

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **PROMOTIONS**

Date of Hire: 10/30/18

Page 1 of 1

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	ELI MONGE	671-637-5826 / eli@kuam.com
LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: ACCOUNTANT

Date of Hire: 11/05/18

Page 1 of 1

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **NEWS REPORTER**

Date of Hire: **05/06/19**

Page **1** of **1**

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	SABRINA MATANANE	671-637-5826 / sabrina@kuam.com
LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
AMERICANJOINHANDSHAKE.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 05/16/19

Page 1 of 1

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
UOG JOB FAIR	N	UNIVERSITY OF GUAM 303 UNIVERSITY DRIVE, UOG STATION MANGILAO, GUAM 96913	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **NEWS REPORTER**

Date of Hire: 06/13/19

Page 1 of 1

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	SABRINA MATANANE	671-637-5826 / sabrina@kuam.com
LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
FACEBOOK	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
AMERICANJOINHANDSHAKE.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **NEWS REPORTER**

Date of Hire: **07/03/19**

Page **1** of **1**

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LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	JASON SALAS (ACCOUNT ADMINISTRATOR)	671-635-5815 / jason@kuam.com
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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 08/05/19

Page 1 of 1

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REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
194FM / ISLA63AM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	ELI MONGE	671-635-5836 / eli@kuam.com

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BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2018-2019

In the preceding year, the employment unit has engaged in:

Events / Programs sponsored by Educational Institutes:

February 15, 2019 – UOG Job Shadow

Creative Director, Megan Perez, provided insight of the work she does on a daily basis.

February 15, 2019 – FB Leon Guerrero Middle School Career Day

Sports Director, Dave Delgado spoke to students about careers in the media.

March 22, 2019 – Astumbo Middle School Career Day

KUAM employees from various departments spoke to students about careers in the media.

April 24, 2019 – UOG Job Fair

KUAM employees from various departments spoke to students about careers in the media.

May 3, 2019 – George Washington High School Career Day

KUAM employees from various departments spoke to students about careers in the media.

Established/Participated in Training Programs designed to enable station personnel to acquire skills that could qualify for higher level positions:

April 6-11 2019 - NAB Show, Las Vegas, Nevada

CEO and COO Marie Calvo Monge and Eli Monge participated in broadcast and business leadership sessions hosted by the National Association of Broadcaster Educational Foundation to enrich industry knowledge.

August 14, 2019 – Travel Talks Summit

Interactive Media Producer, Ken San Nicolas attended the summit from 8am to 5pm for the Social Media program.

Educational Station Tours:

Hosted tours of facilities with staff

May 7, 2019 – I Learn Academy Station Tour

Membership in professional organizations in the business and professional community (listing in their directories):

National Association of Broadcasters

Radio Television Broadcast News Association

Society of Professional Journalists, Guam Chapter

Society of Broadcast Engineers (SBE)

Television Bureau of Advertising Members

Supplemental EEO Narrative Statement

2018 – 2019

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 43 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 1

Pacific Islander: 36

Caucasian: 3

Hispanic: 2

African American: 1

Male: 32

Female: 11

We believe our efforts to achieve broad and inclusive outreach in our employment practices have been successful, as reflected in our employment profile.