

2025 ANNUAL EEO PUBLIC FILE REPORT

HAWAII PUBLIC RADIO

Stations and Communities of License KHPR Honolulu, HI; KIPO Honolulu, HI;
KKUA Wailuku, HI; KANO Hilo, HI;
KIPM Waikapu, HI; KIPH Hana, HI; KHPH
Kailua-Kona, HI; KIPL Lihue, HI; KAHU
Pahala, HI; KJHF Kualapuu, HI

Reporting Period: October 1, 2024 – September 30, 2025

No. of Full-time Employees: More than 10

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The Society for Professional Journalism-Hawaii Chapter selected HPR for its 2025 Summer internship program. Tasks assigned included attending daily wrap meetings; fact-checking and scripting radio stories, writing Backyard Quizzes that aired on The Conversation; engineering in-studio and phone interviews; directing productions of the weekday show, reporting, producing interviews, and pulling music cues.

We established the Jose A. Fajardo Internship Fund. The fund was created in honor of Jose's deep commitment to developing the next generation of public media leaders. The internship fund helps introduce local students to career opportunities in public media. This year, the fund enabled HPR to provide a UH Legislative News internship in partnership with the University of Hawaii. Tasks assigned included covering the Hawaii legislative session along with our government reporter, attending hearings and committee meetings, filing daily

recaps of the sessions, providing broadcast and digital updates throughout the session, and presenting longer feature reports.

In partnership with the Kamehameha Schools and their Kapili Oihana program, which provides college students a chance to explore career paths in their fields of interest, we hosted a Hawaii Public Radio Production and Operations intern this Summer. Tasks assigned included proper mic, cabling, and technical set up for live events; recording and engineering events; post production of audio and visual recordings; studio organization and maintenance; and developing a familiarity with national broadcast standards.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Staff attended national conferences or virtual sessions presented by IRE, ONA, PMBA, PMCC, PMDMC, Poynter, and PRX. These conferences provided training and professional development opportunities for staff who attended. \$50,000 of the Shidler Innovation Fund was designated toward creating a scholarship fund to encourage employees, who would not otherwise have the opportunity, to seek training opportunities which would help them advance their professional knowledge and skills. Five employees submitted applications and completed their training by the end of this reporting period. Consultants provided training/consulting sessions for the Leadership Team, Director of Programming & Content Development, Underwriting team, VP and Asst GM, Donor Relations Manager and the News Department to further their training and development.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

The VP of Finance receives notifications of EEO and discrimination issues faced in the work place and/or attends webinars provided by Blue Avocado, HANO, HR Daily Advisor, James Moore & Company, Travelers, and ProService that cover these topics. ProService also hosts staff webinars when requested. HPR follows guidelines provided by the EEOC

and anti-discrimination guidelines provided by the Corporation for Public Broadcasting. HPR is a member of PMBA. This organization provides information, webinars, and conferences that address human resources and management issues, including EEO compliance. HPR contracts with ProService Hawaii for human resources, benefits administration, and payroll services. They provide training, workshops, and on demand webinars addressing EEO issues, discrimination prevention, and harassment prevention. They have staff on hand to assist with EEO or discrimination questions or issues that arise.

*Participated in **other** activities designed by the station employment unit 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.*

Members of HPR's membership, news, operations, and programming departments hosted students and teachers from the Asia Pacific International School. Students were given a general overview of the station then spent time visiting with employees in the various departments to get an understanding of the part each department plays in creating content and sharing that content over the air and digitally. Similar tours were hosted for UW West Oahu's international and Korean students, and visitors from KTUH, the station of the University of Hawaii. The HPR also hosted two open houses which allowed attendees the opportunity to visit the station, get an overview of how we operate, hear our plans for the future, and meet with various staff to find out what they do at the station. Outside of the station, staff shared information about the station at a neighbor island donor outreach event and the Honolulu Night Market. Our Classical Pacific Host has a "Tuesday Student Takeover" segment in her show which gives students the opportunity to experience being live on the air, share their favorite classical music pieces, highlight achievements, and talk about upcoming performances. The station includes a "Behind the Scenes at HPR" pitch script during its on-air campaigns which highlight the various people and positions it takes to operate the station.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
01/21/2025	Conversation Producer	Hawaii Public Radio Website
02/13/2025	Digital News Producer	Colleague – Hawaii Public Radio Email/Newsletter
08/18/2025	Executive Assistant	Indeed & Hawaii Public Radio Email/Newsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 15

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Colleague - Hawaii Public Radio Email/Newsletter	1
Hawaii Public Radio Email/Newsletter	3
Hawaii Public Radio Website	3
Hawaii Public Radio Email/Newsletter & Indeed	2
Indeed	6

RECRUITING SOURCES USED

Job Title of Position: Conversation Producer Date of Hire: 01/21/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Email/Newsletter		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org

Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Indeed	N	www.indeed.com	Bernie Shimono	(808) 955-8821 bshimono@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job Vacancies

Job Title of Position: News Digital Producer Date of Hire: 02/13/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Email/Newsletter		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Executive Assistant Date of Hire: 08/18/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Email/Newsletter		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Indeed	N	www.indeed.com	Bernie Shimono	(808) 955-8821 bshimono@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.