

Supplemental EEO Narrative Statement 2015-2016:

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM-AM-FM-TV employs 45 Full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 5

Pacific Islander: 33

Caucasian: 4

Hispanic: 2

African American: 1

Male: 33

Female: 12

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

BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2015-2016

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

Internship Programs:

May –September 2016

Unpaid, Evaluative Internship program for academic credit with accredited colleges, universities and high schools. Participating schools include University of Guam, St. John's School, Academy of our Lady of Guam, Okkodo High School, George Washington High School.

Events /Programs sponsored by Educational Institutions:

October 23, 2015 - Father Duenas Memorial School Career Day

Reporter Isa Baza spoke to students at this High School about careers in the media

November 24, 2015 – Jose Rios Memorial School Career Day

Reporter Krystal Paco spoke to students about careers in the media.

February 19, 2016 – Marcial Sablan Elementary School

Reporter Krystal Paco spoke to students about careers in the media.

February 24, 2016 - Ordot-Chalan Pago Elementary School

Reporter Krystal Paco spoke to students about careers in the media.

March 17, 2016 - Astumbo Middle School

Reporter Krystal Paco spoke to students about careers in the media.

April 14, 2016 – Academy of our Lady of Guam Career Day

Reporter Isa Baza and COO Marie Calvo Monge spoke to students about careers in the media.

May 6, 2016 – Liguán Elementary School Career Day

Reporter Krystal Paco spoke to students about careers in the media.

Guam Community College Work Experience Program (Summer 2016): Program that allows high school students to obtain real world experience in various career fields. KUAM hosted to interns over the summer to learn about the news broadcast/ digital industry.

- 1- Cyndal Abad, Okkodo High School
- 2- Isa Bersamin, George Washington High School

Educational Station Tours:

Hosted tours of facilities with staff for journalism classes.

March 22, 2016 – DODEA School

June 27, 2016 – St. John's School

Events/Program sponsored by Organizations/Other Employee Recruitment Initiatives

April 16, 2016

Project Isa-Ta "1-to-3 Mentorship" Outreach Event – coordinated by West Care Pacific Islands Non Profit Organization. Mentoring program aimed at encouraging at risk youth to pursue education and career goals. Participants: COO Marie Calvo Monge.

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

July 15, 2016 – Guam Community College Wage and Hour Update Seminar

Participants: Accounting Department (Frank Dela Cruz and Ebet Sapida)

July 17-21, 2016 – NAB Education Foundation Executive Development Seminar

Leadership Development program in Washington, DC to cultivate leadership and management skills, and strategies for leading change and innovation. Participant: Marie Calvo Monge (recipient of NAB fellowship for women and minority executives)

September 18 – 20, 2016 Excellence in Journalism Conference 2016, New Orleans, Louisiana

An annual conference hosted by the Radio Television Digital News Association and the Society of Professional Journalists. This year it was held in collaboration with the Native

American Journalists Association. The annual conference provides journalists from across the country with the industry's best training and networking opportunities. Participant: Sabrina Salas Matanane, News Director

September 29, 2016 Bank of Guam/SBA Small Business Seminar

Seminar providing solutions for small local businesses. Participant: Ken San Nicolas, Digital Media Development Manager

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

Guam Chamber of Commerce

National Association of Broadcasters

Radio Television Broadcast News Association

Television Bureau of Advertising

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **Special Projects Producer**

Date of Hire: **3/14/2016**

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
Linked In	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Jason Salas (account Administrator)	671-635-5815/ jason@kuam.com
Facebook	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Jason Salas (account administrator)	671-635-5815/ jason@kuam.com
www.kuam.com	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Jason Salas (Digital Media Manager)	671-635-5815/ jason@kuam.com
I94FM/ Isla 63 AM Radio	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Christie San Agustin (Office Manager)	671-635-5848/ christie@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).

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Use Separate Sheet for Each Opening

Job Title of Position: Videographer

Date of Hire: 8/1/2016

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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):

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www.kuam.com	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Jason Salas (Digital Media Manager)	671-635-5815/ jason@kuam.com
194FM/ Isla 63 AM Radio	N	600 Harmon Loop Road, #102, Dededo, Guam 96929	Christie San Agustin (Office Manager)	671-635-5848/ christie@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Reporter

Date of Hire: 9/16/2016

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