

## EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2007 through 9/30/2008

Prepared by:  
Salem Media of Hawaii, Inc.:  
KAIM-FM, KGMZ-FM, KGU-AM, KHCM-AM, KHCM-FM, KHNR-AM, KHUI-FM  
(Licensee / Permittee)

**This report covers the following employment unit:**

<b><u>Call Sign</u></b>	<b><u>Facility ID Number</u></b>	<b><u>Type of Station</u></b>	<b><u>Location City, State</u></b>	<b><u>LMA</u></b>
KAIM-FM	10950	FM	Honolulu, HI	
KHCM-FM	34620	FM	Honolulu, HI	
KGMZ-FM	70384	FM	Aiea, HI	
KHUI-FM	641	FM	Honolulu, HI	
KGU-AM	53705	AM	Honolulu, HI	
KHCM-AM	10934	AM	Honolulu, HI	
KHNR-AM	16742	AM	Honolulu, HI	

**A. The following is a list of all vacancies for full-time jobs filled during the reporting period:**

	<b><u>Job Title</u></b>	<b><u>Date Open</u></b>	<b><u>Date Filled</u></b>
	Business Manager	09/07	10/4/07
	General Manager	10/07	6/19/08
	Production Director	12/07	1/08
	General Sales Manager	05/08	07/07/08
	Promotions Director	07/08	08/4/08
	Promotions Director	01/08	01/11/08
	Account Executive (Internet Sales)	07/08	08/4/08
	Account Executive	Ongoing	12/07
	Account Executive	Ongoing	02/13/08
	Account Executive	Ongoing	01/08
	Account Executive	Ongoing	08/4/08
	Account Executive	Ongoing	10/22/07
	Account Executive	Ongoing	09/08
	Account Executive	Ongoing	5/5/08

- B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:**

<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>
Hawaii Association of Broadcasters	PO Box 22112 Honolulu, HI 96823	Stephanie Uyeda	808-599-1455
Monster.com	<a href="http://www.monster.com">www.monster.com</a>	Calvin Tabata	800-666-7837 x3578
Careerbuilder.com	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
The Honolulu Advertiser	605 Kapiolani Blvd Honolulu, HI 96813	Nan Hong	808-521-9111
Craigslist.com	<a href="http://www.craigslist.com">www.craigslist.com</a>		
Christianjobs.com	<a href="http://www.christianjobs.com">www.christianjobs.com</a>	Audrey Pillow	Audrey.pillow@salem.cc
Salem.cc	<a href="http://www.salem.cc">www.salem.cc</a>	Audrey Pillow	Audrey.Pillow@salem.cc

- C. The following is a list of recruitment sources which provided the person hired for each full-time position filled during the reporting period:**

<b>Job Title</b>	<b>Recruitment Source</b>
Business Manager	Station Advertisement
General Manager	Referral
Production Director	Referral
General Sales Manager	Referral
Promotions Director	Craigslist.com
Promotions Director	Careerbuilder.com
Account Executive (Internet Sales)	Craigslist.com
Account Executive	Careerbuilder.com
Account Executive	Station Advertisement
Account Executive	Station Advertisement
Account Executive	Referral
Account Executive	Station Advertisement
Account Executive	Referral
Account Executive	

- D. During the reporting period, there were a total of 41 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:**

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
Careerbuilder.com	6
The Honolulu Advertiser	3
Craigslist.com	2
Salem.cc	1
All Stations	8
Referrals	21

**E. During the reporting period, the station employment unit engaged in the following initiatives:**

**1. Management Training:** The Salem Corporate VP of Human Resources conducts monthly HR Network Training session via teleconference and PowerPoint presentation. During this reporting period, the office manager of the station(s) participated in an EEO Compliance presentation. The office manager routinely communicates with the General Manager and other management team members to keep all apprised of the company and station's policy on equal employment.

The employment unit participates in an on-line program entitled "Employment Law Training" (E.L.T.) which is an ongoing training program for all management personnel that are hired during the reporting period. Training modules included "Lawful Hiring", "Equal Employment", "Workplace Harassment" and "Lawful Terminations".

Name of Respondent: Salem Media of Hawaii, Inc.

KAIM-FM, KGMZ-FM, KGU-AM, KHCM-AM, KHCM-FM, KHNR-AM, KHUI-FM

Signed: \_\_\_\_\_

Typed Name: Jeff Coelho

Title: General Manager

Date: 09/30/08

Amended: 10/10/08

Telephone No. 808-533-0065