouth
 Date Vacancy Opened: 7/3/09
 Total Number of Persons Interviewed for the Vacancy: 11
 Date Vacancy Filled: 10/5/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	City, State, Zip	Contact Name	Phone	Fax	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification ?
Alu Like, Inc - Molokai- Multi-Cultural	Maunaloa Highway, P.O. Box 1859	Kaunakakai, HI 96748	Camellia Hamakua-Napoleon	808-553-5393	808-553-9888	0	No
Alu Like, Inc - Oahu	458 Keawe Street	Honolulu, HI 96813	Nanea Sai	808-535-6750	808-524-3744	0	No
Alu Like, Inc -Kauai	2970 Haleko Rd.	Lihue, HI 96766	Dora Lane	808-245-8545	808-245-1720	0	No
Alu Like, Inc- Maui	1977 Kaohu Street	Wailuku, HI 96793	Marlene Burgess	808-242-9774	808-244-7880	0	No
American Indian Cultural Center	3260 Ualena Street	Honolulu, HI 96819		808-833-4581		0	No
Applied Computer Training	98-030 Hekaha Street #29	Aiea, HI 96701	Chad Kobashigawa	808-486-7330	808-486-2053	0	No
Career One Stop-Oahu Work Links-Kapolei Office (satellite)	601 Kamokika Boulevard, Room 588	Kapolei, HI 96813	Beverly Kaneshige	808-692-7630	808-692-7643	0	No
Career One Stop-Oahu Work Links-Makalapa Office	99-102 Kalaloe Street, 2nd Floor	Aiea, HI 96701	Liz Delfico	808-488-5630	808-488-4957	0	No
Career One Stop-Oahu Work Links-Waialua Office	67-292 Goodale Avenue	Waialua, HI 96791	Susie Escorzon	808-637-6508	808-637-0120	0	No
Career One Stop-Oahu Works Links-Dillingham Office	1505 Dillingham Boulevard	Honolulu, HI 96817	Sylvia Silva	808-843-0733	808-843-0256	0	No
Career One Stop-One Stop Career Resource Center Molokai	55 Makeana Street, Room 4, Kaunakani Civic Center	Kaunakakai, HI 96748	Albert Lucas	808-553-1755	808-553-1754	0	No
Career One Stop-Worksource Maui	2064 Wells Street	Wailuku, HI 96793		808-984-2091	808-984-2090	0	No
Child and Family Services	91-781 Puamaeole St	Ewa Beach, HI 96706	Sonya Moniz	808-681-1454	808 681-1486	0	No
College-Heald College	1500 Kapiolani Boulevard	Honolulu, HI 96814	Marjorie Arca	808-955-1500		0	No
Equal Employment Opportunity Commission	Ala Moana Boulevard, Room 7123 A, P.O. Box 50082	Honolulu, HI 96850	Timothy Riera	808-541-3120	808-541-3390	0	No
First To Work	94-275 Mokuola Street, #105	Waipahu, HI 96797	Job Placement	808-675-0010x	808-675-0011	0	No
First To Work	1001 Bishop Street, Pacific Tower, Suite 900	Honolulu, HI 96813	Wes Okumora/Keith Tamashiro	808-586-7050x	808 586-5744	0	No
Goodwill Employment Works	680 Ala Moana Blvd, #412	Honolulu, HI 96813	Albert Wong	808-521-9675x	808 521-1136	0	No

