

SUPPLEMENTAL NARRATIVE STATEMENT

This Supplemental Narrative Statement provides additional information about the employment and recruitment practices and conditions in the U. S. Territory of Guam. They are unique among the states and territories of the United States.

Guam is an island in the Micronesia subregion of the western Pacific Ocean. It is located nearly 4,000 miles west of Hawaii, almost eight hours' flying time, across the International Date Line. (Guam is only 1,500 miles east of The Philippines.) Thirty miles long and four to 12 miles wide, Guam has an area of 212 square miles, smaller than the city of Chicago, Illinois. The population of the island as of 2020 was 168,485, widely-dispersed among 19 municipalities, or villages.

KUAM-TV's city of license, Hagåtña (formerly Agana), is the second smallest of the villages, with a 2020 population of 943. The station's offices and studios are located in the largest village, Dededo, with a 2020 population of 44,908. Dededo is comparable in size to the small community of Mankato, Minnesota (2020 population 44,488), which is ranked as the 199th Nielsen television market.

Guam is served by three full-service television stations, two commercial and one non-commercial. Comparably, Mankato is licensed one full-service station, and receives service from more than a dozen stations in the Minneapolis-St. Paul market.

These comparisons highlight the unique challenges that KUAM-TV (and its companion Guam stations) face in recruitment. As a practical matter, KUAM-TV does not have access to the general labor market and the specialized market for broadcasting professionals that stations in the continental United States enjoy. Nevertheless, Pacific Telestations has well-established recruitment practices and procedures implemented under the Commission's equal employment opportunity mandate. And the product of its recruitment activity is a diversified staff that reflects Guam's population demographics.

Herein follow some specific observations about KUAM-TV's recruitment during the reporting periods of its 2021 and 2022 annual EEO public file reports:

2021:

Director of Engineering: KUAM-TV utilized the recruitment source which is sufficient in its reasonable good faith judgment to widely disseminate information about the vacancy to qualified candidates. It posted the vacancy on the SBE Jobs Online website maintained by the Society of Broadcast Engineers. The SBE has nearly 5,000 members among 114 local chapters throughout the United States.

Master Control Operator: This is an entry-level position that is usually filled from employee referrals or the station's rolling applications file. The position is primarily part-time but may develop into a full-time position, or may serve as the foundation for promotion to another position.

Digital Producer/Regional Correspondent: This was a new position and title created for a returning employee who originally served as an intern at KUAM-TV. The Regional Correspondent title and duties were developed by the employee as a new role within the position.

Multi-Media Journalist: Four recruitment sources were used for the two vacancies during the period, and a fifth recruitment source was listed for the second of the two vacancies. KUAM-TV utilized the recruitment sources which are sufficient in its reasonable good faith judgment to widely disseminate information about the vacancies to qualified candidates.

2022:

Master Control Operator: see comments above.

Marketing & Promotions Assistant: This position was newly-created under exigent circumstances and was filled through an employee referral.

Creative Editor: KUAM-TV utilized the recruitment source which is sufficient in its reasonable good faith judgment to widely disseminate information about the vacancy to qualified candidates. This newly-created position was posted at a job fair sponsored by Guam Community College, which has approximately 2,000 students.

Multi-Media Journalist: The August 2022 hire resulted from the return of a former employee. Four recruitment sources were used for the September 2022 vacancy. KUAM-TV utilized the recruitment sources which are sufficient in its reasonable good faith judgment to widely disseminate information about the vacancy to qualified candidates.

For clarification, "Print (Newspaper) Advertisement" in the KUAM-TV Interviewee Referral Source Summary refers to the *Pacific Daily News*. "Website Posting" refers to websites listed as Referral Sources in each report of Recruiting Sources Used for each vacancy, such as SBE JobsOnline, Linked In, Facebook, and American.Joinhandshake.com.

In conclusion, KUAM-TV believes its recruitment practices have been successful in achieving broad and inclusive outreach, yielding a diversified workforce, as reported in its annual EEO reports.