

Supplemental Outreach Initiatives

(October 1, 2016 thru September 30, 2017)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved														
5	<p><u>Society of Professional Journalists (SPJ) - Hawaii Chapter - Journalism Internship Program</u> – 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, Brenda Salgado (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 Davis Pitner (Linfield College in Oregon).</p> <p><u>KHNL/KGMB Internship program</u> – This is an on-going program started over 21 years ago. We offer unpaid internships for students attending an accredited college or university, with the internship qualifying for college credit. Our news internship coordinators are Assignment Manager, Brenda Salgado and Assistant News Director, Nicole Wilson. The program is designed to give students working experience and a glimpse of the skills necessary for a career in broadcasting. The following are the interns who participated in program during the reporting period:</p> <table border="1" data-bbox="384 1170 1131 1437"> <thead> <tr> <th>Name of Intern</th> <th>Attending College</th> </tr> </thead> <tbody> <tr> <td>Kristy Tamashiro</td> <td>University of Hawaii - Manoa</td> </tr> <tr> <td>Victoria Cuba</td> <td>University of Hawaii - Manoa</td> </tr> <tr> <td>Pono Sukanuma</td> <td>Utah State University</td> </tr> <tr> <td>Kimi Andrew</td> <td>Santa Clara University</td> </tr> <tr> <td>Darius Kila</td> <td>Southern Oregon University</td> </tr> <tr> <td>Jolanie Martinez</td> <td>Arizona State University</td> </tr> </tbody> </table>	Name of Intern	Attending College	Kristy Tamashiro	University of Hawaii - Manoa	Victoria Cuba	University of Hawaii - Manoa	Pono Sukanuma	Utah State University	Kimi Andrew	Santa Clara University	Darius Kila	Southern Oregon University	Jolanie Martinez	Arizona State University
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	<p><u>Dow Jones News Fund Internship Program</u> – We participated with the Dow Jones News Fund Internship program this year. This paid internship program allows students hands-on experience with leading news organizations. Our Digital Content Manager, Mary Vorsino, worked directly with them. The following are the students who participated in the program with us during this reporting period:</p> <table border="1" data-bbox="384 280 1131 396"> <thead> <tr> <th data-bbox="384 280 716 318">Name of Intern</th> <th data-bbox="716 280 1131 318">Attending College</th> </tr> </thead> <tbody> <tr> <td data-bbox="384 318 716 355">Cheyanne Mumphrey</td> <td data-bbox="716 318 1131 355">Northern Arizona University</td> </tr> <tr> <td data-bbox="384 355 716 393">Lillian Donohue</td> <td data-bbox="716 355 1131 393">Arizona State University</td> </tr> </tbody> </table>	Name of Intern	Attending College	Cheyanne Mumphrey	Northern Arizona University	Lillian Donohue	Arizona State University
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4, 10, 16	<p><u>Broadcast Employment Education</u> – Our anchors and reporting staff regularly participate in career education events at local schools and colleges. Steve Uyehara, one of our morning anchors, participated in “career day” at Kaimiloa Elementary, Mililani Middle School, and Ewa Elementary. In addition, he spoke about the news industry during Mililani Middle School’s Spelling Bee event and Manoa Elementary’s Dr. Seuss Read Aloud event. Lacy Deniz, another one of our morning anchors, participated in “career day” for Kahakai Elementary and Washington Middle School. Darlene Lee, our Programming Coordinator, provided station tours to students from Hawaii SHRM Chapter, Windward Community College – Journalism class (2 times), Poi Na Nalu program (Honolulu Community College), Holomua Gear Up (UH – West Oahu), Le Jardin Academy, and WorkHawaii Youth program, to expose them to various careers in broadcasting. Billy V (William Van Osdol), one of our morning reporters, participated in Kawanakoa Middle School’s “career day”, and Bruce Nakamura, our Local Sales Manager, participated in Aiea High School’s “career day”.</p>						