

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: PROGRAM DIRECTOR

Date of Hire: 12/05/19

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	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
FACEBOOK	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: MEDIA CONSULTANT

Date of Hire: 08/05/20

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):

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www.kuam.com	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	KRISTA GAZA	671-637-5826 / krista@kuam.com
BREEZE 93.9FM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	KRISTA GAZA	671-635-5836 / krista@kuam.com

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: NEWS REPORTER

Date of Hire: 08/31/20

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):

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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: 09/14/20

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):

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BREEZE 93.9FM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	KRISTA GAZA	671-635-5836 / krista@kuam.com

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BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

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.

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

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 – Liguán 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.