LIST OF POSITIONS FILLED October 1, 2019 – September 30, 2020

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

		RECRUITMENT SOURCE
DATE OF HIRE	JOB TITLE	REFERRING HIREE
10/16/19	Master Control Operator	Employee Referral
12/05/19	Program Director/Affiliate Relations	Website posting
	Coordinator	
02/24/20	General Sales Manager	Previous employee
06/01/20	News Reporter	Previous employee
08/05/20	Media Consultant	Radio advertisement on Breeze 93.9FM
08/31/20	News Reporter	Website posting
09/14/20	Media Consultant	Radio advertisement on Breeze 93.9FM

		44-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date	of
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Annual Report: OCTOBER 1, 2019 – SEPTEMBER 30, 2020

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).

Dogwitment Covered Head in Dreseding	Number of Persons Interviewed that the
Recruitment Sources Used in Preceding Year	Source Referred
TELEVISION ADVERTISEMENT	0
WEBSITE POSTING	4
ROLLING FILE APPLICATION POOL	0
EMPLOYEE REFERRALS	1 1
PRINT (NEWSPAPER) ADVERTISEMENT	0
WALK IN INQUIRIES	0
RADIO ADVERTISEMENT	7
	, , , , , , , , , , , , , , , , , , , ,

Use Separate Sheet for Each Opening

Job Title of Position: PROGRAM DIRECTOR

Date of Hire: 12/05/19

Page <u>l</u> of <u>l</u>

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL
			SOURCE	ADDRESS OF SOURCE
www.kuam.com	z	600 HARMON LOOP ROAD, STE. 102,	MARIE CALVO-MONGE	671-637-5826 /
		DEDEDO, GUAM 96929		mcalvo@kuam.com
FACEBOOK	2	600 HARMON LOOP ROAD, STE. 102,	JASON SALAS (ACCOUNT	671-635-5815 /
		DEDEDO, GUAM 96929	ADMINISTRATOR)	jason@kuam.com
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* Indicate "Y" (ves) or "N" (no) if	the	* Indicate "Y" (ves) or "N" (no) if the organization requested that the station provide it with notice of all ich recencies. Con Bulg 72 2000/2/11/::)	otion of all inh magnetics. Can Duly 72	2000/-V/1V(!)

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).

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: <u>08/05/20</u>

Page <u>I</u> of <u>I</u>

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL
www.kuam.com	Z	600 HARMON LOOP ROAD, STE. 102,	KRISTA GAZA	671-637-5826 /
		DEDEDO, GUAM 96929		krista@kuam.com
BREEZE 93.9FM	Z	600 HARMON LOOP ROAD, STE. 102,	KRISTA GAZA	671-635-5836 /
		DEDEDO, GUAM 96929		krista@kuam.com
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* Indicate "Y" (ves) or "Y" (no) if	÷	do: Ila fo acita ditiu it abivar acitats and to the paragraph acitation are defined in (On) "(N) and (On) "(V)	tice of all ich vecensies Car Dula 72 2000/a)/1)/ii)	2000/-1/11/:"\

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).

Use Separate Sheet for Each Opening

Job Title of Position: NEWS REPORTER Date of Hire: <u>08/31/20</u>

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	6			
NEFERRAL SOURCE	+	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
www.kuam.com	Z	600 HARMON LOOP ROAD, STE. 102,	SABRINA MATANANE	671-637-5826 /
		DEDEDO, GUAM 96929		sabrina@kuam.com
LINKED IN	Z	600 HARMON LOOP ROAD, STE. 102,	JASON SALAS (ACCOUNT	671-635-5815 /
		DEDEDO, GUAM 96929	ADMINISTRATOR)	jason@kuam.com
FACEBOOK	Z	600 HARMON LOOP ROAD, STE. 102,	JASON SALAS (ACCOUNT	671-635-5815 /
		DEDEDO, GUAM 96929	ADMINISTRATOR)	jason@kuam.com
AMERICAN.JOINHANDSHAKE.COM	Z	600 HARMON LOOP ROAD, STE. 102,	MARIE CALVO-MONGE	671-637-5826 /
		DEDEDO, GUAM 96929	(ACCOUNT	mcalvo@kuam.com
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* Indiana ((V)) () ((V)) ()	-			

^{*} 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).

Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 09/14/20

Page 1 of 1

	BREEZE 93.9FM N 600 HAR	www.kuam.com N 600 HAR DEDEDO	REFERRAL SOURCE *
	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	ADDRESS OF SOURCE
	KRISTA GAZA	KRISTA GAZA	CONTACT PERSON AT SOURCE
	671-635-5836 /	671-637-5826 / krista@kuam.com	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

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)(n).

BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIVATIVES

2019-2020

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

Events / Programs sponsored by Educational Institutes:

February 27, 2020 – FB Leon Guerrero Middle School Career Day Promotions & Graphics Director, Christian Blas, spoke to students about careers in the media.

January 30, 2020 – Jose Rios Middle School Career Day UNO Digital Team Member, Cami Egurrola spoke to students about careers in the media.

November 20, 2019 – Tiyan High School Career Day Sports Director, Dave Delgado spoke to students about careers in the media.

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

DIGITAL WEBINARS -

The Future of Content in an Omni-Channel World - June 4, 2020 Local Business Leans into Digital during Outbreak - June 11, 2020 Selling Digital Services to local businesses - June 24, 2020 Attorneys who win with Broadcast - May 12, 2020 Increase Email open rates and deliverability: Improve your security posture: April 15, 2020

The Benchmarks Defining the Next Digital Decade: February 4, 2020 The American Conversation Study - Media's Impact on the word of Mouth -January 23, 2020

Retention is the New Growth - January 14, 2020 How do you orchestrate the Non-linear customer - January 9, 2020

Educational Station Tours:

Hosted tours of facilities with staff

February 21, 2020 – Liguan Elementary School GATE Program Station Tour

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 Professional Journalists, Guam Chapter
Society of Broadcast Engineers (SBE)
Television Bureau of Advertising

Supplemental EEO Narrative Statement

2019 - 2020

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 40 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 2

Pacific Islander: 32

Caucasian: 3 Hispanic: 2

African American: 1

Male: 27 Female: 13

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