

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: MASTER CONTROL OPERATOR Date of Hire: October 3, 2022

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
BREEZE 93.9FM	Y	KUAM 600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Eliezer Monge/Betty Ann Guerrero	635-5836 or bettyann@kuam.com
KUAM.COM	Y	KUAM 600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Eliezer Monge/Betty Ann Guerrero	635-5836 or bettyann@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: DIGITAL MEDIA PRODUCER/EDITOR Date of Hire: October 10, 2022

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
INDEED.COM	Y	600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Marie Calvo-Monge	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).

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **MULTI-MEDIA JOURNALIST**

Date of Hire: **January 10, 2023**

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
INDEED.COM	Y	600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Marie Calvo-Monge	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).

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **MULTI-MEDIA JOURNALIST**

Date of Hire: February 06, 2023

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
KUAM.COM	Y	600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Marie Calvo-Monge	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).

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: PROGRAM / AFFILIATE RELATIONS COORDINATOR Date of Hire: February 27, 2023

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
KUAM.COM	Y	600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Marie Calvo-Monge	671-637-5826 / mcalvo@kuam.com
INDEED.COM	Y	600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Marie Calvo-Monge	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).

RECRUITING SOURCES USED

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Job Title of Position: MULTI-MEDIA CONSULTANT

Date of Hire: May 1, 2023

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
BREEZE 93.9FM	Y	KUAM 600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Eliezer Monge/Betty Ann Guerrero	635-5836 or bettyann@kuam.com
KUAM.COM	Y	KUAM 600 Harmon Loop Road, Ste. 102 Dededo, Guam 96929	Eliezer Monge/Betty Ann Guerrero	635-5836 or bettyann@kuam.com

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BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2022 - 2023

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

Events / Programs sponsored by Educational Institutes:

February 24, 2023 – Guam High School National Technical Honor Society CTE Fair
Attendee – News Reporter, Nicholas Delgado

February 24, 2023 – PC Lujan Elementary School Career Day
Attendee – News Reporter, Destiny Cruz

May 12, 2023 – Kagman Elementary School NEHS Chapter
Attendee – Chief Regional Correspondent-KUAM, Thomas Manglona (keynote speaker)

May 13, 2023 – Mount Carmel School Parent & Student Summit
Attendee – Chief Regional Correspondent-KUAM, Thomas Manglona (keynote speaker)

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

DIGITAL WEBINARS/COURSES –

Rosalynn Carter Mental Health Journalism Fellowship – September 2022 – September 2023

Ad World: Ad world advertising conference – October 11- 12

Branded Content: October 21, 28, November 4, 11

TVB Webinar: 2023 US Local TV Advertising – December 6

Local Media: Accelerating Reader and Advertiser Revenue Using your First-Party Data – December 6

TVB: What's New for Sellers and buyers – January 18

Branded Content: January – January 19

Google News Initiative – I have a certificate of completion. I just can't find the dates

TVB – 2023 Media Comparisons Study – February 2

Branded Content: February – February 16

NBC One23 – February 8

TVB – Purchase Funnel: The Impact of Advertising on Purchase Behavior – February 28

Local Media: How to price and Package Digital ads and Sponsored content – March 2

Branded Content: March – March 15
NBCU Academy Next Level Summit – March 22
Branded Content Sales Bootcamp – March 31, April 7, 14, 21
Emarketer: The Power of Shared Audiences: Leveraging Life Cycle Data to Power Paid Media: March 28
Branded Content: April – April 28
Ad Week: The Future of Streaming: Key trends impacting CTV and Audio – May 24
TVB: Marketing That Works: Strategies from an AE Turned Business Owner – May 26
VidMob – How to Use AI to your marketing – May 19
Bootcamp: Presentation Skills – June 22- June 29
Remote production – June 27
TVB: BIA 2023 US Local Ad Forecast – June 28
CBS Affiliates Town Hall – June 28
Adweek: How AI will change the Face of customer experience: Embrace the Revolution – August 16
2023 SHRM Guam Annual Conference – August 18
Emarketer: How to Crush the 2023 Holiday Season with Shopping Ads – August 31
Branded Content: Holiday bootcamp – September 14, 21, 28

Educational Station Tours:

April 06, 2023 – Tiyan High School Close Up Club
Hosted by – News Reporter, Nestor Licanto

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)
Asian American Journalists Association
Guam Women’s Chamber of Commerce

Supplemental EEO Narrative Statement

2022 – 2023

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: 7

Pacific Islander: 25

Caucasian: 0

Hispanic: 1

Two or More Races: 0

Male: 21

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.