2026 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, 2025 – September 30, 2026
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 2026 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; engineering productions of the weekday show, reporting, producing interviews, pulling music cues, and providing stories for the station's website. We established the Jose A. Fajardo Internship Fund in 2024. 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 Dow Jones News Fund internship. Tasks assigned included producing "Akamai Recap" our weekday newsletter, posting digital stories and photos to our website, assisted with covering the Hawaii

	legislative session along with our government reporter, social media production, audio editing, updating our stock photo inventory, and presenting feature reports for on-air broadcast and digital posts.
*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*	Managing Editor Jason Ubay was a guest lecturer for the University of Hawaii's COM 320 class on November 20, 2025. Digital News Editor Sophia McCullough and Digital News Producer Tori DeJournett guest lectured the COM 350 class on February 3, 2026. The Conversation's Host Catherine Cruz was invited to kick off the 2026 Hogan Spring Gathering hosted by Chaminade University on January 21, 2026. Managing Editor Pixie Clay and News Producer Emma Caires represented HPR at the 2026 Society of Professional Journalists at UH Manoa Journalism Career Fair. SVP of News/Executive Editor Bill Dorman participated in the 2026 Hawaii News Panel at the U.S. Army Pacific Public Affairs Leadership Development Forum. Culture & Arts Reporter Cassie Ordonio participated in a Pacific Center for Advanced Technology panel discussion on AI from a journalist perspective on June 4, 2026. SVP of News/Executive Editor Bill Dorman and The Conversation Host Catherine Cruz participated in a discussion with Korean Journalists from the East West Center's U.S Korea Journalist Exchange program and other local journalists on September 15, 2026.
*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 the Hawaiian Council, NAJA, NETA/PMBA, ONA, PMCC, PMGC, 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. We have also funded costs for courses which assist employees with advancing their professional

	knowledge and skills. Consultants provided training/consulting sessions for the Leadership Team, Director of Programming & Content Development, Underwriting team, Chief Giving Officer, 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, PMBA, Travelers, and ProService that cover these topics. HPR follows guidelines provided by the EEOC and the State of Hawaii. 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, unconscious bias, 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 teachers from the Hawaii State Department of Education. They 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 La Pietra Hawaii School for girls and UH West Oahu's International Program students that included students from the Korea University of Media and Arts. Hosting a University of Hawaii podcast class and working with Kapolei high school seniors on a project where they recorded and produced stories about graduation allowed us to share the experience of program content creation with these groups. 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 Hawaii Symphony Orchestra's Symphony of the Hawaii Seas concert. 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
11/10/2025	Senior Associate, Business Development	Hawaii Public Radio Website
01/05/2026	Producer, The Conversation	Hawaii Public Radio Website
01/26/2026	Communications & Digital Marketing Manager	Instagram – Hawaii Public Radio Social Media
05/11/2026	Digital News Editor	Former Employee & Hawaii Public Radio Website
06/10/2026	Political Reporter	Hawaii Public Radio Employee
08/17/2026	Executive Producer, The Conversation	Hawaii Public Radio Website

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: ___22____

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Former Employee & Hawaii Public Radio Website	1
Hawaii Public Radio Email/Newsletter	1
Hawaii Public Radio Employee	2
Hawaii Public Radio Instagram – Social Media	1
Hawaii Public Radio LinkedIn – Social Media	1
Hawaii Public Radio On-Air Announcement	1
Hawaii Public Radio Website	13
Indeed	1
Previous Applicant	1

RECRUITING SOURCES USED

Job Title of Position: Senior Assoc, Business Development Date of Hire: 11/10/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ 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: Producer, The Conversation Date of Hire: 01/05/2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Previous Application		738 Kaheka Street #101 Honolulu, HI 96814	William Dorman	(808) 955-8821 bdorman@ hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ 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: Communications & Digital Marketing Mgr Date of Hire: 01/26/2026

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	Ashley Brown	(808) 955-8821 abrown@ hawaiipublicradio.org
Hawaii Public Radio Instagram – Social Media		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ hawaiipublicradio.org
Hawaii Public Radio LinkedIn - Social Media		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ hawaiipublicradio.org
Hawaii Public Radio Employee		738 Kaheka Street #101 Honolulu, HI 96814	Dana Butler	(808) 955-8821 dbutler@ hawaiipublicradio.org
Hawaii Public Radio On-Air Announcement		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ 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: Digital News Editor Date of Hire: 05/11/2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Former Employee & Website		738 Kaheka Street #101 Honolulu, HI 96814	William Dorman	(808) 955-8821 bdorman@ hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ 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: Political Reporter Date of Hire: 06/10/2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Employee		738 Kaheka Street #101 Honolulu, HI 96814	William Dorman	(808) 955-8821 bdorman@ hawaiipublicradio.org
Hawaii Public Radio Website		738 Kaheka Street #101 Honolulu, HI 96814	Sylvia Flores	(808) 955-8821 sflores@ 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 Producer, The Conversation Date of Hire: 08/17/2026

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

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