Hawaii Association of Broadcasters	PO Box 22112	Honolulu, HI 96823	Stephanie Uyeda	808-599-1455	808-599-7784	0	No
Hawaii Korean Chamber of Commerce	P.O. box 2296	Honolulu, HI 96813	Rex Kim	808-524-7441	808-521-8830	0	No
Human Services Dept, Social Services	P.O. Box 339	Honolulu, HI 96809	Personnel Office	808-586-4950x	808 586-4990	0	No
Joint Employment Management System-Coast Guard	400 Sand Island Parkway	Honolulu, HI 96819	Jeri Couthern, MSW, MPH	808-842-2085	808-842-2098	0	No
Joint Employment Management System-Marine Corps	P.O. Box 63073	Kaneohe Bay, HI 96863	Roberto Katekaru	808-257-7790	808-254-4888	0	No
Kauai Workforce Investment Board Office of Economic Development	County Of Kauai 4444 Rice Street, Suite 200	Lihue, HI 96766	Virginia Kapali	808-245-8210	808-241-6395	0	No
KHNL	150-B Puuhale Road	Honolulu, HI 96819	Bryan Kam	808-847-3246		0	No
LDS Employment	1120 Kalihi Street	Honolulu, HI 96826	Niki Haley	808-848-5627x	808 848-5083	0	No
Native Hawaiian Advancement	1050 Queen Street, #200	Honolulu, HI 96814	Napali Woode	808-596-8155	808-896-8156	0	No
New Horizons Computer Learning Center	1585 Kapiolani Boulevard, #1000	Honolulu, HI 96814	Peggy Brown	808-947-4474	808-947-4494	0	No
Oahu Workforce Investment Board	2200 Main Street, #305, One Main Plaza	Wailuku, HI 96793	JoAnn Inamasu	808-279-7808	808-270-7995	0	No
Olelo Community Television	1122 Mapunapuna Street	Honolulu, HI 96819	Dawn Mizirashi	808-834-0007	808-836-2546	0	No
Our Redeemer Lutheran Church	1404 University Avenue	Honolulu, HI 96822	William Shimkus	808-946-4223		0	No
Our Savior Lutheran Church and Social Services	98-1098 Moanalua Road	Aiea, HI 96701	Pam Laszio	808-488-3654	808-488-4515	0	No
Salvation Army	56 Oneawa Street	Kailua, HI 96734	Azeza	808-261-1756x	808-522-8492	0	No
Salvation Army	98-612 Moanalua Loop	Aiea, HI 96701	Please post	808-487-1636x	808-484-0706	0	No
Salvation Army	45-175 Waikalua Road	Kaneohe, HI 96744	Social Services Job Postings	808-235-1408x	808 236-1895	0	No
Salvation Army	3624 Waokanaka Street	Honolulu, HI 96817	David Sheridan	808-595-6371x	808 595-8250	0	No
Salvation Army	4182 Hardy Street	Lihue, HI 96766	Job Placement	808-245-2571x	808-245-8501	0	No
Salvation Army	4465 Puolo Road	Hanapepe, HI 96716	Lt. Robert Schmidt	808-335-5441x	808-337-0307	0	No
Salvation Army	322 Sumner Street	Honolulu, HI 96817	Louie Perry	808-522-8445x	808-522-8492	0	No
Salvation Army Family Treatment Service	845 22 nd Avenue	Honolulu, HI 96816	Job Postings	808-732-2802x	808-734-7470	0	No
Senior Community Services Employment Program-SCSEP	1109 Maunakea Street, 2nd floor	Honolulu, HI 96817	Pat Dison	808-521-4531	808-521-4538	0	No
Spec Systems Corporation	1088 Bishop Street, #1206	Honolulu, HI 96813	Greg	808-531-2511	808-531-0044	0	No
University of Hawaii Manoa – Career Development Services	2600 Campus Road	Honolulu, HI 96822	Myrtle Ching-Rappa	808-956-7007	808-956-4082	0	No
University of Phoenix	827 Fort Street Mall	Honolulu, HI 96813	Jade Shiroma	808-536-2686		0	No
Waianae Neighborhood Center	85-670 Farrington Highway	Waianae, HI 96792	Job Placement	808-696-7067x	808-696-7060	0	No
Workforce Development Division	830 Punchbowl Street, #112	Honolulu, HI 96812	Job Placement	808-586-8700x	808 586-8724	0	No

Workforce Development Division	45-1141 Kamehameha Highway	Kaneohe, HI 96744	Job Placement	808-233-3700x	808-233-3709	0	No
Workforce Development Division	75 Makaena Place	Kaunakakai, HI 96748	Job Placement	808-553-3281x	808-553-3427	0	No
Internal memo to employees	KITV bulletin boards					1	No
Hearst Television website	careers@hearstargyle.com		JoAnn Alama	808-535-0207		2	No
Referral/word of mouth						4	No
Honolulu Star Bulletin	Ad placement					0	No
Tom Dolan Media	3 North Court Street	Frederick, Maryland 21701	Tom Dolan	301-668-1511		4	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Technician
Recruitment Source That Referred the Hiree:	Internal promotion (part time to full time)
Date Vacancy Opened:	8/14/09
Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	8/14/09

ATTACHMENT B

MENU OPTION ACTIVITIES

OUTREACH INITIATIVES

Station KITV / KMAU / KHVO has engaged in the following outreach initiatives during the period covered by this report: 10/1/08 – 9/30/09

Initiative Classification	Type of Initiative	Brief Description
1	Job Fair	KITV/KMAU/KHVO was represented at Hawaii Pacific University's Graduate Career Fair for Master's Candidates on 11/7/ 2008 from 2-4pm by VP of Sales Bill Gaeth.
2	Job Fair Host	KITV partnered with Success Advertising to hold a Job Fair at the Blaisdell Conference Center. KITV promoted the event for weeks on our air, in our newscasts and on our website, kitv.com. The Job Fair included representatives from over 100 local employers, including KITV, and attracted over 5,000 applicants. KITV live streamed reports from the fair on kitv.com all day long and did cut-ins on our air a number of times during the day as well as going live from the fair in our Morning News and 5pm News. KITV gave away 1,000 cloth bags to the first 1,000 applicants that attended.
12	Job Bank	All full-time KITV job openings are sent to numerous job banks including Alu Like, the Equal Employment Opportunity Commission, the Native Hawaiian Advancement, the Senior Community Services Employment Program, and the Waianae Neighborhood Center – groups whose membership includes substantial participation by minorities.
7	Scholarship Program	KITV/KMAU/KHVO participates in the Hawaii Association of Broadcasters Scholarship Program. This year, \$49,500 in academic scholarships were awarded. KITV airs PSA's for the HAB Scholarship Program encouraging applicants. Bill Gaeth, VP of Sales for KITV, serves on the HAB Board of Directors. The Board reviews and recommends scholarship recipients from the applicants.
5	Internship Program	KITV/KMAU/KHVO has long supported internship programs in News and Production. We use an application form and promote the program on our website, kitv.com. The station has hosted many interns from colleges that include the University of Hawaii, Hawaii Pacific University, Leeward Community College, and Scott Davis Eastern Washington University. KITV hosted interns from October 1, 2008-September 30, 2009.

- For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;

10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.