

PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
January 22, 2019 to January 21, 2020

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:

Job Title	Recruitment Sources Notified of Vacancies	RS Referring Hiree
WHUD Promotions Director	1,2, 4, 5, 6, 8, 9, 10, 12,14, 15,16,17,18, 20, 21, 22	2
Account Executive	1,2, 4, 5,6, 7, 8, 9, 10, 12, 13, 14, 15,16,17, 18, 20, 21,22	7
Digital Account Executive	1,2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15,16,17, 18, 20, 21,22	6
Account Executive	1,2, 4, 5,6, 7, 8, 9, 10, 12, 13, 14, 15,16,17, 18, 20, 21,22	6
Account Executive	1,2, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15,16,17, 18, 20, 21, 22	1
WSPK Promotions Director	1, 2, 3, 4, 5, 8, 9, 10, 12, 13, 14, 15,16,17,18, 20, 21, 22	3

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

SECTION II. Master Recruitment Source List.

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

12	<p>Terrance Wright Organization standwithali@gmail.com 30 Green Street Beacon, NY 12508 Added 4/1/18</p>	Y	0
13	<p>USNLX-National Labor Exchange- April 2019 by Corporate HR</p>	N	0
14	<p>New School of Radio & Television Michael Flynn 7 Harriman Campus Road, Albany, NY 12206- steeley4663@gmail.com</p>	Y	0
15	<p>Mount Saint Mary College www.msmc.edu/connections, www.msmc.edu</p>	Y	0
16	<p>Ability Beyond- Christine L. Faranda LMSW Chappaqua Crossing 480 N. Bedford Road Chappaqua, NY 10514 914-582-5579 Clf75@hotmail.com</p>	Y	0
17	<p>New York State Department of Labor- added 12/6/16- John Emminger- john.emminger@labor.ny.gov</p>	Y	0
18	<p>PARC 1938 Route 6 Carmel, NY 10512 hr@putnamarc.org</p>	Y	0
19	<p>Norman Staffing (Employment Agency)-231 Clinton Ave, Kingston, NY 12401</p>	N	0
20	<p>Acess-VR- Michelle Green 301 Manchester Rd, Suite 200 Manchester Mill Centre Poughkeepsie, NY 12603 845-452-5425 Michele.Green@nysed.gov</p>	Y	0

21	Westchester-Putnam One-Stop Career Center- www.westchesterputnamonestop.com 120 Bloomingdale Rd, White Plains, NY 10605 914-995-3910	Y	0
22	WRO, Inc. 65 Walker Avenue White Plains, NY 10605 Eileenwall5@hotmail.com	Y	0
Total # of interviewees over the last 12 months			34

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. From 1/22/19 to 1/21/20, two (2) interns participated in the program. One was hired part-time in the promotions department.

Job Fair Participation

Each year, employees of Pamal Broadcasting attend various job fairs in the community. Participants encourage people to look at job opportunities in the broadcast industry. Here are job fairs and career days attended in the last year.

Y2Kids- Careers from A to Z

**U.S. Army 2nd Aviation Detachment at Stewart Airport in New Windsor
April 10, 2019- 9 am-2pm**

Promotions Staff attended this annual event where Hudson Valley School Districts bus students on a staggered schedule through the day to attend and learn about job opportunities.

Albany Job Fair- www.albanyjobfair.com

The Holiday Inn Express Conference Center in Latham, NY

October 2, 2019

Tabitha Owens, Corporate HR attended for all Pamal radio stations including the Hudson Valley Cluster

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, teaches Intro to Radio & TV Broadcasting and includes a section on jobs in radio including networking and resume/demo building and as part of his curriculum he brings his students to our facility to observe "live radio" in action.

Station Tours For Students Interested in Broadcasting

Throughout the year, Pamal Broadcasting hosts student tours of our radio facilities with station personnel conducting tours and answering questions. In the past year, **12 tours** were conducted with various groups.

Staff Training on EEO Policy and Job Recruitment

On January 23, 2019, Bev Berube, Human Resources Director sent guidelines on procedures to follow when hiring and the designation of an EEO officer at each location to coordinate postings of all positions, internship coordination and all record keeping in accordance with company EEO policy.