

Annual EEO Public File Report
Covering the Period from May 22, 2024 to May 21, 2025
Comprising Station Employment Unit for
KNAN-FM

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KNAN-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KNAN-FM in Nanakuli, HI, and is required to be placed in the station’s public inspection file, and posted on their website.

The information contained in this report covers the time period beginning **May 22, 2024** to and including **May 21, 2025** (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by zoom.

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Appendix 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hire	Total No. of Interviewees From All Sources for This Position
1.	Not applicable	Not applicable	0

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Appendix 2: Recruitment Source Information

	Recruitment Source	Total No. of Interviewees This Source Has Provided	Full- Time Positions For Which This Source Was Utilized
A	Not applicable	0	0

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Appendix 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

KNAN FM 106.7 FM located in Nanakuli, Hawaii had ZERO (0) full time employees for the time period comprising the data in this statement. Therefore, the station did not have an opportunity to achieve broad and inclusive outreach in hiring.

However, the owners of this station are committed to equal opportunity employment, therefore once the station has the need to hire a full time staff member we will follow all EEO guidelines to ensure that we are in compliance.

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Exhibit 2

NARRATIVE STATEMENT

Big D Consulting, Inc. is devoted to equality in the workplace. In all hiring activities, Big D Consulting, Inc. is committed to posting employment opportunities in media outlets that are accessible to a diversified pool of applicants (including career fairs, casting calls, websites, radio broadcasts), in the desire to make recruitment efforts as broad and inclusive as possible. Big D Consulting, Inc. places a high priority on non-discriminatory recruitment opportunities to individuals spanning all age groups, education levels, economic demographics, races and genders. We feel the diversity of staff, composed of a variety of ages, education levels, economic backgrounds, races and genders, is important for the commitment to non-discriminatory hiring practices.