

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter	1-3, 5, 7-11, 13-23, 25-36, 38-50	32
Creative Services Director	1-3, 5, 7-11, 13-36, 38-50	24
Media Consultant	1-3, 5, 7-23, 25-36, 38-50	12
Morning Show Producer	1-8, 10-11, 13-50	32
Producer/MMJ	1-3, 5, 7-8, 10-11, 13-50	24
Producer/MMJ	1-3, 5, 7-8, 10-11, 13-50	24
Producer/Reporter	1-3, 5, 7-11, 13-23, 25-36, 38-50	32
Senior Producer, Lifestyle Content	1-3, 5, 7-9, 11, 13-50	24

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
2	Aloha Association of the Deaf PO Box 88591 310 Paoakalani Ave Honolulu, Hawaii 96830 Phone : 808-926-8203 Email : crissyholmes@me.com Fax : 1-808-574-5664 Stephen Laracuenta	N	0
3	American Job Center Hawaii 680 Iwilei Road Suite 700 Honolulu, Hawaii 96817 Phone : 8087685701 Email : mark.menard@honolulu.gov Fax : 1-808-768-5882 Mark Menard	N	0
4	Application already on file	N	3
5	ARC-Maui 95 Hamalami St Cameron Center, Ste 17 Wailuku, Hawaii 96793 Phone : 808-242-5781 Fax : 1-808-244-4061 Audrey McDauley	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
7	Brigham Young University-Hawaii 55-220 Kulanui St PO Box 1978 Lale, Hawaii 96762 Phone : 808-675-3533 Email : careerservices@byuh.edu Fax : 1-808-675-3975 Kim Austin	N	0

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Career One Stop-Worksource Maui 2064 Wells St Wailuku, Hawaii 96793 Phone : 808-984-2091 Fax : 1-808-984-2090 John J. Clement	N	0
9	Chamber of Commerce of Hawaii 1132 Bishop St. Suite 402 Honolulu, Hawaii 96813 Phone : 808-545-4300 Email : bmordasini@cochawaii.org Fax : 1-808-545-4369 Bianca T	N	0
10	Child and Family Services 91-781 Puamaeole St Ewa Beach, Hawaii 96706 Phone : 808-681-1454 Fax : 1-808-681-1486 Sonya Moniz	N	0
11	Corporate Website - Lilly Broadcasting 3514 State St. Erie, Pennsylvania 16508 Phone : 8144545201 Url : https://www.lillybroadcasting.com/career Brian Trauring Manual Posting	N	0
12	Employee Referral	N	2
13	Equal Employment Opportunity Commission PO Box 50082 Ala Moana Blvd Room 7123A Honolulu, Hawaii 96850 Phone : 808-541-3120 Fax : 1-808-541-3390 Timothy Riera	N	0
14	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Honolulu University 1314 South King St Suite 623 Honolulu, Hawaii 96814 Phone : 808-955-7333 Email : honouniv@lava.net Fax : 1-808-946-3534 Career Services	N	0
22	IBEW/Local 1260 700 Bishop St. Suite 1600 Honolulu, Hawaii 96813 Phone : 808-941-9445 Fax : 1-808-946-1260 Leroy Chincio Jr.	N	0
23	iHire.com 41 E All Saints Street Federick, Maryland 21701 Phone : 2402151170 Url : www.ihire.com Robert Morgan Manual Posting	N	0
24	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	10
25	Job Corps-Waimanalo 41-467 Hihimanu St Waimanalo, Hawaii 96795 Phone : 808-259-6070 Email : esponoza.johanna@jobscorps.org Fax : 1-808-259-7907 Johana Esponoza	N	0
26	Joint Employment Management System-Coast Guard 400 Sand Island Parkway Honolulu, Hawaii 96819 Phone : 808-842-2085 Fax : 1-808-842-2098 Richard Alumbaugh	N	0

