

**LIST OF POSITIONS FILLED**  
**October 1, 2021 – September 30, 2022**

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, 2021 – SEPTEMBER 30, 2022**

Total Number of Persons Interviewed in Preceding Year: 12

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: CREATIVE EDITOR

Date of Hire: 07/05/2022

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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
Guam Community College Job Fair	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MIKE VILLAGOMEZ / MARIE CALVO-MONGE	671-637-5826 / mikev@kuam.com 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: 09/06/2022

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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
INDEED.COM	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
LINKED IN	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE	671-637-5826 / mcalvo@kuam.com
ZIP RECRUITER	N	600 HARMON LOOP ROAD, STE. 102, DEDEDO, GUAM 96929	MARIE CALVO-MONGE	671-637-5826 / mcalvo@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).

## **BROADCAST EMPLOYMENT UNIT RECRUITMENT INITIATIVES**

**2021-2022**

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

### **Events / Programs sponsored by Educational Institutes:**

March 10 & 11, 2022 – iLEARN's 3<sup>rd</sup> Grade Class Presents Career Day 2022  
Attendees – News Reporter, Hannah D'Avanzo

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

#### **DIGITAL WEBINARS/COURSES –**

October 12, 2021 – GNI: Product Culture: Reinforcing Your Product Vision  
October 28, 2021 – TVB'S Digital Media Audits: Sell More Digital & TV  
December 15, 2021 – TVB 2022 Forecast for Local TV  
January 26, 2022 – 2022 Winning Local Media Sales: Series Kick off  
January 27, 2022 – Branded Content Sales Bootcamp  
February 2, 2022 - Breakfast Briefing: COVID Law Update  
February 4, 2022 – TVB: 2022 Media Comparisons Study  
February 11, 2022 – TV News Check: Boosting Audience on Linear and Digital  
February 16, 2022 – TVB: Purchase Funnel: The Impact of Advertising on Purchase Behavior  
February 18, 2022 – Branded Content: Sales Bootcamp (week 4)  
February 22, 2022 – AdWeek: The Future of the Upfronts and Newfronts: What can you expect this year?  
March 17 – Branded Content: Commerce Content 101 Big Branded Call  
March 25- Branded Content: Cannabis Bootcamp Recording – Call #1  
March 31 – How to Easily Drive Hyper-Local Community Content and New Digital Revenue  
April 14 – Adweek: Are you Really Listening to Your Customer? Achieve More Profitable Personalization Through Dynamic Segmentation  
April 22, 2022 – TVB: American Conversation + Media Usage Studies  
May 10, 2022 – eMarketer Webinars: US Podcast Ad Spend Forecast – Strategies for a \$2 Billion Opportunity  
May 10-12, 2022 – IAB Events: 2022 IAB Podcast Upfront  
May 11, 2022 - Guam and Federal Employment Law Updates with Attorney Vince Camacho  
May 19 – Marketron: Visual Traffic Tips and Tricks Spring Webinar  
May 20, 2022 – How to Bring Multimedia Campaigns to Spot TV  
May 26, 2022 – Digital Transformation in News Publishing

June 1, 2022: TVB- Maximizing Revenue Opportunities for Broadcast TV  
June 3, 2022 – eMarketer: Drive Predictable Business Outcomes while connecting with Consumers  
June 24, 2022 – TVB: Video Media Devices and Usage Study  
August 12, 2022 – Adweek: Reach Streaming Consumers for Holiday Campaign Success: Best Practices for Retailers  
August 19, 2022 - 2022 SHRM Guam Annual Conference  
August 19, 2022 – TVB: Basics of Google Analytics 4- What Sellers and Advertisers Need to Know  
August 26, 2022 – Adweek: Reimagine Marketing Team Collaboration: Remove Barriers to Productivity  
September 16, 2022 – Thriving in Digital Sales and Leadership Careers in Media  
September 18, 2022 – Reuters Online Training: Introduction to Digital Journalism

### **Educational Station Tours:**

May 4, 2022 – Guam Adventist Academy  
August 8 & 9 2022 – Christine’s English School

### **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**

**2021 – 2022**

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: 6

Pacific Islander: 25

Caucasian: 0

Hispanic: 1

Two or More Races: 1

Male: 23

Female: 10

We believe our efforts to achieve broad and inclusive outreach in our employment practices have been successful, as reflected in our employment profile.