

KIKU-TV
ANNUAL EEO PUBLIC FILE REPORT
October 1, 2005 through September 30, 2006

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

	Job Title	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Chief Engineer	Sources 1, 3, 5, 6, 8-32, 33	Honolulu Advertiser (Source 1)	3
2	Japanese Translator/Subtitlor/Admin.Asst.	Sources 1, 4, 5, 33	Honolulu Advertiser (Source 1)	3
3	Master Control Operator	Sources 1-5, 6, 7, 8-32, 33	KIKU Website (Source 5)	2

2. Master List of Recruitment Sources

	Recruitment Source Information	Total Number of Interviewees	Full-Time Positions for which Source was Utilized
1	Honolulu Advertiser, The Evelyn Ching 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111	3	1. Chief Engineer 2. Japanese Translator/Subtitlor/Admin Asst. 3. Master Control Operator
2	Island Weekly Evelyn Ching 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111		1. Master Control Operator
3	www.Careerbuilder.com Evelyn Ching 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111		1. Chief Engineer 2. Master Control Operator

4	Career Weekly Evelyn Ching 605 Kapiolani Blvd Honolulu, HI 96813 Ph: (808) 521-9111		1. Japanese Translator/Subtitlor/Admin Asst. 2. Master Control Operator
5	www.kikutv.com Bill Daubner 737 Bishop Street #1430 Honolulu, HI 96813 Ph: (808) 847-2021	3	1.Chief Engineer 2. Japanese Translator/Subtitlor/Admin Asst. 3. Master Control Operator
6	Hawaii Association of Broadcasters * Jamie Harnett (808) 550-9226 P.O. Box 22112 Honolulu, HI 96823-2112		1. Chief Engineer 2. Master Control Operator
7	Honolulu Community College Career Readiness & Job Placement Center http://honolulu.hawaii.edu/jobplacement fax: (808) 845-9122		1. Master Control Operator
8	BYU- Hawaii Job Placement James Bybee (Career Services) 55-220 Kulanui St. Laie, HI 96762 Ph: (808) 293-3245 Fax: (808) 293-3975		1. Chief Engineer 2. Master Control Operator
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		1. Chief Engineer 2. Master Control Operator
10	Chaminade University Career Services Allison Houghton 3140 Waialae Avenue Honolulu, HI 96816-1578 Ph: (808) 735-4711 Fax: (808) 735-4752		1. Chief Engineer 2. Master Control Operator
11	EEO Commission (Federal) (no local contact located) Ala Moana Blvd., Room 7123-A P.O. Box 50082 Honolulu, HI 96850-0051 Ph: (808) 541-3120 Fax: (808) 541-3390		1. Chief Engineer 2. Master Control Operator
12	Goodwill Industries of Honolulu Jesenia Smith (Human Services) 2610 Kilihau St. Honolulu, HI 96819-202 Ph: (808) 836-0313 Fax: (808) 836-2579		1. Chief Engineer 2. Master Control Operator
13	Honolulu Community College Lorri Cahill (Career Services)		1. Chief Engineer 2. Master Control Operator

	2305 South Beretania St. Honolulu, HI 96826-191494 Ph: (808) 845-9211 Fax: (808) 845-9173		
14	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) 974-7692		1. Chief Engineer 2. Master Control Operator
15	Hawaii Job Corps David Miller 41-467 Hihimanu St. Waimanalo, HI 96795 Ph: (808) 259-6601 Fax: (808) 259-7907		1. Chief Engineer 2. Master Control Operator
16	Honolulu Employment Agency Lettie Cara 1145 Bishop St., Suite 623 Honolulu, HI 96813 Ph: (808) 533-3537 Fax: (808) 533-33068		1. Chief Engineer 2. Master Control Operator
17	Honolulu University Nati Mercado 1314 S. King St. Suite 623 Honolulu, HI 96814 Ph: (808) 955-7333 Fax: (808) 946-3534		1. Chief Engineer 2. Master Control Operator
18	Hawaii Pacific University Career Services Darcy Query 1132 Bishop Street, Suite 502 Honolulu, HI 96813 Ph: (808) 544-0230 Fax: (808) 544-9337		1. Chief Engineer 2. Master Control Operator
19	JEMS Pearl Harbor Joint Employment Management System Rita May P.O. Box 110 Pearl Harbor, HI 89860-5052 Ph: (808) 473-0190 Fax: (808) 473-1402		1. Chief Engineer 2. Master Control Operator
20	Job Help Store (no longer active) Fax: (808) 675-0011		1. Chief Engineer 2. Master Control Operator
21	Kapiolani Community College Michael Carmine (Career Services) 4303 Diamond Head Road Honolulu, HI 96816 Ph: (808) 734-9000 Fax: (808) 734-9456		1. Chief Engineer 2. Master Control Operator
22	Leeward Community College Sandy Hoshino (Career Services)		1. Chief Engineer 2. Master Control Operator

