

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

**KAOI RADIO GROUP
Appendix I to the
Annual EEO Public File Report
Covering the period from October 1, 2010 to September 30, 2010**

Section 1: Vacancy Information

Since October 1, 2010 and as of September 30, 2011 there was one full-time hire 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 - VRE	3	0
2	Account Sales	Maui News	0	0
3	Account Sales	Maui Community College	0	0
4	Account Sales	On Air Advertising	0	0
5	Office Management	Referral By Staff	0	0
6	Account Sales	Unsolicited	1	1

Total number of persons interviewed during applicable period: 4
Total number of persons hired during applicable period from unsolicited: 1

Appendix 2 to the Annual EEO Public File Report

Section 2: Recruitment Source Information:

During the above reporting period there was 1 full time hire by the Employment Unit.

Total number of persons interviewed during applicable period: 4

Outreach Initiatives

1. Work with The Hawaii Association of Broadcasters 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.
2. Posted on the Hawaii Association of Broadcasters website all full-time employment openings, as well as station website when an opening occurs.
3. On the job training programs have allowed entry-level employees (one over the period) to increase their skills and employability in the area of broadcasting. We hold informal training under supervision and 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.

4. Participate when offered and an opening exists job employment conferences at the local branch of the extension service of the University of Hawaii Maui on jobs in communication.

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 new openings in the Maui News Newspaper Help Wanted section and the Honolulu Star/Advertiser Help Wanted section. Advertising full time openings on Hawaii Association of Broadcasters website. 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

Recruitment Organizations

Currently the following noted by an * organizations will be notified of full time job openings:

Organization	Phone #	Address	Contact	Email/Web	
Hawaii Association of Broadcasters	808-599-1455	PO Box 22112 Honolulu, HI	Jamie Hartnet	hawaiibroadcasters.com	*
University of Hawaii Maui Career Ser	808-984-3500	310 Kaahumanu Avenue Kahului, HI 96832		mauicc.hi.edu rjorg@hi.edu	
Honolulu Star Bullet/Advertiser	808-529-4800	500 Ala Moana, Suite 500 Tower 7, Honolulu, HI 968	Lori	classifieds@starbulletin.com	*
Maui News	808-244-3981	PO Box 550	David Hoff	mauinews-editor@mauinews.com mauinews.com	*
On the air	808=244-9145	PO Box 1437	Jim McKeon	jobs@kaoi.net	