

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

PBS Hawai'i maintains a training program for college students interested in broadcasting and production. Production students assist with the station's broadcast productions, including a weekly hour-long live public affairs program on Thursday evenings, three recorded half-hour Hawaiian music productions in studio and on location, and five 90-minute in-studio town hall productions featuring 8–15 professionals discussing local issues.

Training sessions were held on the following dates:

- **December 12, 2025:** Staffer Daniel Le demonstrated studio lighting operations. Students Sunissa Domingo, Paige Lum, and Vaiata Yarbrough attended.
- **January 9, 2026:** Staffers Daniel Le, Copeland Talkington, and Rianne Tsutsui trained students on setting up and operating remote lighting and audio gear. Students Khloe Cabigon, Sunissa Domingo, Kiara Haid, Riley Kusumoto, Andrea Long, Paige Lum, and Vaiata Yarbrough attended.
- **January 16, 2026:** Staffers Forest Butler, Copeland Talkington, and Rianne Tsutsui taught basic operations of the new audio board and Xpression graphics system. Students Khloe Cabigon, Kiara Haid, Riley Kusumoto, and Andrea Long attended.
- **March 5, 2026:** Staffers Forest Butler, Rianne Tsutsui, Copeland Talkington, and Daniel Le taught cable-coiling techniques. Students Sunissa Domingo, Kiara Haid, Andrea Long, Paige Lum, and Vaiata Yarbrough attended.

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

- **July 28-29, 2026:** Advancement Specialist Terry Lonokapu participated in the PBS Accelerated Fundraising Bootcamp, a two-day professional development training focused on fundraising strategy, donor engagement, impact measurement, and cross-departmental collaboration.
- **May 21, 2026:** Chief Engineer Daniel Odronec and IT Specialist George Do attended a four-hour Interface Honolulu seminar on Cyber Security:

- *From Initial Access to Full Control: Live Hacking, Remote Shells, and Command & Control* – 1 hour
- *Securing Our Mission: A Non-Profit's Journey to Zero Trust* – 1 hour
- *Data Resilience in the Age of Attack: Protect What Matters* – 1 hour
- *Identity: The Target and The Weapon* – 1 hour
- **Additional Courses Completed:**
 - *Daniel Odronec*: Windows Server 2019 Administration (3 weeks); Amazon Web Services (3 weeks); AZ-104 Microsoft Azure Administrator (4 weeks).
 - *George Do*: CompTIA A+ Core 1 Course & Practice Exam (4 weeks); CompTIA A+ 220-1202 Core 2 hands-on course (2 weeks); CompTIA Network+ N10-009 Full Course, Labs & Notes (4 weeks).

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

Honey Maltin-Wisot was hired as Director of Communications and supervises five staff members. She attended supervisory classes through the Hawai'i Employers' Council, including: Basic Employment Law, Appraising Performance, Building Employee Performance, Interviewing & Selecting, Investigating and Addressing Misconduct, and Preventing Workplace Harassment. Each class was held virtually for half a day beginning January 7, 2026.

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.*

- **September 23, 2026:** The Business Development Team attended the Chaminade University Career Fair and shared information about an upcoming vacancy. Most attendees were undergraduate students from various fields including design, criminal justice, and marketing.

HIKI NŌ

PBS Hawai'i's HIKI NŌ ("Can Do") student digital storytelling initiative works with K-12 students statewide to develop skills that lead to the production of PBS-quality stories. These stories premiere on PBS Hawai'i's digital platforms and are curated into a weekly half-hour program that airs in primetime and online at pbshawaii.org.

Students gain digital storytelling skills as well as teamwork, collaboration, critical thinking, creative problem-solving, responsibility, and deadline management. These skills are reinforced through the rigorous HIKI NŌ process, in which industry professionals provide constructive feedback on each draft. Workshops are conducted both virtually and in person.

Workshops and training sessions were held on the following dates:

- **October 22–27 & November 5, 2025 — Fall Challenge & Workshops**
Pre- and post-challenge Zoom workshops covering story development, quick-turn planning, judging criteria, and common production mistakes. Participants: 48 students from 11 schools.
- **January 17-19, 2026 – Shoots Summit Hawai‘i**
Breakout sessions included:
 - ***What Makes a Great Story*** - Brent Keane
This breakout session explored the fundamentals of Visual Storytelling by answering the question, *What Makes a Great Story?* Participants watched 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. (59 participants)
 - ***Will it Cut?*** - Mira Lippold-Johnson
HIKI NŌ’s Editor taught how to shoot scenes like a pro: with an eye for the edit! Whether you’re making a news feature or a fiction film, knowing what will work in the editing room will help you get the shots you need in production. We’ll cover how to hide a cut in action, how to place the camera for continuity editing, and how moving shots impact the edit. (47 participants)
 - ***Filming Interviews Like a Pro*** - Eleni Avendaño
Managing Editor of HIKI NŌ taught how to set up your camera, audio, and lighting equipment to capture high-quality interviews for documentary-style filmmaking. Topics covered the rule of thirds, depth of field, audio monitoring, and three-point lighting. How to ask good questions and dig a little deeper than surface level when conducting interviews. (51 participants)
 - ***Story Premise: The Engine That Drives Your Story*** - Robert Pennybacker
Former Director of Learning Initiatives taught a very simple formula, called the Story Premise, that will give your story clarity, focus, and drive.

