

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2025 through 09/30/2026

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

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Malama Media Group, LLC	KHCM-FM	Honolulu, HI	34620	N/A
Malama Media Group, LLC	KKOL-FM	Aiea, HI	70384	N/A
Malama Media Group, LLC	KGU-FM	Honolulu, HI	641	N/A
Malama Media Group, LLC	KGU(AM)	Honolulu, HI	53705	N/A
Malama Media Group, LLC	KHCM(AM)	Honolulu, HI	10934	YES
Malama Media Group, LLC	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:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Account Executive	Employee Referral	2/23/26	7

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There was a total of 4 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Hawaii Association of Broadcasters, Inc.		P.O. Box 61562 Honolulu, HI 96839 Contact: Jaime Hartnett (808) 599-1455 www.hawaiibroadcasters.org	

2	Malama Media Group Corporate Website	420 Waiakamilo Rd., Suite 405 Honolulu, HI 96817 808-788-3860 Contact: Christine Tooher Email: info@malamamedia group.com www.malamamedia group.com	1
3	KKOL-FM/KHCM-FM/KHNR-AM/KGU-AM-On-Air Vacancy Announcements	420 Waiakamilo Rd., Suite 405 Honolulu, HI 96817 808-788-3860 Contact: Christine Tooher Email: info@malamamedia group.com	
4	Career Page	www.careerpage.org	1
5	LinkedIn	www.linkedin.com	1
6	His Air Media	www.hisair.net	
OTHER SOURCES OF INTERVIEWEES			
No.	Description of Other Sources	Number of Interviewees	
7	Employee Referral	1	
Total Number of Interviewees			4

III. **OUTREACH INITIATIVES**

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

A. Management Training:

The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all employees to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, 4 SEU managers and 5 SEU employees participated in this on-line training. The following courses were completed:

- i. Harassment and Discrimination Prevention for Supervisors (4)
- ii. Harassment and Discrimination Prevention for Non-Supervisors (5)
- iii. Diversity, Inclusion and Belonging (9)
- iv. Managing Bias (9)

B. Job Bank Outreach Efforts:

The SEU 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:

- i. Hawaii Association of Broadcasters, Inc.

C. Job Fair Participation:

The SEU participated in two broadcaster virtual job fairs. The Hawaii Association of Broadcaster's virtual job fair is a supplemental outreach program intended to educate the public about careers in broadcasting and the qualifications necessary to fill those positions. Interested applicants can apply for posted positions online at www.BroadcastersVirtualJobFair.com. The SEU's manager (with hiring authority) participated in the following two (2) virtual job fairs:

- June 22-26, 2026
- September 28-30, 2026