

**KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2025 - September 30, 2026**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>                    | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>              | <b>RS Referring<br/>Hiree</b> |
|-------------------------------------|-------------------------------------------------------------------------|-------------------------------|
| Creative Services Producer/Director | 1-2, 5-6, 9, 12, 14-17, 19, 21-24, 26,<br>28, 30-34, 37-38, 40-49       | 23                            |
| Media Consultant                    | 1-9, 11-22, 24-35, 37-49                                                | 11                            |
| Morning Show Producer               | 1-2, 5-6, 8-10, 12, 14-17, 19, 21-24, 26,<br>28, 30-34, 36-49           | 10                            |
| Producer/MMJ                        | 1-2, 4-6, 8-9, 12, 14-17, 19, 21-22, 24-<br>26, 28, 30-34, 36-40, 42-49 | 31                            |
| Producer/MMJ                        | 1-2, 4-6, 8-9, 12, 14-17, 19, 21-22, 24-<br>26, 28, 30-34, 36-40, 42-49 | 31                            |

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| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                                           | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | AAJA<br>5 Third Street Suite 1108<br>San Francisco, California 94103<br>Phone : 415-346-2051<br>Career Services<br>Manual Posting                                                               | N                                                                    | 0                                                                           |
| 2                    | Aloha Association of the Deaf<br>PO Box 88591 310 Paoakalani Ave<br>Honolulu, Hawaii 96830<br>Phone : 808-926-8203<br>Email : crissyholtmes@me.com<br>Fax : 1-808-574-5664<br>Stephen Laracuate | N                                                                    | 0                                                                           |
| 3                    | American Job Center Hawaii<br>680 Iwilei Road Suite 700<br>Honolulu, Hawaii 96817<br>Phone : 8087685701<br>Email : mark.menard@honolulu.gov<br>Fax : 1-808-768-5882<br>Mark Menard              | N                                                                    | 0                                                                           |
| 4                    | ARC-Maui<br>95 Hamalami St Cameron Center, Ste 17<br>Wailuku, Hawaii 96793<br>Phone : 808-242-5781<br>Fax : 1-808-244-4061<br>Audrey McDauley                                                   | N                                                                    | 0                                                                           |
| 5                    | Brigham Young University-Hawaii<br>55-220 Kulanui St PO Box 1978<br>Lale, Hawaii 96762<br>Phone : 808-675-3533<br>Email : careerservices@byuh.edu<br>Fax : 1-808-675-3975<br>Kim Austin         | N                                                                    | 0                                                                           |
| 6                    | Career One Stop-Worksource Maui<br>2064 Wells St<br>Wailuku, Hawaii 96793<br>Phone : 808-984-2091<br>Fax : 1-808-984-2090<br>John J. Clement                                                    | N                                                                    | 0                                                                           |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 7                | Chamber of Commerce of Hawaii<br>1132 Bishop St. Suite 402<br>Honolulu, Hawaii 96813<br>Phone : 808-545-4300<br>Email : bmordasini@cochawaii.org<br>Fax : 1-808-545-4369<br>Bianca Mordasini                                                            | N                                                        | 0                                                               |
| 8                | Child and Family Services<br>91-781 Puamaeole St<br>Ewa Beach, Hawaii 96706<br>Phone : 808-681-1454<br>Fax : 1-808-681-1486<br>Sonya Moniz                                                                                                              | N                                                        | 0                                                               |
| 9                | Corporate Website - Lilly Broadcasting<br>3514 State St.<br>Erie, Pennsylvania 16508<br>Phone : 8144545201<br>Url : <a href="https://www.lillybroadcasting.com/career">https://www.lillybroadcasting.com/career</a><br>Brian Trauring<br>Manual Posting | N                                                        | 0                                                               |
| 10               | Current Employee - Transfer/Promotion                                                                                                                                                                                                                   | N                                                        | 1                                                               |
| 11               | Employee Referral                                                                                                                                                                                                                                       | N                                                        | 2                                                               |
| 12               | Equal Employment Opportunity Commission<br>PO Box 50082 Ala Moana Blvd Room 7123A<br>Honolulu, Hawaii 96850<br>Phone : 808-541-3120<br>Fax : 1-808-541-3390<br>Timothy Riera                                                                            | N                                                        | 0                                                               |
| 13               | EqualityMagazines.com<br>13351 Riverside Dr. #514<br>Sherman Oaks, California 91423<br>Phone : 818.654.0870<br>Jeff Palmatier<br>Manual Posting                                                                                                         | N                                                        | 0                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 14               | Family Members Employment Assistance Program (FMEAP)<br>PO Box 63073<br>Kaneohe Bay, Hawaii 96863<br>Phone : 808-257-8354<br>Email : Marie.S.Calvo@usmc-mccs.org<br>Fax : 1-808-257-1808<br>Marie Calvo | N                                                        | 0                                                               |
