

LIST OF POSITIONS FILLED
October 1, 2020 – September 30, 2021

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

[illegible]

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of

Annual Report:

OCTOBER 1, 2020 – SEPTEMBER 30, 2021

Total Number of Persons Interviewed in Preceding Year: 17

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

[illegible]

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: DIRECTOR OF ENGINEERING

Date of Hire: 10/01/20

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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):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
SBE JobsOnline	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: MULTI-MEDIA JOURNALIST

Date of Hire: 04/19/21

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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):

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	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
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: ACCOUNTANT

Date of Hire: 04/28/21

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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):

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	ELI MONGE	671-637-5826 / eli@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: MULTI-MEDIA JOURNALIST

Date of Hire: 08/11/21

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	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
AMERICAN.JOINHANDSHAKE.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE (ACCOUNT ADMINISTRATOR)	671-637-5826 / mcalvo@kuam.com
Asian American Journalists Association	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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BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES

2020-2021

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

Events / Programs sponsored by Educational Institutes:

July 7, 2021 – Finakpo' (Summer) 2021 UOG Virtual Job Fair
Attendees - Director of Social Media, Ken San Nicolas

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

DIGITAL WEBINARS/COURSES –

October 14, 2020 - COVID-19 Attitudes media usage
October 22, 2020 - Life Interrupted / Time Disrupted - The Long-term implications of this Defining moment for Generation Z
December 9, 2020 - Advertising Revenue Forecasts for Local TV
January 14, 2021 – TVB - What local advertisers really want from Digital Media
January 26, 2021 - BIA-SalesFuel Webinar - Top 10 Verticals for Ad Spend and Growth
January 27, 2021 - How to Use TikTok, Instagram and Facebook Insights: Propel your content strategy
January 28 - 2021 Media Comparisons Study
February 10, 2021 - The state of Viewership: Top Trends from 2020 and predictions for 2021
February 24, 2021 - Purchase Funnel: the impact on advertising on Purchase behavior
June 2, 2021 – NAB – Online Public Inspection File Course
July 29, 2021 – TVB - Linear + OTT Advertiser Success Stories
August 9-12, 2021 - Local Media Association Digital Revenue Summit
August 17, 2021 – LMA - Digital Revenue Summit presentations, growing reader revenue
August 18-19, 2021 - Google News Initiative Community Summit

Google News Initiative Digital Growth Program -

June 1, 2021 - Setting up basics and building your team

June 7, 2021 - Best Practices in Digital Advertising

June 14, 2021 - Levering your audience to accelerate ad revenue

June 15, 2021 - Mid-Year Forecast for Local TV

June 15, 2021 - Build your customer obsession strategy: Taking a data-first approached

June 22, 2021 - Best practices in Digital advertising in Asia pacific

June 28 & July 13, 2021- Packaging, pricing, and optimizing your ad offerings

July 13 - Experimenting your way to growth

Educational Station Tours:

Unfortunately, due to COVID-19 no station tours were conducted from March 2020 to present day.

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)

Television Bureau of Advertising

Asian American Journalists Association

Supplemental EEO Narrative Statement

2020 – 2021

Pacific Telestations, LLC has achieved broad diversity in employment. Station KUAM TV-AM-FM employs 38 full time employees.

Racial, ethnic and gender breakdown of the staff is:

Asian: 3

Pacific Islander: 32

Caucasian: 1

Hispanic: 1

Two or More Races: 1

Male: 25

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.