

LIST OF POSITIONS FILLED
October 1, 2021 – September 30, 2022

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source referring person hired.

[illegible]

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of

Annual Report:

OCTOBER 1, 2021 – SEPTEMBER 30, 2022

Total Number of Persons Interviewed in Preceding Year: **12**

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

[illegible]

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: CREATIVE EDITOR

Date of Hire: 07/05/2022

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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
Guam Community College Job Fair	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MIKE VILLAGOMEZ / MARIE CALVO-MONGE	671-637-5826 / mikev@kuam.com mcalvo@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: MULTI-MEDIA JOURNALIST

Date of Hire: 09/06/2022

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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
INDEED.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	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
ZIP RECRUITER	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
AMERICAN.JOINHANDSHAKE.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@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).

BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2021-2022

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

Events / Programs sponsored by Educational Institutes:

March 10 & 11, 2022 – iLEARN's 3rd Grade Class Presents Career Day 2022
Attendees – News Reporter, Hannah D'Avanzo

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

DIGITAL WEBINARS/COURSES –

October 12, 2021 – GNI: Product Culture: Reinforcing Your Product Vision
October 28, 2021 – TVB'S Digital Media Audits: Sell More Digital & TV
December 15, 2021 – TVB 2022 Forecast for Local TV
January 26, 2022 – 2022 Winning Local Media Sales: Series Kick off
January 27, 2022 – Branded Content Sales Bootcamp
February 2, 2022 - Breakfast Briefing: COVID Law Update
February 4, 2022 – TVB: 2022 Media Comparisons Study
February 11, 2022 – TV News Check: Boosting Audience on Linear and Digital
February 16, 2022 – TVB: Purchase Funnel: The Impact of Advertising on Purchase Behavior
February 18, 2022 – Branded Content: Sales Bootcamp (week 4)
February 22, 2022 – AdWeek: The Future of the Upfronts and Newfronts: What can you expect this year?
March 17 – Branded Content: Commerce Content 101 Big Branded Call
March 25- Branded Content: Cannabis Bootcamp Recording – Call #1
March 31 – How to Easily Drive Hyper-Local Community Content and New Digital Revenue
April 14 – Adweek: Are you Really Listening to Your Customer? Achieve More Profitable Personalization Through Dynamic Segmentation
April 22, 2022 – TVB: American Conversation + Media Usage Studies
May 10, 2022 – eMarketer Webinars: US Podcast Ad Spend Forecast – Strategies for a \$2 Billion Opportunity
May 10-12, 2022 – IAB Events: 2022 IAB Podcast Upfront
May 11, 2022 - Guam and Federal Employment Law Updates with Attorney Vince Camacho
May 19 – Marketron: Visual Traffic Tips and Tricks Spring Webinar
May 20, 2022 – How to Bring Multimedia Campaigns to Spot TV
May 26, 2022 – Digital Transformation in News Publishing

June 1, 2022: TVB- Maximizing Revenue Opportunities for Broadcast TV
June 3, 2022 – eMarketer: Drive Predictable Business Outcomes while connecting with Consumers
June 24, 2022 – TVB: Video Media Devices and Usage Study
August 12, 2022 – Adweek: Reach Streaming Consumers for Holiday Campaign Success: Best Practices for Retailers
August 19, 2022 - 2022 SHRM Guam Annual Conference
August 19, 2022 – TVB: Basics of Google Analytics 4- What Sellers and Advertisers Need to Know
August 26, 2022 – Adweek: Reimagine Marketing Team Collaboration: Remove Barriers to Productivity
September 16, 2022 – Thriving in Digital Sales and Leadership Careers in Media
September 18, 2022 – Reuters Online Training: Introduction to Digital Journalism

Educational Station Tours:

May 4, 2022 – Guam Adventist Academy
August 8 & 9 2022 – Christine’s English School

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

National Association of Broadcasters
Radio Television Digital News Association
Society of Broadcast Engineers (SBE)
Television Bureau of Advertising
Asian American Journalists Association

Supplemental EEO Narrative Statement

2021 – 2022

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 33 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 6

Pacific Islander: 25

Caucasian: 0

Hispanic: 1

Two or More Races: 1

Male: 23

Female: 10

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