

**KIKU-TV**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**October 1, 2006 through September 30, 2007**

**Statement of EEO Policy**

This EEO Public File Report prepared by KIKU-TV in Honolulu, HI is in compliance with Section 73-2080©(6) of the FCC's 2002 EEO rule.

KIKU-TV is an equal opportunity employer, committed to a broad outreach when recruiting for job vacancies. As a part of our efforts, we use community organizations to reach all groups in order to find qualified candidates. Any organization interested in becoming a part of this list or finding out about job vacancies should contact the Business Manager at:

737 Bishop Street, Suite 1430,  
 Honolulu, HI 96813  
 Fax: (808) 841-3326  
 Email: jobs@kikutv.com

**1. Full-Time Vacancies Filled During Reporting Period**

	<b>Job Title</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total Number Interviewed (from all Referral Sources)</b>
1	Producer/Editor	Sources 1-3, 6, 8-32, 33	University of Hawaii at Manoa Career Services (Source 28)	6
2	Programming/Traffic Manager	Sources 1-3, 4, 5, 6, 8-32, 33	Industry Referral (Source 34)	2
3	Sales Manager	Sources 1, 4, 5, 6, 8-32, 33	Industry Referral (Source 34)	2
4	Sales Assistant	Sources 1, 4, 5, 6, 8-32, 33, 36	Industry Referral (Source 34)	4
5	Sales Account Executive	Sources 1, 2, 4, 5, 6, 8-32, 33, 36	KIKU Internal Ad (Source 36)	3
6	Master Control Operator	Sources 1, 2, 4, 6, 8-32, 33, 36	Employee Referral (Source 33)	1

**2. Master List of Recruitment Sources**

	<b>Recruitment Source Information</b>	<b>Total Number of Interviewees</b>	<b>Full-Time Positions for which Source was Utilized</b>
1	Honolulu Advertiser, The Valerie Parker 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111	4 1 1 3	1. Producer/Editor 2. Sales Manager 3. Sales AE 4. Sales Assistant

2	Island Weekly Valerie Parker 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111		
3	<a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a> Valerie Parker 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111		
4	Career Weekly Evelyn Ching 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111	1	
5	<a href="http://www.kikutv.com">www.kikutv.com</a> Nina Young 737 Bishop Street #1430 Honolulu, HI 96813 Ph: (808) 847-2021		1. Sales Account Executive
6	Hawaii Association of Broadcasters * Jamie Harnett (808) 550-9226 P.O. Box 22112 Honolulu, HI 96823-2112		
7	Honolulu Community College (not used yet) Career Readiness & Job Placement Center <a href="http://honolulu.hawaii.edu/jobplacement">http://honolulu.hawaii.edu/jobplacement</a> fax: (808) 845-9122		
8	BYU- Hawaii Job Placement James Bybee (Career Services) 55-220 Kulanui St. Laie, HI 96762 Ph: (808) 293-3245 Fax: (808) 293-3975		
9	Child and Family Services Suong Tran Immigrant and Refugee Program 200 N. Vineyard Blvd,m Bldg. B Honolulu, HI 96817 Ph: (808) 681-3500 Fax: (808) 543-8487		
10	Chaminade University Career Services Allison Houghton 3140 Waialae Avenue Honolulu, HI 96816-1578 Ph: (808) 735-4711 Fax: (808) 735-4752		
11	EEO Commission (Federal) (no local contact located) Ala Moana Blvd., Room 7123-A		

	<p>P.O. Box 50082  Honolulu, HI 96850-0051  Ph: (808) 541-3120  Fax: (808) 541-3390</p>		
12	<p>Goodwill Industries of Honolulu  Jesenia Smith (Human Services)  2610 Kilihau St.  Honolulu, HI 96819-202  Ph: (808) 836-0313  Fax: (808) 521-1136</p>		
13	<p>Honolulu Community College  Lorri Cahill (Career Services)  2305 South Beretania St.  Honolulu, HI 96826-191494  Ph: (808) 845-9211  Fax: (808) 845-9122</p>		
14	<p>Hawaii Community College  Karen Leialoha (Career Center)  Building 379, Room 1A  200 W. Kawili Street  Hilo, Hawai'i 96720  Ph: (808) 974-7741  Fax: (808) 974-7689</p>		
15	<p>Hawaii Job Corps  David Miller  41-467 Hihimanu St.  Waimanalo, HI 96795  Ph: (808) 259-6601  Fax: (808) 259-7907</p>		
16	<p>Honolulu Employment Agency  Lettie Cara  1145 Bishop St., Suite 623  Honolulu, HI 96813  Ph: (808) 533-3537  Fax: (808) 533-3537</p>		
17	<p>Honolulu University  Nati Mercado  1314 S. King St. Suite 623  Honolulu, HI 96814  Ph: (808) 955-7333  Fax: (808) 946-3534</p>		
18	<p>Hawaii Pacific University  Job Placement  Darcy Query  1132 Bishop Street, Suite 502  Honolulu, HI 96813  Ph: (808) 544-0230  Fax: (808) 544-9337</p>		
19	<p>JEMS Pearl Harbor  Joint Employment Management System  Rita May  P.O. Box 110</p>		

