

**KHNL/KGMB/KFVE/KOGG/KSIX**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**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
Assistant News Director	1, 2, 10	10
Account Executive	1, 2, 10	10
Business Development Specialist	1, 2	1
Digital Content News Producer	1, 2, 10	1
Director of Marketing	1, 2, 10	1
Graphic Artist / Video Editor	1, 2, 10	10
Lifestyle Executive Producer	1, 2, 10, 13	1
Meteorologist	1, 2, 10	1
Multimedia Journalist / Reporter	1, 2, 10	1
News Anchor	1, 10	10
News Photographer	1, 2, 10, 12	10
News Producer (Primary)	1, 2, 13	1
News Producer (Primary)	1, 2, 6, 10	1
Photojournalist / Editor	1, 2, 10	1
Photojournalist / Editor	1, 2, 10	2
Technical Media Producer (Primary)	1, 2, 6, 10	10
Technical Media Producer (Primary)	1, 2, 10	10
Technical Media Producer (Primary)	1, 2, 10	2
Traffic Reporter / MMJ	1, 2, 10, 13	1

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**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	Gray Career Website <a href="https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/?q=&amp;o=postedDateDesc&amp;w=&amp;w=c=&amp;we=&amp;wpst=">https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/?q=&amp;o=postedDateDesc&amp;w=&amp;w=c=&amp;we=&amp;wpst=</a> Posted automatically to Indeed.com	N	29
2	Indeed <a href="http://indeed.com">http://indeed.com</a>	N	12
3	NASBA (National Alliance of State Broadcasters Associations) <a href="https://www.careerpage.org/">https://www.careerpage.org/</a>	N	
4	HAB Virtual Job Fair <a href="http://www.BroadcastersVirtualJobFair.com">www.BroadcastersVirtualJobFair.com</a>	N	
5	Hiring Now Job Fair <a href="https://app.brazenconnect.com/a/chamber-commerce-hawaii/e/ZDx52">https://app.brazenconnect.com/a/chamber-commerce-hawaii/e/ZDx52</a>	N	
6	Linkedin <a href="https://www.linkedin.com/jobs/">https://www.linkedin.com/jobs/</a>	N	5
7	Brigham Young University <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	N	
8	Hawaii Pacific University <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	N	
9	Arizona State University <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	N	
10	Internal Employee Referrals	N	29
11	Non-Employee Referrals	N	3
12	Career Builder	N	1
13	Rehire	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			81

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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	<p>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 Sophomore student from Yale University. She learned a lot and gained lots of new skillsets in the various roles she was placed in the newsroom.</p> <p>She has a bright future ahead of her if she continues to hone her writing and reporting skills.</p>
<b>2</b>	Gray Future Focus Internship - News	<p>Gray Focus Internship Program: Our Intern was a Graduate Student, currently getting her Master's in Journalism at Arizona State University, Phoenix, AZ. She completed a 10-week internship program. She also came in with skills from the gray station she interned at KTVK/KPHO5 – Arizona's Family station. She is one we'd like to re-hire if a position becomes available when she graduates May 2024.</p>
<b>3</b>	Dow Jones Internship Program - News	<p>We had 2 college students from Barnard College and Chapman University join our newsroom in June 2023 as part of the Dow Jones Fund internship program, which we participate in annually. As part of their three-month internship, they wrote dozens of stories for our website, shot and edited video for</p>

		posting on our platforms, and learned about our approach to social media. They also shadowed multiple reporters in the field.
4	Girls Got Grit Fall Internship Program - Marketing	Several young ladies from the Sacred Hearts Academy participated in internship programs for both the Marketing and Sales Departments at Hawaii News Now. They learned about News Automation Production, Lifestyle show workflows: HI Now; how to produce demo videos for sales initiatives and production editing.
5	College Exchange Student Program	Six college students joined HNN in July as part of the UH West Oahu job shadow program. They participated in a station tour, and then split into groups to shadow employees in the news, production and marketing departments.
6	Sacred Hearts Summer Internship	HNN invited a local high school student to shadow the marketing department as part of a summer internship for school credit. She joined in studio shoots for commercials and lifestyle and assisted on promotional shoot for the station.
7	Gray Future Focus Internship Program – Marketing	Gray Focus Internship Program: Our Intern was a student of University of Hawaii – School of Communications (Production Program). He went out on daily live events and shoots with Executive Producer and Line Producer for HI Now Program, returning to the station for editing.
8	Kamehameha Schools Career Fair	Four HNN employees attended a career fair at a local high school, speaking to students about careers in broadcasting/digital information. Students were invited to check out the camera and the sizzle reel showcasing the station’s work.
9	2/7/2023 Chamber of Commerce Young Professionals Tour	We hosted a group of 14 young professionals in February as a recruitment effort. We shared what we do as a broadcasting station and what

		we look for in the broadcast industry.
<b>10</b>	4/20/2023. Gray TV Webinar for Office Managers: The FCC's EEO Rules	Our Business Office Manager attended a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.