

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
January 22, 2020 to January 21, 2021**

**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
Account Executive	1,2, 3, 5, 8, 9, 10, 11,12, 14,15,16,17, 20, 21, 22	11

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	0
2	Internal Posting Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains and Kingston Office	N	0
3	Indeed.com (Job Site)	N	1
4	All Access www.allaccess.com	N	0
5	Individual Station website; www.whud.com , www.k104online.com , www.1071thepeak.com , www.wbpmfm.com , www.realcountryhv.com	N	1
6	Employee/Internal Referral	N	0
7	Outside Referral or Word of Mouth	N	0
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	1
12	Terrance Wright Organization standwithali@gmail.com 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	Y	0

	7 Harriman Campus Road, Albany, NY 12206- steeley4663@gmail.com		
15	Mount Saint Mary College www.msmc.edu/connections , www.msmc.edu	Y	0
16	Ability Beyond- Christine L. Faranda LMSW Chappaqua Crossing 480 N. Bedford Road Chappaqua, NY 10514 914-582-5579 Clf75@hotmail.com	Y	0
17	New York State Department of Labor- added 12/6/16- John Emminger- john.emminger@labor.ny.gov	Y	0
19	Norman Staffing (Employment Agency)-231 Clinton Ave, Kingston, NY 12401	N	0
20	Acess-VR- Michelle Green 301 Manchester Rd, Suite 200 Manchester Mill Centre Poughkeepsie, NY 12603 845-452-5425 Michele.Green@nysed.gov	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	Y	0

	Eileenwall5@hotmail.com		
Total # of interviewees over the last 12 months			3

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. **Due to the Coronavirus Covid-19 Pandemic, the internship program was suspended and put on hold as our building closed and limitations on who could be in the building were imposed. The program continues to be suspended. It is our hope to re-instate it when conditions allow it.**

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.

**Albany Job Fair- www.albanyjobfair.com
The Holiday Inn Express Conference Center in Latham, NY
October 7, 2020**

www.albanyjobfair.com

All Pamal radio stations including the Hudson Valley Cluster were represented at this company sponsored job fair at the Holiday Inn Express in Latham and online at www.albanyjobfair.com. Applicable resumes were shared with the management of the Hudson Valley cluster of radio stations.

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
August 25, 2020-December 10, 2020
Tuesday & Thursday- 9:30am-11:35am**

Hybrid in-person and Remote Learning Intro to Radio & TV Broadcasting.

Station Tours For Students Interested in Broadcasting

Throughout the year, Pamal Broadcasting has hosted student tours of our radio facilities with station personnel conducting tours and answering questions.

However, again because of the Coronavirus Covid-19 Pandemic, we have had to suspend Station Tours.