Bring a story idea that you are currently trying to develop (be it for a news feature, short film, or feature-length documentary) and we'll work together in the session to define your Story Premise. (14 participants)

- ***Acting Your Story*** - Dave Rosen
How to bring your story life with your on-camera performance (90 participants)
- **January 29-February 2, 2026, January 28 & February 6, 2026 – Winter Challenge & Workshops**
Pre- and post-challenge Zoom workshops focused on story development, judging criteria, and feedback.
Participants: 48 students from 13 schools.
Station Personnel Present: Brent Keane, Eleni Avendaño, Grazielle Domingo, Mira Lippold-Johnson.
- **April 9-13, 2026, April 8 & 23 2026 – Spring Challenge & Workshops**
Pre-challenge workshops covered story development, judging criteria, and production pitfalls. Post-challenge workshops provided individualized feedback.
Participants: 39 students from 10 schools.
Station Personnel Present: Brent Keane, Eleni Avendaño, Grazielle Domingo, Mira Lippold-Johnson.
- **September 18, 2026 – Annual Teachers Conference**
HIKI NŌ staff and mentors presented workshops and breakout sessions focused on production and storytelling skills for teachers.
Participants: 63
Station Personnel Present: Brent Keane, Eleni Avendaño, Mira Lippold-Johnson.

EEO Public File Report
Hawaii Public Television Foundation
KHET TV, Honolulu, Hawaii
October 1, 2025 - September 30, 2026
Full-Time Positions Filled

FULL TIME POSITION	POSITION TITLE	DATE OPEN	DATE FILLED	RECRUITMENT SOURCES	NUMBER INTERVIEWED	NUMBER HIRED
1 FT	Digital/Social Media Specialist	10/3/2025	10/31/2025	Hawaii Jobs on Demand		
				PBSHawaii.org	2	
				Word of Mouth		
				Google/online search	2	
				LinkedIn	5	
				Facebook - PBS Hawaii		
				Instagram PBS Hawaii	5	1
1 FT	Web Manager	2/17/2026	3/13/2026	Hawaii Jobs on Demand		
				PBSHawaii.org	3	1
				Word of Mouth		
				LinkedIn	1	
				Google/online search	2	
				Facebook PBS Hawaii		
				Instagram PBS Hawaii		
1 FT	Digital/Social Media Specialist	4/23/2026	5/20/2026	Hawaii Jobs on Demand		
				PBSHawaii.org		
				Word of Mouth		
				LinkedIn	1	
				Google/online search	1	
				Facebook PBS Hawaii		
				Instagram PBS Hawaii	4	1
1 FT	Business Development Specialist	7/16/2026	8/31/2026	Hawaii Jobs on Demand		
				PBSHawaii.org		
				Word of Mouth		
				LinkedIn		
				Facebook PBS Hawaii		
				Instagram PBS Hawaii	3	1
1 FT	Digital Content Producer	8/4/2026	8/28/2026	Hawaii Jobs on Demand		
				PBSHawaii.org	1	
				Word of Mouth	1	
				LinkedIn		
				Facebook PBS Hawaii		
				Instagram PBS Hawaii	4	1
1 FT	Operations Grant Writer & Researcher	7/16/2026	8/28/2026	Hawaii Jobs on Demand		
				PBSHawaii.org	1	1
				Word of Mouth	1	
				LinkedIn		
				Google/online search	1	
				Facebook PBS Hawaii		
				Instagram PBS Hawaii	4	

Totals 42 6

EEO PUBLIC FILE REPORT
HAWAII PUBLIC TELEVISION FOUNDATION
KHET TV, HONOLULU, HI
OCTOBER 1, 2025 - SEPTEMBER 30, 2026
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	7	2	no
Word-of-mouth/Referrals	Chamber of Commerce/relatives	2	0	no
Google/Online search	Unsolicited and unpaid source	6	0	
PBS Hawaii LinkedIn	Honey Maltin-Wisot ph. (808) 462-5026	7	0	no
PBS Hawaii Facebook	Honey Maltin-Wisot ph. (808) 462-5026	0	0	no
PBS Hawaii Instagram	Honey Maltin-Wisot ph. (808) 462-5026	20	4	no
Hawaii Jobs on Demand hawaiijobsondemand.com	www.hawaiijobsondemand.com	0	0	no
	<u>Total</u>	42	6	no