	Pearl Harbor, HI 89860-5052 Ph: (808) 473-0190 Fax: (808) 473-1402		
20	Job Help Store (no longer active)??? Fax: (808) 675-0011		
21	Kapiolani Community College Michael Carmine (Career Services) 4303 Diamond Head Road Honolulu, HI 96816 Ph: (808) 734-9000 Fax: (808) 734-9456		
22	Leeward Community College Sandy Hoshino (Career Services) 96-045 Ala Ike Street Pearl City, HI 96782 Ph: (808) 455-0011 Fax: (808) 455-8804		
23	Native American Journalists Association. KarenCruz-Pillatzki 555 Dakota Street Al Neuharth Media Center Vermillion, SD 57069 Ph: (605) 677-5282 Fax: (916) 443-1838		
24	National Association of Hispanic Journalists Ivan Roman National Press Building 529 14 <sup>th</sup> St, NW Washington, D.C. 20045-2001 Ph: (202) 662-7145 Fax: (202) 662-7144		
25	YWCA of Oahu YWCA Executive Offices Barbara Pence 1040 Richards Street Honolulu, HI 96813 Ph: (808) 538-7061 Fax: (808) 531-8541		
26	Senior Comm. Services Employment Program (SCSEP) Honolulu Community Action Program, Inc. Pat Dison 1109 Maunakea Street, 2 <sup>nd</sup> Floor Honolulu, HI 96817 Ph: (808) 521-4531 Fax: (808) 521-4538		
27	University of Hawaii at Manoa Center for Philippine Studies Belinda Aquino 1890 East-West Road, Moore Hall 415 Honolulu, HI 96822 Ph: (808) 956-2686	1	

	Fax: (808) 956-2682		
28	University of Hawaii at Manoa Career Services Cynthia Inouye 2600 Campus Road. SSC 212 Honolulu, HI 96822-2205 Ph: (808) 956-8136 Fax: (808) 956-4082		1. Producer/Editor
29	University of Hawaii at Manoa Student Equity, Excellence, and Diversity (SEED) Pua-Auyong White Student Services 413 2600 Campus Road Honolulu, HI 96822 Ph: (808) 956-4642 Fax: (808) 956-9240		
30	Winners at Work Roy Brooks 414 Kuwili Street, Suite 103 Honolulu, HI 96817 Ph: (808) 532-2100 Fax: (808) 532-2108		
31	State Dept. of Human Services Supporting Employment Empowering (SEE) Megan Bateman 2610 Kilihau St. Honolulu, HI 96819-2020 Ph: (808) 792-8551 Fax: (808) 792-8570		
32	Columbia School of Broadcasting "Out of Business Right Now" (no longer active)??? Fax: (808) 947-3531	1 1 1	
33	KIKU TV Employee Referral 737 Bishop Street #1430 Honolulu, HI 96813 Ph: (808) 847-2021	1 2 1	1. Producer/Editor 2. Master Control Operator 3. Sales Assistant
34	Industry Referral Honolulu, HI		1. Sales Manager 2. Programming/Traffic Manager 3. Sales Assistant
35	Penton Media Broadcast Engineering Magazine/Web Susan Schaefer sschaefer@prism2b.com Ph: (484) 478-0154 Fax: (913) 514-6417	1	
36	KIKU Bulletin Board Pauline Lye		1. Sales Account Executive

	737 Bishop Street #1430 Honolulu, HI 96813 Ph: (808)847-2021 Fax: (808)841-3326		
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\* Postings to sources 6, 8-32 were made via a distribution service provided by the Hawaii Association of Broadcasters.

**3. Recruitment Initiatives**

	Description	Scope of Participation
1	Internship Program	<p>This ongoing program is set up for college students and foreign nationals who are interested in gaining experience working in broadcasting. Interns are accepted in the departments that fit the area they have interest in. The interns spend between 4-6 weeks learning all facets involved in running a television station.</p> <p>Station staff involved: Various staff involved with the sales, editing and broadcasting of on air material.</p>
2	Participation in Hawaii Association of Broadcasters annual Scholarship Program	<p>Each year, HAB grants educational scholarships to high school and college students who are interested in pursuing a career in television. KIKU participates by broadcasting public service announcements soliciting applicants for the scholarship program.</p> <p>Station staff involved: Phyllis Kihara (VP/General Manager)</p>
3	Outreach by Job Bank	<p>Hawaii Association of Broadcasters (HAB) lists KIKU job openings on its web sit and sends announcements to over 30 different groups and schools etc whose membership includes substantial participation of women and minorities.</p>
4	Training to Management level Personnel	<p>“Illegal Interview Questions” training held on 9/19/07 in KIKU-TV conference room at 10:00am.</p> <p>Trainer: Pauline Lye (Business Manager)</p> <p>Attendees: Nobu Truex, Phyllis Kihara, Anastasia Jones, Stephen Hiramoto, Kalalena Kaluhiokalani, Nina Young, Michiru Shibata.</p>