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Joint Employment Management System-Commander Navy Region Hawaii n/aNavy Region Hawaii 850 Ticonderoga St Pearl Harbor, Hawaii 96860 Phone : 808-474-1999 Email : zackary.clark@navy.mil Fax : 1-808-473-1402 Zackary Clark	N	0
28	JournalismJobs.com . Sacramento, California Phone : 510-653-1521 Career Services Manual Posting	N	0
29	KaLeo O Hawaii 2445 Campus Road Hemenway Hall 107 Honolulu, Hawaii 96822 Phone : (808)956-7043 Email : gabby@kaleo.org Fax : 1-808-956-9962 Gabrielle Pangilinan	N	0
30	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Fax : 1-808-734-9456 Career Services	N	0
31	Kauai Workforce Investment Board Office of Economic Development 4444 Rice St Suite 200 Lihue, Hawaii 96766 Phone : 808-245-8210 Email : dlr.wdd.kauai@hawaii.gov Fax : 1-808-274-6059 Virginia Kapali	N	0
32	KITV - Station Website 801 S. King St. Honolulu, Hawaii 96813 Phone : 808-535-0252 Url : www.kitv.com Stacie Perreira Manual Posting	N	7

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/cgi-bin/jobs2/employers/post Mark Holloway Manual Posting	N	0
46	University of Hawaii -- Maui 301 Ka'ahumanu Ave Kahului, Hawaii 96732 Phone : 808-984-3500 Juli Patao Manual Posting	N	0
47	University of Hawaii Oahu 96-129 Ala Ike D-101B Pearl City, Hawaii 96782 Phone : 808-454-4762 Email : uhwo.careers@hawaii.edu Fax : 1-808-689-2961 Lo'ea Akiona	N	0
48	Vocational & Rehabilitation Services 3060 Elwa St #304 Lihue, Hawaii 96766 Phone : 808-274-3333 Fax : 1-808-274-3340 J Mina	N	0
49	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
50	YWCA of Oahu 1040 Richards St Honolulu, Hawaii 96813 Phone : 808-538-7061 Email : hr@ywcaoahu.org Fax : 1-808-521-8416 Barbara Pence	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/31/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of teachers from the Waipahu High School on a station tour, which included a discussion with station personnel, observing the production of a newscast and learning about the various careers in broadcasting.	2	Executive Producer News Director
2	3/4/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students and teachers from the 'Iolani School on a station tour, which included a Q & A session and discussions by station personnel on newscasts, weather and various careers in broadcasting.	2	News Director Weather Anchor
3	3/17/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students and teachers from the 'Iolani School on a station tour, which included a Q & A session and discussions by station personnel on newscasts, weather and various careers in broadcasting.	2	News Director Weather Anchor
4	4/3/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students and teachers from the Kamehameha Preschool (Panama campus) on a station tour, which included a discussion with station personnel, observing the production of a newscast and learning about the various careers in broadcasting.	3	Executive Producer News Anchor News Director
5	4/21/2025	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
6	4/23/2025	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

KHVO-TV, KIKU-TV, KITV-TV, KMAU-TV**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/24/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from the University of Hawai'i at Manoa, studying atmospheric science, to tour the station and observe our Chief Meteorologist assemble a weather forecast for broadcast. The visit allowed for Q & A and discussion about careers in broadcasting, specifically meteorology.	1	Chief Meteorologist
8	6/2/2025	Establishment of an intern program designed to assist members of the community	KITV participated in the Society of Professional Journalists, Hawaii Chapter 2025 Summer Journalism Internship. Through that program, KITV selected an intern from the University of La Verne in Southern California who would be offered real experience in news gathering, writing, and broadcast production.	2	Managing Editor News Director
9	9/8/2025	Participation in events or programs sponsored by educational institutions	KITV hosted a group of students from the University of Hawai'i Outreach College on a station tour, which included Q & A session and discussions by station personnel on newscasts, sales, production, and careers in broadcasting.	1	Assignment Manager
10	9/15/2025	Provision of training to management	Alison online training course: Disability Inclusion in the Workplace is a two hour online training program designed to enhance understanding of the importance and principles of disability inclusion in the workplace.	1	Business Manager