

**PAMAL BROADCASTING, LTD
EEO PUBLIC FILE
January 22, 2017 to January 21, 2018**

**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, 5,6,8, 9, 13, 14, 15,16,17,18, 20, 21	6
Account Executive	1,2, 4,5,6,8, 9, 13, 14, 15,16,17,18, 20, 21,22	5/22 (saw ad in two places)
Account Executive	1,2, 5,6,7,8, 9, 13, 14, 15,16,17,18, 20, 21,24, 25	7
WXPB Sales Manager We had a vacancy when the station's combined Sales Manager/Director of Digital left. These are overlapping areas of responsibility at our stations and both require comparable sets of qualifications for sales. We decided	1,2,4,5,6,7,8,9, 10, 13,14,15,16,17,18,20,21, 22	1

<p>to advertise for a Director of Digital, because that was the most important part of the position. However one of the candidates was a perfect fit on the Sales Manager side and we hired him for the position. We decided to use the same pool to hire a separate Director of Digital, a position at the corporate level, responsible for digital for all of the licensee's markets, resulting in two hires. That separate Director of Digital position was not yet filled as of the end of this reporting period.</p>		

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	1
2	Internal Posting Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains	N	0

	and Kingston Office		
3	Hudsonvalleyhelpwanted .com www.hudsonvalleyhelpwanted.com	N	0
4	All Access www.allaccess.com	N	1
5	Individual Station website; www.whud.com , www.k104online.com , www.1071thepeak.com , www.wbpmfm.com , www.realcountryhv.com	N	4
6	Employee/Internal Referral	N	3
7	Outside Referral or Word of Mouth	N	2
8	Connecticut School of Broadcasting- added 12/16/16Andrew Hoops, ahoops@gocscb.com	Y	0
9	New York State Broadcasters cjung@nysbroadcasters.com Ms. Carolyn Jung	N	0
10	US.jobs (online site)	N	0
11	On-Air Campaign for Sales Openings	N	0
12	IRTS Foundation- @IRTSTFoundation-a not for profit dedicated to building future media leaders.	N	0
13	PARC (Putnam ARC)- 1938 Route 6, Carmel, NY 10512- angela_winiarski@putnamarc.org , Jennifer_beisswenger@putnamarc.org , Meaghan_beckly@putnamarc.org .	Y	0
14	New School of Radio & Television Michael Flynn 7 Harriman Campus Road, Albany, NY 12206- steeley4663@gmail.com	Y	0

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
18	Happy Hudson Valley- added 4/29/16- Stefanie Pearl- stefanie@happyhudsonvalley.com	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	Indeed.com (Job site)	N	5
23	WRO, Inc. 65 Walker Avenue White Plains, NY 10605 Eileenwall5@hotmail.com	Y	0

	Added to list in December 2017 after postings for the jobs listed		
Total # of interviewees over the last 12 months			16

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

List of Upper-Level Category Openings in a Job Bank or Newsletter of Media Trade Groups whose membership includes substantial participation of women and minorities

All of the upper-level positions filled during the reporting year were circulated to the New York State Broadcasters Association, the membership of which includes substantial participation of women and minorities.

Pamal Broadcasting Internships

Pamal Broadcasting Ltd., has an ongoing internship program. Supervised 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 area. From 1/22/17 to 1/21/18, **three (3) interns participated in the program and one of them was hired as a part-time board op.**

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.

Westchester Community College Career Development Day

Thursday, March 16, 2017

WHUD Morning Personality attended and spoke about opportunities for women in broadcasting.

Y2Kids Career Day

Orange-Ulster BOCES at Stewart International Airport

Thursday, April 20, 2017

3,000+ kids from Orange and Ulster Schools attended. Pamal Broadcasting had a booth.

Sleepy Hollow High School Career Day

Wednesday, May 10, 2017

General Manager Bruce Feniger participated in the event and talking about the broadcast industry and employment opportunities.

Wappingers Jr. High Career Day

Thursday, October 19, 2017

Morning news anchor Bill Beale and K-104 Street Team attended

John Jay High School Career Day

Wednesday, November 1, 2017

Ketcham High School Career Day

Thursday, November 9, 2017

Corporate Participation by Joe Condon in Albany

Job Fair at Stratton Veteran's Administration Hospital in Albany

Wednesday, April 26, 2017

Monday, October 23, 2017

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, 13 tours were conducted with various groups.

Staff Training on EEO Policy and Job Recruitment

Each time there is a job opening, Steven Petrone, Vice President of Operations, meets with the manager who is seeking applicants and making the hiring decision to review Pamal's EEO Policy and guidelines for recruiting job applicants.