

**PAMAL BROADCASTING, LTD  
EEO PUBLIC FILE  
January 22, 2021 to January 21, 2022**

**WBNR, WHUD, WLNA, WSPK, WXPB  
WBPM, WGHQ**

The above stations are owned and operated by Pamal Broadcasting Ltd., and licensed to its subsidiary 6 Johnson Road Licenses, Inc.

Pamal Broadcasting Ltd. is an equal opportunity employer that encourages minorities and females to apply for job openings.

**SECTION I. Vacancy List.** The following chart shows the positions filled during the reporting period. Please see section II for the full Master Recruitment Source List for recruitment source data:

<b>Job Title</b>	<b>Recruitment Sources Notified of Vacancies</b>	<b>RS Referring Hiree</b>
<b>Digital Sales Coordinator</b>	<b>1,2, 3, 5, 8, 9, 10, 12, 14, 15,16,17, 18, 19, 20, 21, 22</b>	<b>18</b>
<b>Digital Sales Coordinator</b>	<b>1,2, 3, 5, 6, 8, 9, 10, 12, 14, 15,16,17, 18, 19, 20, 21, 22</b>	<b>1</b>
<b>General Sales Manager</b>	<b>1,2, 3, 5, 8, 9, 10, 12, 14, 15,16,17, 18, 20, 21, 22</b>	<b>2</b>

*All sources that requested to be notified of openings were notified during the time when they requested notifications.*

**SECTION II. Master Recruitment Source List.**

<b>RS Number</b>	<b>Referral sources notified of vacancy</b>	<b>Source Entitled To Vacancy</b>	<b># of Interviewees Referred By</b>
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		Information? (Y/N)	RS In The Last 12 Months
1	Corporate Website <a href="http://www.pamal.com">http://www.pamal.com</a>	N	1
2	Internal Posting Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains and Kingston Office	N	1
3	Indeed.com (Job Site)	N	12
4	All Access <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
5	Individual Station website; <a href="http://www.whud.com">www.whud.com</a> , <a href="http://www.k104online.com">www.k104online.com</a> , <a href="http://www.1071thepeak.com">www.1071thepeak.com</a> , <a href="http://www.wbpmfm.com">www.wbpmfm.com</a> , <a href="http://www.realcountryhv.com">www.realcountryhv.com</a>	N	0
6	Employee/Internal Referral	N	1
7	Outside Referral or Word of Mouth	N	0
8	Connecticut School of Broadcasting- Andrew Hoops, <a href="mailto:ahoops@gocscb.com">ahoops@gocscb.com</a>	Y	0
9	New York State Broadcasters <a href="mailto:cjung@nysbroadcasters.com">cjung@nysbroadcasters.com</a> Ms. Carolyn Jung	N	0
10	Search for Change <a href="mailto:Kletsinger@searchforchange.com">Kletsinger@searchforchange.com</a> 115 East Stevens Ave-Suite 203	Y	0
11	On-Air Campaign for Sales Openings	N	0
12	Terrance Wright Organization <a href="mailto:standwithali@gmail.com">standwithali@gmail.com</a> 30 Green Street Beacon, NY 12508 Added 4/1/18	Y	0

13	USNLX-National Labor Exchange- April 2019 by Corporate HR	N	0
14	New School of Radio & Television Michael Flynn 7 Harriman Campus Road, Albany, NY 12206- <a href="mailto:steeley4663@gmail.com">steeley4663@gmail.com</a>	Y	0
15	Mount Saint Mary College <a href="http://www.msmc.edu/connections">www.msmc.edu/connections</a> , <a href="http://www.msmc.edu">www.msmc.edu</a>	Y	0
16	Ability Beyond- Christine L. Faranda LMSW Chappaqua Crossing 480 N. Bedford Road Chappaqua, NY 10514 914-582-5579 <a href="mailto:Clf75@hotmail.com">Clf75@hotmail.com</a>	Y	0
17	New York State Department of Labor- added 12/6/16- John Emminger- <a href="mailto:john.emminger@labor.ny.gov">john.emminger@labor.ny.gov</a>	Y	0
18	LinkedIn	N	2
19	Marist College- Career Center Poughkeepsie, NY	N	0
20	Acess-VR- Michelle Green 301 Manchester Rd, Suite 200 Manchester Mill Centre Poughkeepsie, NY 12603 845-452-5425 <a href="mailto:Michele.Green@nysed.gov">Michele.Green@nysed.gov</a>	Y	0
21	Westchester-Putnam One-Stop Career Center- <a href="http://www.westchesterputnamonestop.com">www.westchesterputnamonestop.com</a> 120 Bloomingdale Rd, White Plains, NY 10605 914-995-3910	Y	0

22	<b>WRO, Inc.</b> <b>65 Walker Avenue</b> <b>White Plains, NY 10605</b>  <a href="mailto:Eileenwall5@hotmail.com">Eileenwall5@hotmail.com</a>	Y	0
<b>Total # of interviewees over the last 12 months</b>			<b>17</b>

**SECTION III. Recruitment Initiatives.** The following recruitment initiatives were conducted during the reporting period.

