

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, 2020 the station filled the following full-time vacancies: (2) Media Consultants; (4) News Reporters; (1) News Director\*; (1) Graphic Artist; (1) News Video Editor; (3) Master Control Operator; (1) TV Manager\*

The station interviewed a total of 33 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 – (6)  
Website – (1)  
Walk-ins – (3)  
Indeed.com – (16)

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 Amy Cho at:

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

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

**FULL-TIME VACANCY EEO INFORMATION  
PUBLIC FILE**

Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: News Reporter

Source that  
Referred the Hire: Employee Referral

Date Vacancy  
Opened: 10/1/2019

Total # of  
Persons  
Interviewed: 5

Date Vacancy  
Filled: 10/15/2019

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700	1	No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700		No

**SORENSEN MEDIA GROUP  
FULL-TIME VACANCY EEO INFORMATION  
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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Graphic Designer

Source that  
Referred the Hire: Walk In

Date Vacancy  
Opened: 10/1/2019

Total # of  
Persons  
Interviewed: 4

Date Vacancy  
Filled: 10/21/2019

**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	Tumon, Guam	K. Mandapat	477-5700		No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700	1	No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700		No

**SORENSEN MEDIA GROUP  
FULL-TIME VACANCY EEO INFORMATION  
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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: News Reporter

Source that  
Referred the Hire: Website

Date Vacancy  
Opened: 12/1/19

Total # of  
Persons  
Interviewed: 1

Date Vacancy  
Filled: 02/04/2020

**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	Tumon, Guam	K. Mandapat	477-5700		No
Website	Tumon, Guam	K. Mandapat	477-5700	1	No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700		No

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Covering the  
Period From: October 1, 2019

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Job Title of  
Vacancy: News Editor

Source that  
Referred the Hire: Indeed.com

Date Vacancy  
Opened: 12/1/19

Total # of  
Persons  
Interviewed: 3

Date Vacancy  
Filled: 02/11/2020

**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	Tumon, Guam	K. Mandapat	477-5700		No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700	1	No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	1	No

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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Master Control Operator

Source that  
Referred the Hire: Indeed.com

Date Vacancy  
Opened: 12/1/19

Total # of  
Persons  
Interviewed: 2

Date Vacancy  
Filled: 02/26/2020

**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	Tumon, Guam	K. Mandapat	477-5700		No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	2	No

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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Media Consultant

Source that  
Referred the Hire: Employee Referral

Date Vacancy  
Opened: 12/1/19

Total # of  
Persons  
Interviewed: 1

Date Vacancy  
Filled: 05/26/2020

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700		No

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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Master Control Operator

Source that  
Referred the Hire: Employee Referral

Date Vacancy  
Opened: 7/15/2020

Total # of  
Persons  
Interviewed: 5

Date Vacancy  
Filled: 07/30/2020

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	4	No

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FULL-TIME VACANCY EEO INFORMATION  
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Covering the  
Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Master Control Operator

Source that  
Referred the Hire: Indeed.com

Date Vacancy  
Opened: 7/15/2020

Total # of  
Persons  
Interviewed: 5

Date Vacancy  
Filled: 07/30/2020

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	4	No

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Period From: October 1, 2019

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Job Title of  
Vacancy: News Reporter

Source that  
Referred the Hire: Employee Referral

Date Vacancy  
Opened: 7/25/2020

Total # of  
Persons  
Interviewed: 3

Date Vacancy  
Filled: 08/06/2020

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	2	No

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Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: News Reporter

Source that  
Referred the Hire: Employee Referral

Date Vacancy  
Opened: 7/3/2020

Total # of  
Persons  
Interviewed: 2

Date Vacancy  
Filled: 09/28/2020

**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	Tumon, Guam	K. Mandapat	477-5700	1	No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700	1	No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700		No

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Period From: October 1, 2019

To: September 30, 2020

Job Title of  
Vacancy: Media Consultant

Source that  
Referred the Hire: Indeed.com

Date Vacancy  
Opened: 7/3/2020

Total # of  
Persons  
Interviewed: 6

Date Vacancy  
Filled: 08/20/20

**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	Tumon, Guam	K. Mandapat	477-5700		No
Website	Tumon, Guam	K. Mandapat	477-5700		No
Walk In	Tumon, Guam	K. Mandapat	477-5700		No
Indeed.com	Tumon, Guam	K. Mandapat	477-5700	6	No

## **Outreach Initiatives**

For Period Ending: September 30, 2020

Due to the Pandemic and the shut down of schools and businesses, our outreach initiatives were limited during this period. We were able to continue with these:

### **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 Guam Community College and George Washington High School Interns included:

GCC – Aaron Dela Rosa , Cyra Colliflores

GWHS – Isaiah Aguon

### **Sales Essentials Training Program**

#### September 25, 2020 12am - 7am

With the pandemic in full swing and all trainings and outreach events canceled, we were able to participate in the Virtual Sales Essentials Training Program from the RAB. Our Vice President of Radio Operations Kyle Mandapat represented the company at this event.