

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: NEWS REPORTER

Date of Hire: 11/01/17

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	BETTY ANN GUERRERO	671-635-5836 / bettyann@kuam.com
194FM / ISLA63AM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	BETTY ANN GUERRERO	671-635-5836 / bettyann@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
AMERICAN JOINHANDSHAKE.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	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: MEDIA CONSULTANT

Date of Hire: 11/03/17

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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Use Separate Sheet for Each Opening

Job Title of Position: MEDIA CONSULTANT

Date of Hire: 01/08/18

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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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: **NEWS PRODUCER**

Date of Hire: **06/01/18**

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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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: NEWS PRODUCER

Date of Hire: 09/07/18

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BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2017-2018

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

Events / Programs sponsored by Educational Institutes:

November 9, 2017 – Father Duenas Memorial School Career Day
Chief Operating Officer, Marie Calvo-Monge, Senior Investigative Correspondent, Chris Barnett and Digital Content Producer, Asha Robles spoke to students about careers in the media.

January 19, 2018 - George Washington High School Career Day
KUAM employees from various departments spoke to students about careers in the media.

February 2, 2018 – FB Leon Guerrero Middle School Career Day
Sports Director, Dave Delgado spoke to students about careers in the media.

March 26, 2018 – UOG Journalism Class
Sports Director, Dave Delgado spoke to students about careers in the media.

April 23, 2018 – UOG Communication Class
Digital Media Reporter, Ana Vuki did a class presentation.

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

April 4, 2018 – Sales Digital Training – NAB Selling Multiplatform Webinar
KUAM Media Consultants completed the above one-hour webinar.

June 22, 2018 – Broadcast World / Nautel Technical Seminar
Chief Engineer, Robert Clarke attended the seminar from 9am to 5pm for the Society of Broadcast Engineers credit.

July 11, 2018 – Use Emotional Data to Drive Customer Experience: How to Win Consumers' Hearts Webinar

KUAM Media Consultants completed the above one-hour webinar.

August 9, 2018 – Digital Media Training – Ad Week: Create Social Video Ads That People Actually Want to Watch: The Key to Reaching Gen Z and Millennials Webinar

KUAM Media Consultants completed the above one-hour webinar.

August 10, 2018 – Digital Media Training – Ad Week: Create Social Video Ads That People Actually Want to Watch: The Key to Reaching Gen Z and Millennials Webinar

Members of the Digital Media team completed the above one-hour webinar.

August 23, 2018 – Addressable Breaks the Linear TV Model: How to Buy Audiences, Not Demos Webinar

KUAM Media Consultants completed the above one-hour webinar.

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

National Association of Broadcasters

Radio Television Broadcast News Association

Society of Professional Journalists, Guam Chapter

Society of Broadcast Engineers (SBE)

Television Bureau of Advertising Members

Supplemental EEO Narrative Statement

2017 – 2018

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 47 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 2

Pacific Islander: 41

Caucasian: 2

Hispanic: 1

African American: 1

Male: 35

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.