| 15               | Goodwill Industries-Employment Works<br>680 Ala Moana Blvd Ste 412<br>Honolulu, Hawaii 96813<br>Phone : 808-521-9675<br>Fax : 1-808-792-5095<br>Career Services                                         | N                                                        | 0                                                               |
| 16               | Hawaii Association of Broadcasters<br>P.O. Box 61562<br>Honolulu, Hawaii 96839<br>Phone : 8085991455<br>Url : hawaiibroadcasters.org<br>Email : jamie.hartnett@gmail.com<br>Jamie Hartnett              | N                                                        | 0                                                               |
| 17               | Hawaii Association of Independent Schools<br>Ala Moana Pacific Center 1585 Kapiolani Blvd, Suite 1212<br>Honolulu, Hawaii 96814<br>Phone : 808-973-1540<br>Fax : 1-808-973-1545<br>Career Services      | N                                                        | 0                                                               |
| 18               | Hawaii Pacific University<br>1164 Bishop St<br>Honolulu, Hawaii 96813<br>Phone : 808-544-0230<br>Fax : 1-808-544-9337<br>Joe Barrientos                                                                 | N                                                        | 0                                                               |
| 19               | Honolulu Community College<br>874 Dillingham Blvd<br>Honolulu, Hawaii 96817<br>Phone : 808-845-9404<br>Email : honcs@hawaii.edu<br>Fax : 1-808-845-9122<br>Career Services                              | N                                                        | 0                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                             | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 20               | Honolulu University<br>1314 South King St Suite 623<br>Honolulu, Hawaii 96814<br>Phone : 808-955-7333<br>Email : honouniv@lava.net<br>Fax : 1-808-946-3534<br>Career Services     | N                                                        | 0                                                               |
| 21               | IBEW/Local 1260<br>700 Bishop St. Suite 1600<br>Honolulu, Hawaii 96813<br>Phone : 808-941-9445<br>Fax : 1-808-946-1260<br>Leroy Chincio Jr.                                       | N                                                        | 0                                                               |
| 22               | iHire.com<br>41 E All Saints Street<br>Federick, Maryland 21701<br>Phone : 2402151170<br>Url : www.ihire.com<br>Robert Morgan<br>Manual Posting                                   | N                                                        | 0                                                               |
| 23               | Indeed.com<br>177 Broad Street 6th Floor<br>Stamford, Connecticut 06901<br>Phone : 646-589-6802<br>Url : www.indeed.com<br>Career Services<br>Manual Posting                      | N                                                        | 6                                                               |
| 24               | Job Corps-Waimanalo<br>41-467 Hihimanu St<br>Waimanalo, Hawaii 96795<br>Phone : 808-259-6070<br>Email : esponoza.johanna@jobscorps.org<br>Fax : 1-808-259-7907<br>Johana Esponoza | N                                                        | 0                                                               |
| 25               | Joint Employment Management System-Coast Guard<br>400 Sand Island Parkway<br>Honolulu, Hawaii 96819<br>Phone : 808-842-2085<br>Fax : 1-808-842-2098<br>Richard Alumbaugh          | N                                                        | 0                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                                        | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 26               | Joint Employment Management System-Commander Navy Region Hawaii<br>n/aNavy Region Hawaii 850 Ticonderoga St<br>Pearl Harbor, Hawaii 96860<br>Phone : 808-474-1999<br>Email : zackary.clark@navy.mil<br>Fax : 1-808-473-1402<br>Zackary Clark | N                                                        | 0                                                               |
| 27               | JournalismJobs.com<br>Online Job Board<br>Sacramento, California<br>Phone : 510-653-1521<br>Career Services<br>Manual Posting                                                                                                                | N                                                        | 0                                                               |
| 28               | KaLeo O Hawaii<br>2445 Campus Road Hemenway Hall 107<br>Honolulu, Hawaii 96822<br>Phone : (808)956-7043<br>Email : gabby@kaleo.org<br>Fax : 1-808-956-9962<br>Gabrielle Pangilinan                                                           | N                                                        | 0                                                               |
| 29               | Kapiolani Community College<br>4303 Diamond Head Road Office of Student Activities<br>Honolulu, Hawaii 96816<br>Phone : 808-734-9456<br>Fax : 1-808-734-9456<br>Career Services                                                              | N                                                        | 0                                                               |
| 30               | Kauai Workforce Investment Board Office of Economic Development<br>4444 Rice St Suite 200<br>Lihue, Hawaii 96766<br>Phone : 808-245-8210<br>Email : dlr.wdd.kauai@hawaii.gov<br>Fax : 1-808-274-6059<br>Virginia Kapali                      | N                                                        | 0                                                               |
| 31               | KITV - Station Website<br>801 S. King St.<br>Honolulu, Hawaii 96813<br>Phone : 808-535-0252<br>Url : www.kitv.com<br>Stacie Perreira<br>Manual Posting                                                                                       | N                                                        | 4                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                                                                                                                     | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 32               | Leeward Community College<br>96-045 Ala Ike St<br>Pearl City, Hawaii 96782<br>Phone : 808-455-0260<br>Email : jobprep@hawaii.edu<br>Fax : 1-808-455-0240<br>Sandy Hoshino                                                                                                                 | N                                                        | 0                                                               |
