



**KHNL/KGMB/KFVE/KOGG/KSIX  
EEO PUBLIC FILE REPORT  
October 1, 2019 – September 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed <a href="https://indeed.com">https://indeed.com</a>	No	0
2	Peplematter <a href="https://www.login2.peplematter.com">https://www.login2.peplematter.com</a>	No	22
3	Internal Employee Referrals	No	7
4	Non Employee Referrals	No	2
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>31</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Society of Professional Journalists (SPJ) - Hawaii Chapter - Journalism Internship Program	We participate in the internship program organized by the SPJ. Our involvement in addition to subsidizing funding includes interviewing applicants and final selection for our station. Our coordinator (Assignment Manager) develops a schedule for the SPJ intern during their six to eight-week term, which includes experience in every facet of our news operation. This year our SPJ intern was a student from University of Hawaii at Manoa. In addition, we had a part-time intern, also a student attending University of Hawaii at Manoa.
<b>2</b>	KHNL/KGMB Internship program	This is an on-going program started over 20 years ago. We offer unpaid internships for college credit to students attending an accredited college or university. We also offer selected high school students "shadow programs" to give them a taste of what the broadcast business is all about. The program is designed to give students working experience and a glimpse of the skills necessary for a career in broadcasting. This year we chose NOT to conduct the credit-only internship program due to Covid-19. We kept the body count numbers in the newsroom to essential newsroom employees only.

3	Center for Tomorrow's Leaders HI Now Virtual Internship	June 8 <sup>th</sup> – July 28 <sup>th</sup> , 2020 Two students “virtually” shadowed the HI Now Team and learned how to create long form custom content.
4	Undoing Racism Program	July 9 - August 4, 2020 – our General Manager, Katie Pickman, participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Item covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.