

**PAMAL BROADCASTING, LTD  
EEO PUBLIC FILE  
January 22, 2018 to January 21, 2019**

**WBNR, WHUD, WLNA, WSPK, WXPK  
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>WHUD Promotions Director</b>    | <b>1,2, 3, 4, 5,6,8, 9, 13, 14, 15,16,17,18, 20, 21, 22</b>    | <b>2</b>                                      |
| <b>White Plains Sales Manager</b>  | <b>1,2, 3, 4, 5,6,8, 10, 13, 14, 15,16,17, 18, 20, 21,22</b>   | <b>6</b>                                      |
| <b>Account Executive</b>           | <b>1,2, 3, 4, 5,6,8,10, 11,13, 14, 15,16,17, 18, 20, 21,22</b> | <b>Two hires from this search- 11 &amp; 6</b> |
| <b>Sales Manager/Beacon Office</b> | <b>1,2, 3, 4, 5,6,8, 10, 13,14, 15,16,17, 18, 20, 21, 22</b>   | <b>3</b>                                      |
| <b>Account Executive</b>           | <b>1,2, 3, 4, 5,6, 8, 10, 11,12, 14, 15,16,17, 20, 21, 22</b>  | <b>3</b>                                      |
| <b>White Plains Sales Manager</b>  | <b>1,2, 3, 4, 5,6, 8, 9, 10, 12,14, 15,16,17, 20, 21,22</b>    | <b>6</b>                                      |

*\*Some recruiting sources requested to be notified during the reporting period. Other recruiting sources no longer wanted notifications of vacancies during the reporting period. 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 Information? (Y/N)</b> | <b># of Interviewees Referred By RS In The Last 12 Months</b> |
|------------------|--|--|---|
| 1                | Corporate Website<br><a href="http://www.pamal.com">http://www.pamal.com</a>   | N  | 1   |
| 2                | Internal Posting<br>Pamal Broadcasting- emailed to staff and posted at Beacon, White Plains and Kingston Office  | N  | 3   |
| 3                | Indeed.com (Job Site)  | N  | 13  |
| 4                | All Access<br><a href="http://www.allaccess.com">www.allaccess.com</a>   | N  | 1   |
| 5                | Individual Station website;<br><a href="http://www.whud.com">www.whud.com</a> , <a href="http://www.k104online.com">www.k104online.com</a> ,<br><a href="http://www.1071thepeak.com">www.1071thepeak.com</a> ,<br><a href="http://www.wbpmfm.com">www.wbpmfm.com</a> ,<br><a href="http://www.realcountryhv.com">www.realcountryhv.com</a> | N  | 1   |
| 6                | Employee/Internal Referral   | N  | 10  |
| 7                | Outside Referral or Word of Mouth  | N  | 0   |
| 8                | Connecticut School of Broadcasting- added 12/16/16 Andrew Hoops, <a href="mailto:ahoops@gocscb.com">ahoops@gocscb.com</a>  | Y  | 0   |
| 9                | New York State Broadcasters<br><a href="mailto:cjung@nysbroadcasters.com">cjung@nysbroadcasters.com</a><br>Ms. Carolyn Jung<br>Started accepting notices again in October 2018   | N  | 0   |
| 10               | Search for Change<br><a href="mailto:Kletsinger@searchforchange.com">Kletsinger@searchforchange.com</a><br>115 East Stevens Ave-Suite 203<br>Valhalla, NY 10595—Added 2/22/18  | Y  | 0   |

|    |  |   |   |
|----|--|---|---|
| 11 | On-Air Campaign for Sales Openings   | N | 1 |
| 12 | Terrance Wright Organization<br><a href="mailto:standwithali@gmail.com">standwithali@gmail.com</a><br>30 Green Street<br>Beacon, NY 12508<br>Added 4/1/18  | Y | 0 |
| 13 | Happy Hudson Valley<br>Stefanie Pearl<br>976 Little Britain Road<br>New Windsor, NY 12553<br><a href="mailto:Stefanie@happyhudsonvalley.com">Stefanie@happyhudsonvalley.com</a><br>Removed April 2018- No longer want notices. | Y | 0 |
| 14 | New School of Radio & Television<br>Michael Flynn<br>7 Harriman Campus Road, Albany, NY<br>12206- <a href="mailto:steeley4663@gmail.com">steeley4663@gmail.com</a>   | Y | 0 |
| 15 | Mount Saint Mary College<br><a href="http://www.msmc.edu/connections">www.msmc.edu/connections</a> ,<br><a href="http://www.msmc.edu">www.msmc.edu</a>   | Y | 0 |
| 16 | Ability Beyond-<br>Christine L. Faranda LMSW<br>Chappaqua Crossing<br>480 N. Bedford Road<br>Chappaqua, NY 10514<br>914-582-5579<br><a href="mailto:Clf75@hotmail.com">Clf75@hotmail.com</a>                                   | Y | 0 |
| 17 | New York State Department of Labor-<br>added 12/6/16- John Emminger-<br><a href="mailto:john.emminger@labor.ny.gov">john.emminger@labor.ny.gov</a>   | Y | 1 |
| 18 | PARC<br>1938 Route 6<br>Carmel, NY 10512<br><a href="mailto:hr@putnamarc.org">hr@putnamarc.org</a><br>Removed in April 2018-No longer want notices   | Y | 0 |
| 19 | Norman Staffing (Employment  | N | 0 |

|  |   |   |           |
|--|---|---|-----------|
|  | Agency)-231 Clinton Ave, Kingston, NY 12401   |   |           |
| 20   | Acess-VR- Michelle Green<br>301 Manchester Rd, Suite 200<br>Manchester Mill Centre<br>Poughkeepsie, NY 12603<br>845-452-5425<br>Michele.Green@nysed.gov   | Y | 0         |
| 21   | Westchester-Putnam One-Stop Career Center-<br><a href="http://www.westchesterputnamonestop.com">www.westchesterputnamonestop.com</a><br>120 Bloomingdale Rd, White Plains, NY 10605<br>914-995-3910 | Y | 0         |
|  |   |   |           |
| 22   | WRO, Inc.<br>65 Walker Avenue<br>White Plains, NY 10605<br><a href="mailto:Eileenwall5@hotmail.com">Eileenwall5@hotmail.com</a>   | Y | 0         |
| <b>Total # of interviewees over the last 12 months</b> |   |   | <b>31</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 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 1/22/18 to 1/21/19, **four (4) interns participated in the program.**

## **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.

### **New York State Department of Labor 2018 Professional Career Fair**

**Thursday, September 20, 2018**

**White Plains Library**

**100 Martine Avenue**

**White Plains, NY**

White Plains sales manager attended and presented material about Pamal Broadcasting.

## **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.

**Kacey Morabito Grean, Morning personality on WHUD-FM** presented a master-class lecture "**Making A Life In Radio**" on March 1, 2018 at Kaplan Hall at SUNY Orange.

## **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, 19 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.