

**FCC – EEO Annual Report**

**For KHET and KMEB**

**Long-term Initiatives Two Year Period:**

**October 1, 2024 – September 30, 2026**

**Reporting Period:**

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## **FCC-EEO Annual Report**

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

### **1. *Establishment of an intern program designed to train students for a career in the broadcasting industry.***

PBS Hawai'i has a training program for college students interested in broadcasting and production. The production students assist with the station's broadcast productions that include, an hour-long weekly live public affairs program on Thursday evenings, and three recorded 1/2-hour musical productions of Hawaiian music in our studio and on location. They also assist with five 90-minute town hall in-studio productions that feature 8-15 professionals discussing local issues.

Training sessions were held on the following dates.

- November 7, 2024, Staffer Daniel Le gave hands on training for ENG field cameras to production students Jaqueline Cano, Riley Kusumoto, Paige Lum, and Lily Mosher.
- November 14, 2024, Staffers Copeland Talkington and Daniel Le showed production students Jaqueline Cano, Riley Kusumoto, Paige Lum, and Lily Mosher how to setup and operate our Cannon R5 camera and gimbal.
- December 13, 2024, Production Students Jaqueline Cano, Riley Kusumoto, Andrea Long, and Lily Mosher were trained on different aspects of setting up a remote interview. They practiced setting up a full interview shoot. This included packing gear, setting up lighting, audio, and video equipment for an interview, and breaking down and putting gear away.
- February 7, 2025, Staffers Forest Butler, Todd Fink, Rianne Tsutsui, and Copeland Talkington showed production students Khloe Cabigon, Andrea Long, Paige Lum, and Lily Mosher the basic operations and setup of the ENG field cameras and Canon R5 camera.
- March 28, 2025, Staffer Forest Butler held a set design session with production students Khloe Cabigon, Jaqueline Cano, Kiara Haid, Andrea Long, Paige Lum, and Lily Mosher. Students worked in teams to design and build an interview style set.

### **2. *Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.***

The station budgets the educational fund for employees to encourage professional development to assist staff in furthering their education within their area to qualify them for promotions. The fund reimburses employees tuition, lab fees and the cost of books for their classes. Daniel Odronec, Chief Engineer attended a half a day seminar on The Future of Private Cloud Infrastructure with VMware Cloud Foundation.

3. ***Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.***

All employees are required to take and pass a Harassment Training Course annually sponsored by the Corporation for Public Broadcasting. The coordination of the training is supervised by Craig Matsuda and he ensures that all the students, staff and some independent contractors receive certificates prior to September 30 of each year.

4. ***Participation in at least four events or programs sponsored by educational institutions and organizations representing groups present in the community relating to career opportunities in broadcasting, including conventions, career days, workshops and similar activities.***

**HIKI NŌ:**

PBS Hawai'i's HIKI NŌ (Hawaiian for "Can Do") student digital storytelling initiative works with K-12 students from public, charter and private schools throughout the state in developing skills that lead to the production of PBS-quality stories. These student-produced stories are premiered on PBS Hawai'i's digital platforms then curated into a weekly, half-hour program that airs in primetime on PBS Hawai'i and online at [pbshawaii.org](http://pbshawaii.org). In addition to learning digital storytelling skills, students gain the "soft" or life skills of teamwork, collaboration, critical thinking, creative problem solving, taking responsibility and meeting deadlines. Students learn these skills through the rigorous HIKI NŌ process, in which industry professionals give constructive feedback on each draft of the students' work. By revising their stories based on their mentor's feedback, HIKI NŌ-student projects eventually meet PBS standards and are approved for air.

These skills are also learned, by students and teachers alike, in HIKI NŌ workshops. While some of these workshops are still conducted virtually over Zoom, relaxed gathering restrictions at the schools have allowed for the return of in-person workshops as well.

Workshops and training sessions were held on the following days and locations throughout the state:

September 14, 2024

### **ANNUAL TEACHERS CONFERENCE**

HIKI NŌ Staff and Mentors presented various workshops and breakout sessions focused on instructing teachers on skills in production and storytelling to equip their students for success.

Participants: 15

*Station Personnel Present: Director of Learning Initiatives Brent Keane, Managing Editor Eleni Avendaño Learning Initiative Coordinator Grazielle Domingo, HIKI NŌ Editor Andrew Gumm.*

October 24-28, 2025, October 23, 2025 & November 6, 2025

### **FALL CHALLENGE & WORKSHOPS**

HIKI NO staff hosted a pre-challenge and post challenge workshops on Zoom to prep students and share what it takes to put together a good story in five days. The pre-workshop will covered finding a good story and planning for a quick turnaround, pre-production, HIKI NŌ judging criteria and how to meet them, and avoiding common production mistakes. The post workshop included feedback and critique on challenge submissions and advice on taking their storytelling to the next level.

