

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: DIRECTOR OF ENGINEERING

Date of Hire: 10/01/20

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):

| 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 |
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* 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

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 |
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* 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

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 | 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 |
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* 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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* 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).

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.