

## **EEO PUBLIC FILE REPORT**

For the reporting period of 10/01/2015 through 09/30/2016

This report covers the following station employment unit (SEU):

<b>Licensee / Permittee Name</b>	<b>Call Sign and Type</b>	<b>Community of License (City, State)</b>	<b>FCC Facility ID Number</b>	<b>LMA</b>
Salem Media of Hawaii, Inc.	KAIM-FM	Honolulu, HI	10950	N/A
Salem Media of Hawaii, Inc.	KHCM-FM	Honolulu, HI	34620	N/A
Salem Media of Hawaii, Inc.	KKOL-FM	Aiea, HI	70384	N/A
Salem Media of Hawaii, Inc.	KGU-FM	Honolulu, HI	641	N/A
Salem Media of Hawaii, Inc.	KGU(AM)	Honolulu, HI	53705	N/A
Salem Media of Hawaii, Inc.	KHCM(AM)	Honolulu, HI	10934	N/A
Salem Media of Hawaii, Inc.	KHNR(AM)	Honolulu, HI	16742	N/A

### **I. VACANCY LIST**

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

<b>Job No.</b>	<b>Job Vacancy Title</b>	<b>Recruitment Source that Referred Hired Person</b>	<b>Date Filled</b>	<b>RS's Contacted to Fill Vacancy</b>
1	Account Executive	Referral	12/1/15	1-9
2	Promotion Director	Craig's List	12/1/15	1-9
3	Promotion Assistant	Craig's List	12/7/15	1-9
4	Production Assistant	Referral	1/5/16	1-9
5	General Manager	Internal Promotion	5/1/16	1-9
6	Promotions Director	Craig's List	5/9/16	1-9
7	Sales Assistant	Salem Media Group, Inc.	5/9/16	1-9
8	Administrative Assistant	Craig's List	6/14/16	1-9

### **II. RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 34 people interviewed for full-time positions.

<b>RS No.</b>	<b>Recruitment Source</b>	<b>(*)</b>	<b>Address, Telephone and Contact Person of RS</b>	<b>Number of Interviewees Referred by RS</b>
* Denotes those organizations that requested notification of vacancy information				

1	Careerbuilder	<a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>	0
2	ChristianJobs.com	Email: karen.davenport@salemmedia.com	1
3	Craig's List	<a href="http://www.honolulu.craigslist.org">www.honolulu.craigslist.org</a>	12
4	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	4
5	Hawaii Association of Broadcasters, Inc.	P.O. Box 22112 Honolulu, HI 96823 (808) 599-1455	0
6	Salem Media Group, Inc.	4880 Santa Rosa Road Camarillo, CA 93012 (805) 987-0400 Contact: Karen Davenport Email: Karen.davenport@salemmedia.com	4
7	University of Hawaii	Career Development Services Employer's <a href="http://www.hawaii.edu">www.hawaii.edu</a> <a href="http://career.uhh.hawaii.edu/admin/user_apply.php">http://career.uhh.hawaii.edu/admin/user_apply.php</a>	0
8	Ad 2 Honolulu	<a href="mailto:jobs@ad2honolulu.org">jobs@ad2honolulu.org</a>	0
9	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	5
<b>OTHER SOURCES OF INTERVIEWEES</b>			
<b>No.</b>	<b>Description of Other Sources</b>	<b>Number of Interviewees</b>	
10	Employee Referral	6	
11	Unsolicited Resumes	0	
12	KAIM, KHCM, KKOL, KHUI, KGU, KHNR, KHCM Radio	0	
13	Internal – Transfer or Promotion	2	
<b>Total Number of Interviewees</b>			<b>34</b>

### III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

#### A. Management Training:

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Business Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all apprised of the company and SEU's policy on equal employment.

**B. Scholarship Program:**

Participates in Scholarship programs for Hawaii Association of Broadcasters, Inc. (HAB) for students who are interested in careers in the broadcasting industry. Our General Manager is on the Board of Directors and participates in the selection process.

**C. Job Bank Outreach Efforts:**

Participates in advertising for full-time positions to job banks to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. During the reporting period, the following job banks were contacted:

1. Hawaii Association of Broadcasters, Inc.
2. University of Hawaii Career Development Center

**D. Job Fairs:**

The SEU's Business Manager and Promotions Director attended several local job fairs. Information regarding various jobs in the radio broadcasting industry, as well as any open positions, was available for those in attendance. Applications were accepted on-site.

- Workforce Job Fair; Neil Blaisdell Center; January 27, 2016
- Workforce Job Fair; Neil Blaisdell Center; May 18, 2016