| 33               | NAHJ<br>1050 Connecticut Ave NW 10th Floor<br>Washington , District of Columbia 20036<br>Phone : 202-662-7145<br>Maribel De La Rosa<br>Manual Posting                                                                                                                                     | N                                                        | 0                                                               |
| 34               | Napoli Management Group<br>8844 West Olympic Blvd, Suite 100<br>Beverly Hills, California 90211<br>Phone : 310-385-8227<br>Email : mcInerneys@tv talent.com<br>Sue McInerney                                                                                                              | N                                                        | 0                                                               |
| 35               | National Lesbian and Gay Journalists Association<br>2120 L St, NW Suite 850<br>Washington, District of Columbia 20037<br>Phone : 202-588-9888<br>Url : <a href="http://nljja.org/">http://nljja.org/</a><br>Email : <a href="mailto:info@nljja.org">info@nljja.org</a><br>Career Services | N                                                        | 0                                                               |
| 36               | Network Enterprises, Inc<br>680 Iwilei Road Suite 695<br>Honolulu, Hawaii 96801<br>Phone : 808-521-7774<br>Email : Admin@NetworkEnterprises.org<br>Fax : 1-808-521-2984<br>Linda Canon                                                                                                    | N                                                        | 0                                                               |
| 37               | New Horizons Computer Learning Center<br>1585 Kapiolani Blvd Suite 1000<br>Honolulu, Hawaii 96814<br>Phone : 808-947-4474<br>Email : <a href="mailto:info@newhorizons.com">info@newhorizons.com</a><br>Fax : 1-808-947-4494<br>Peggy Brown                                                | N                                                        | 0                                                               |

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| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                                                        | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 38               | O'ahu Workforce Investment Board<br>838 South Beretania St Suite 207<br>Honolulu, Hawaii 96813<br>Phone : 808-522-7090<br>Email : tyoung@honolulu.gov<br>Fax : 1-808-522-7094<br>Terry Young | N                                                        | 0                                                               |
| 39               | Olelo Community Television<br>1122 Mapunapuna St<br>Honolulu, Hawaii 96819<br>Phone : 808-834-0007<br>Fax : 1-808-836-2546<br>Dawn Mizirashi                                                 | N                                                        | 0                                                               |
| 40               | RecruitMilitary<br>422 West Loveland Ave<br>Loveland, Ohio 45140<br>Phone : 5136835020<br>Robert Walker<br>Manual Posting                                                                    | N                                                        | 0                                                               |
| 41               | Salvation Army-Family Treatment Services<br>2950 Manoa Rd.<br>Honolulu, Hawaii 96822<br>Phone : 808-732-2302<br>Fax : 1-808-734-7470<br>Candace Pang                                         | N                                                        | 0                                                               |
| 42               | State of Hawaii Department of Human Services<br>1001 Bishop St Pacific Power Ste 900<br>Honolulu, Hawaii 96813<br>Phone : 808-586-7050<br>Fax : 1-808-586-5744<br>Wes Okumura                | N                                                        | 0                                                               |
| 43               | TVB<br>120 Wall Street, 15th Floor<br>New York, New York 10005<br>Phone : 212-935-5631<br>Career Services<br>Manual Posting                                                                  | N                                                        | 0                                                               |

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| <b>RS Number</b>                               | <b>RS Information</b>                                                                                                                                                                                                                                                                                                                              | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 44                                             | TVJobs.com<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/post">http://www.tvjobs.com/cgi-bin/jobs2/employers/post</a><br>Mark Holloway<br>Manual Posting                                                                                                   | N                                                        | 0                                                               |
| 45                                             | University of Hawaii -- Maui<br>301 Ka'ahumanu Ave<br>Kahului, Hawaii 96732<br>Phone : 808-984-3500<br>Juli Patao<br>Manual Posting                                                                                                                                                                                                                | N                                                        | 0                                                               |
