

EEO PUBLIC FILE REPORT
FOR SORENSEN MEDIA GROUP
DbA KGUM-AM, KGUM-FM, KZGU-FM, KZGZ-FM
DbA KTGM-TV, KEQI-TV
TUMON, GUAM

This EEO Public File Report is filed in our public inspection file pursuant to Section 73.2080(C)(6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on September 30, 2019 the station filled the following full-time vacancies: (4) Account Executives; (2) Media Consultants; (5) News Reporters; (1) Broadcast Engineering Assistants; (1) Director of Sales*; (2) Receptionist/Administrative Assistants; (1) VP of TV & Digital*; (2) Graphic Designers/Production Assistants

The station interviewed a total of 38 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each: See attached.

Employee Referral – (14)
Website – (0)
University of Guam Job Fair – (3)
Walk-ins – (2)
Indeed.com – (19)

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hire for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the period covered by this report.

If your organization would like to be contacted regarding future vacancies, please contact Erika Ng at:

Sorensen Media Group
962 Pale San Vitores Road, Suite 116
Tumon, Guam 96913
Tel: (671) 477-5700 Fax (671) 477-3982
Email: erika@spbgum.com

*No recruiting done for this position due to exigent hire.

**SORENSEN MEDIA GROUP
FULL-TIME VACANCY EEO INFORMATION
PUBLIC FILE**

Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Accounts Executive Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 11/15/2018 Total Number of Persons interviewed for the Vacancy: 1

Date Vacancy Filled: 12/5/2018

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	S. Taira	671-477-5700	1	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	K. Mandapat	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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FULL-TIME VACANCY EEO INFORMATION
PUBLIC FILE**

Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Accounts Executive Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 6

Date Vacancy Filled: 2/4/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	G. Lujan	671-477-5700	2	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	K. Mandapat	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	4	No

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 FULL-TIME VACANCY EEO INFORMATION
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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Accounts Executive Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 6

Date Vacancy Filled: 3/14/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	G. Lujan	671-477-5700	2	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	K. Mandapat	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	4	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Accounts Executive Recruitment Source that Referred the Hiree: UOG Job Fair

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 3

Date Vacancy Filled: 4/30/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	G. Lujan	671-477-5700	0	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	3	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Media Consultant Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 8/16/2019 Total Number of Persons interviewed for the Vacancy: 2

Date Vacancy Filled: 8/26/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	G. Lujan	671-477-5700	1	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	1	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Recruitment Source that
Job Title of Vacancy: Media Consultant Referred the Hiree: Indeed.com

Date Vacancy Opened: 8/16/2019 Total Number of Persons interviewed for the Vacancy: 2

Date Vacancy Filled: 9/3/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	G. Lujan	671-477-5700	1	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	1	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Broadcasting Engineering Assistant Recruitment Source that Referred the Hire: Employee Referral

Date Vacancy Opened: 12/1/2018 Total Number of Persons interviewed for the Vacancy: 1

Date Vacancy Filled: 1/2/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	E. Ng	671-477-5700	1	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Receptionist/Admin Assistant Recruitment Source that Referred the Hiree: Indeed.com

Date Vacancy Opened: 12/1/2018 Total Number of Persons interviewed for the Vacancy: 17

Date Vacancy Filled: 12/16/2018

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	E. Ng	671-477-5700	0	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	2	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	15	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: Receptionist/Admin Assistant Recruitment Source that Referred the Hiree: Walk-ins

Date Vacancy Opened: 12/1/2018 Total Number of Persons interviewed for the Vacancy: 17

Date Vacancy Filled: 1/27/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	E. Ng	671-477-5700	0	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	2	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	15	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: News Reporter Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 5

Date Vacancy Filled: 3/1/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	E. Ng	671-477-5700	5	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: News Reporter Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 5

Date Vacancy Filled: 2/27/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	E. Ng	671-477-5700	5	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of _____ Recruitment Source that _____

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of _____ Recruitment Source that _____
Vacancy: News Reporter Referred the Hiree: Employee Referral

Date Vacancy Opened: 2/1/2019 Total Number of Persons interviewed for the Vacancy: 5

Date Vacancy Filled: 3/25/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	S. Taira	671-477-5700	5	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

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Covering the period from: 10/1/2018 to: 9/30/2019

Job Title of Vacancy: News Reporter Recruitment Source that Referred the Hiree: Employee Referral

Date Vacancy Opened: 4/1/2019 Total Number of Persons interviewed for the Vacancy: 1

Date Vacancy Filled: 5/20/2019

RECRUITMENT SOURCES USED TO FILL THE VACANCY

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total number of Interviewees Referred by the source for the vacancy.	Did the source request notification?
Employee Referral	Acanta, Tumon	S. Taira	671-477-5700	1	No
Website	Acanta, Tumon	K. Mandapat	671-477-5700	0	No
University of Guam Job Fair	University Dr, Mangilao, GU 96923	G. Lujan	671-477-5700	0	No
Walk-ins	Acanta, Tumon	E. Ng	671-477-5700	0	No
Indeed.com	Acanta, Tumon	E. Ng	671-477-5700	0	No

Outreach Initiatives

For Period Ending: September 30, 2019

University of Guam Job Fair

April 24, 2019 – 9am to 2pm

We were pleased to have representation for this annual event at the Island's only University. Our representatives for this event included: General Manager – Shin Taira, Sales Manager – Glenn Lujan, Director of Radio Operations – Kyle Mandapat, and On Air Personality – Tori Santos

Career Day at Carbullido Elementary School

February 21, 2019 – 8am to 11am

Program Director and On Air Personality Pauly Suba represented SMG at this presentation at a local elementary school.

Career Day at Astumbo Middle School

March 22, 2019 – 830am – 12p

Director of Radio Operations Kyle Mandapat represented SMG at this presentation at a local middle school.

Career Day at George Washington High School

May 3, 2019 – 920am – 1020am

Director of Radio Operations Kyle Mandapat represented SMG at this presentation at a local high school.

Internship Program

Ongoing through period

We re-established our internship program this year for high school and college students with focuses on radio and television production. We were pleased to welcome through our program a dynamic and gifted group of students from University of California, University of Guam and Guam High School.