Participants: 23 from 8 Schools

January 18-20, 2025

### **SHOOTS SUMMIT HAWAI'I**

#### **What Makes a Great Story - Brent Keane & Andrew Gumm**

This breakout session explored the fundamentals of Visual Storytelling by answering the question “What Makes a Great Story?”. Participants watches and critiqued stories applying The HIKI NŌ Story Criteria and discussed what elements go into creating good stories, and what can be done to turn them into great stories.

84 participants

#### **Storytelling Structure - Eleni Avendaño**

Managing Editor of HIKI NŌ taught how to find stories and structure them in a way that is compelling to your audience

40 participants

**The Art of the Interview** - Robert Pennybacker

Former Director of Learning Initiatives taught how to conduct and interview and ask questions that lead to a compelling story

50 participants

**Choose Your Own Adventure** - Christi Young and Teri Inefuku

In this workshop, participants used real-time role play to pre-interview a subject, discussed several potential storylines, and identified the best one to help them conduct a focused, streamlined interview. The presenters demonstrated how a simple conversation can save hours of excessive work, and how to map the rest of your story to create the perfect adventure for your viewers.

32 participants

*Station Personnel Present: Director of Learning Initiatives Brent Keane, Managing Editor Eleni Avendaño Learning Initiative Coordinator Grazielle Domingo, HIKI NŌ Editor Andrew Gumm, VP of Business Development, Robert Pennybacker.*

January 30-February 3, 2025, January 29 & February 12, 2025

**WINTER CHALLENGE & WORKSHOPS**

HIKI NO staff hosted a pre-challenge and post challenge workshops on Zoom to prep students and share what it takes to put together a good story in five days. The pre-workshop will covered finding a good story and planning for a quick turnaround, pre-production, HIKI NŌ judging criteria and how to meet them, and avoiding common production mistakes. The post workshop included feedback and critique on challenge submissions and advice on taking their storytelling to the next level.

Participants: 29 from 8 schools

*Station Personnel Present: Director of Learning Initiatives Brent Keane, Managing Editor Eleni Avendaño Learning Initiative Coordinator Grazielle Domingo, HIKI NŌ Editor Andrew Gumm.*

April 3-7, 2025, April 2&16

**SPRING CHALLENGE & WORKSHOPS**

The pre-challenge workshop will help to prep students and share what it takes to put together a good story in five days. The pre-workshop will cover finding a

good story and planning for a quick turnaround, pre-production, HIKI NŌ Judging criteria and how to meet them, avoiding production pitfalls / common mistakes, and more. The post-challenge workshop will help students to receive individual feedback on their submissions and how to revise them to potentially air on PBS Hawai'i.

Participants: 40 from 9 schools

*Station Personnel Present: Director of Learning Initiatives Brent Keane, Managing Editor Eleni Avendaño Learning Initiative Coordinator Grazielle Domingo, HIKI NŌ Editor Andrew Gumm.*

**EEO Public File Report**  
**Hawaii Public Television Foundation**  
**KHET TV, Honolulu, Hawaii**  
**October 1, 2024 - September 30, 2025**  
**Full-Time Positions Filled**

FULL TIME POSITION	POSITION TITLE	DATE OPEN	DATE FILLED	RECRUITMENT SOURCES	NUMBER INTERVIEWED	NUMBER HIRED
1 FT	Director of Communications	6/16/2025	6/30/2025	Hawaii Jobs on Demand		
				PBSHawaii.org		
				Word of Mouth	1	
				Google/online search	1	1
				LinkedIn		
				Facebook - PBS Hawaii		
				Twitter - PBS Hawaii		
1 FT	Learning Initiatives Editor/Asst. Producer	7/8/2025	7/31/2025	Hawaii Jobs on Demand		
				PBSHawaii.org	1	1
				Word of Mouth	1	
				LinkedIn		
				Facebook PBS Hawaii		
				Instagram PBS Hawaii	3	

**EEO PUBLIC FILE REPORT**  
**HAWAII PUBLIC TELEVISION FOUNDATION**  
**KHET TV, HONOLULU, HI**  
**OCTOBER 1, 2024 - SEPTEMBER 30, 2025**  
**RECRUITMENT SOURCES FOR FULL-TIME VACANCIES**

Recruitment Source	Contact	Total Interviewed	Total Hired	Entitled to Notification
pbshawaii.org PBS Hawaii 2350 Dole Street Honolulu, HI 96822	Karen Yamamoto 808-462-5025	1	1	no
Word-of-mouth/Referrals	Primarily staff	2	0	no
Google/Online search	Unsolicited and unpaid source	1	1	
Linkedin	Jody Shiroma ph. (808) 462-5026	0	0	no
Twitter PBS Hawaii 2350	Jody Shiroma ph. (808) 462-5026	0	0	no
Facebook PBS Hawaii	Jody Shiroma ph. (808) 462-5026	0	0	no
Instagram PBS Hawaii	Jody Shiroma ph. (808) 462-5026	3	0	no
Hawaii Jobs on Demand hawaiijobsondemand.com	<a href="http://www.hawaiijobsondemand.com">www.hawaiijobsondemand.com</a>	0	0	no