**Pamal Broadcasting Internships**

Pamal Broadcasting Ltd., has an ongoing internship program. Supervised by department managers after approvals by the General Manager and Corporate HR Department, interns work in various departments and are paid. Through the internship program, part-time employment and full-time employment has resulted over the years. Positions have been filled in promotions, marketing and other areas. **For 2021-2022, the Hudson Valley cluster had two paid interns. The intern who worked virtually in 2020 continued her internship to September 2021 while a student of Savannah College of Art & Design, continuing work for our promotions and digital departments. A second intern, a graduate of Croton Harmon High School and incoming freshman at Northeastern University, worked from mid-June to mid-August 2021 in programming, promotions and production. During her internship she created and produced some station imaging and commercials.**

**Job Fair Host/Sponsor**

Albany Job Fair- [www.albanyjobfair.com](http://www.albanyjobfair.com)  
The Holiday Inn Express Conference Center in Latham, NY  
July 14, 2021  
[www.albanyjobfair.com](http://www.albanyjobfair.com)

Albany Job Fair- [www.albanyjobfair.com](http://www.albanyjobfair.com)  
The Holiday Inn Express Conference Center in Latham, NY  
October 6, 2021  
[www.albanyjobfair.com](http://www.albanyjobfair.com)

All Pamal radio stations including the Hudson Valley Cluster were represented at these company sponsored job fairs at the Holiday Inn Express in Latham and online at [www.albanyjobfair.com](http://www.albanyjobfair.com). Applicable resumes were shared with the management of the Hudson Valley cluster of radio stations. The Hudson Valley was represented by the president of Pamal Broadcasting, James Morrell.

### **Management Training for Anti-Harassment February 2021 for Current Associates**

Annually, all associates, including management receive online Anti-harassment training. The training is provided by a benefits firm, Benetech that has a platform of online training tools for a variety of benefits and employment subjects. This training is required for all new hires as well as once during the calendar year. The training encompasses federal and statutory provisions concerning sexual harassment and harassment based on disability, age, gender, religion, pregnancy and sexual orientation and provides available remedies as well as our compliant procedure. The online training is approximately one hour and is interactive throughout the presentation requiring the associate to engage by answering questions to gauge their understanding of the material being presented.

### **In-House Mentoring**

The station employment unit has an on-going mentoring program for all new employees which is designed to further new salespeople as well as inspiring on-air personalities to further their careers in broadcasting.

For sales, senior managers conduct scheduled trainings and engage in individualized follow-up pods for every new salesperson. These pods are designed to teach new employees all aspects of radio sales as well as teach them about the company's culture. The program also includes recorded sales and digital training webinars, as well as one on one in-person training and sales calls out in the field with local sellers and managers.

For on-air, senior managers as well as many of the on-air personalities mentor new employees through a series of in-studio and in-production, one on one trainings. These trainings are designed to allow new employees to learn techniques as well as all aspects of the board and recording options to increase their on-air skills. These one-on-one meetings are on-going, as studio time is available. New employees are provided with opportunities to practice recording spots with direct help as well as learn the skills needed to succeed in a four-to five-hour studio shift.

### **Educational Outreach in the Community**

Pamal Broadcasting employees present classes or lectures on careers in Broadcasting.

**SUNY Orange (Orange Community College)**  
**Jarrett Galeno, Assistant Program Director of WSPK-FM**

**January 2021-May 2021**

**August 2021-December 2021**

**Tuesday & Thursday- 9:30am-11:35am**

Intro to Radio & TV Broadcasting. Students visit our studios to observe live programming and see our production facilities.

### **Station Tours For Students Interested in Broadcasting**

Pamal Broadcasting has hosted student tours of our radio facilities with station personnel conducting tours and answering questions. **However, because of the Coronavirus Covid-19 Pandemic, we have had to suspend Station Tours.**