	96-045 Ala Ike Street Pearl City, HI 96782 Ph: (808) 455-0011 Fax: (808) 455-8804		
23	Native American Journalists Assocn. KarenCruz-Pillatzki 555 Dakota Street Al Neuharth Media Center Vermillion, SD 57069 Ph: (605) 677-5282 Fax: (916) 443-1838		1. Chief Engineer 2. Master Control Operator
24	National Association of Hispanic Journalists Ivan Roman National Press Building 529 14 th St, NW Washington, D.C. 20045-2001 Ph: (202) 662-7145 Fax: (202) 662-7144		1. Chief Engineer 2. Master Control Operator
25	YWCA of Oahu YWCA Executive Offices Barbara Pence 1040 Richards Street Honolulu, HI 96813 Ph: (808) 538-7061 Fax: (808) 531-8541		1. Chief Engineer 2. Master Control Operator
26	Senior Comm. Services Employment Program (SCSEP) Honolulu Community Action Program, Inc. Pat Dison 1109 Maunakea Street, 2 nd Floor Honolulu, HI 96817 Ph: (808) 521-4531 Fax: (808) 521-4538		1. Chief Engineer 2. Master Control Operator
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 Fax: (808) 956-2682		1. Chief Engineer 2. Master Control Operator
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. Chief Engineer 2. Master Control Operator
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		1. Chief Engineer 2. Master Control Operator

	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		1. Chief Engineer 2. Master Control Operator
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		1. Chief Engineer 2. Master Control Operator
32	Columbia School of Broadcasting "Out of Business Right Now" (no longer active) Fax: (808) 947-3531		1. Chief Engineer 2. Master Control Operator
33	KIKU TV Employee Referral (Phyllis Kihara) 737 Bishop Street #1430 Honolulu, HI 96813 Ph: (808) 847-2021	2	1. Chief Engineer 2. Japanese Translator/Subtitlor/Admin Asst. 3. Master Control Operator

* 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	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. Station staff involved: Phyllis Kihara (General Manager), William Daubner (Operations Manager), Pauline Lye (Business Manager), Rosalinda Cabato (Traffic Manager), various staff involved with the sales, editing and broadcasting of on air material.
2	Participation in Hawaii Association of Broadcasters annual Scholarship Program	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. Station staff involved: Phyllis Kihara (General Manager), William Daubner (Operations Manager).
3	Outreach by Job Bank	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.
4	Job Fair	Workforce Job Fair on 5/24/06 at Neal Blaisdell Center, Honolulu, HI. 9:00am-4:00pm.

		<p>Attended by: Pauline Lye (Business Manager), William Daubner (Operations Manager)</p>
5	Job Fair	<p>Participated in University of Phoenix Honolulu Career Fair on July 10, 2006 at TOPA Financial Center, 745 Fort Street, Honolulu, HI 4:00pm-7:00pm.</p> <p>Attended by: Pauline Lye (Business Manager), William Daubner (Operations Manager), Nobuaki Truex (Translation Manager)</p>
6	Training to Management level Personnel	<p>“Illegal Interview Questions” training held on 8/2/06 in KIKU-TV conference room at 10:00am.</p> <p>Trainer: Pauline Lye (Business Manager)</p> <p>Attendees: Nobu Truex, Greg Matsumoto, Bill Daubner, Phyllis Kihara, Rosie Cabato, Byron McCann.</p>
7	Business Mentoring	<p>Ingage, Inc. held a presentation on Business Mentoring on August 17, 2006 at 5:30pm. The objective was to find out about business mentoring and to learn the steps to set up a program and participate in business mentoring.</p> <p>Location: The Pacific Club 1451 Queen Emma Street, Honolulu HI 96813.</p> <p>Attendee: Pauline Lye</p>