| 46                                             | University of Hawaii Oahu<br>96-129 Ala Ike D-101B<br>Pearl City, Hawaii 96782<br>Phone : 808-454-4762<br>Email : <a href="mailto:uhwo.careers@hawaii.edu">uhwo.careers@hawaii.edu</a><br>Fax : 1-808-689-2961<br>Lo'ea Akiona                                                                                                                     | N                                                        | 0                                                               |
| 47                                             | Vocational & Rehabilitation Services<br>3060 Elwa St #304<br>Lihue, Hawaii 96766<br>Phone : 808-274-3333<br>Fax : 1-808-274-3340<br>J Mina                                                                                                                                                                                                         | N                                                        | 0                                                               |
| 48                                             | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>625 West Adams St. Suite 20-110<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N                                                        | 0                                                               |
| 49                                             | YWCA of Oahu<br>1040 Richards St<br>Honolulu, Hawaii 96813<br>Phone : 808-538-7061<br>Email : <a href="mailto:hr@ywcaoahu.org">hr@ywcaoahu.org</a><br>Fax : 1-808-521-8416<br>Barbara Pence                                                                                                                                                        | N                                                        | 0                                                               |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                                                                                                                                                    |                                                          | <b>13</b>                                                       |

**KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV****EEO PUBLIC FILE REPORT****October 1, 2025 - September 30, 2026****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                         | <b>Brief Description Of Activity</b>                                                                                                                                                                                                                                                                                                                                                                                         | <b>No. of Stations Participants</b> | <b>Participant Title</b>            |
|---|-------------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| 1 | 10/15/2025  | Participation in events or programs sponsored by educational institutions      | Our SEU participated in a career fair hosted by Kalei'opu'u Elementary School. During the event, the KITV News Director had the opportunity to speak with students, up to the sixth grade, about our news station and affiliations, related job opportunities, and careers in broadcasting.                                                                                                                                  | 1                                   | News Director                       |
| 2 | 3/25/2026   | Participation in events sponsored by organizations representing the community  | Our SEU participated in the Society of Professional Journalists at University of Hawaii at Manoa Journalism Career Fair. During the event, the KITV News Director and Executive Producer had the opportunity to speak to students about the news station, career opportunities, potential internships, and answered any relevant questions.                                                                                  | 2                                   | News Director<br>Executive Producer |
| 3 | 5/13/2026   | Participation in scholarship programs                                          | Hawaii Association of Broadcasters, Inc. - Scholarship Committee Member. Responsibilities included setting up the parameters for scholarship awards and creating the award decision model for the committee. Each committee member also read through applications, scores each application, and then interviews the applicants with the highest raw score. Applicants were high school seniors and collegiate underclassmen. | 1                                   | President & GM                      |
| 4 | 6/16/2026   | Establishment of an intern program designed to assist members of the community | KITV participated in the Society of Professional Journalists, Hawaii Chapter 2026 Summer Internship Program. Through that program, KITV selected an intern from Chapman University in Orange, CA who would be offered real experience in news gathering, writing, and broadcast production.                                                                                                                                  | 2                                   | News Director<br>Executive Producer |
| 5 | 9/8/2026    | Provision of training to management                                            | J.J. Keller e-Learning course: Building a Respectful Workplace Culture, a 40 minute training designed to help employees and managers work confidently in a diverse workforce, promoting a fair and respectful work environment.                                                                                                                                                                                              | 2                                   | President & GM<br>Business Manager  |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>                                                                                                                                                                                | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b> |
|---|-------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------------------------|
| 6 | 9/10/2026   | Provision of training to management                            | J.J. Keller e-Learning course: Workplace Bullying and Violence, a 50 minute training designed to help supervisors recognize, prevent, and resolve incidents of workplace bullying and violence at the organization. | 1                                           | Business Manager         |