

**6 JOHNSON ROAD LICENSES, INC.  
WJJR, WZRT, WSYB, WJEN, WDTV  
ANNUAL EEO PUBLIC FILE REPORT**

**DECEMBER 1, 2017 – NOVEMBER 30, 2018**

6 Johnson Road Licenses, Inc. is the licensee of Stations WJJR, WJEN, WSYB, WZRT and WDTV, which are operated as an employment unit. 6 Johnson Road Licenses, Inc. is the license-holding subsidiary of Pamal Broadcasting, Ltd. Pamal does business with respect to these stations as Catamount Radio.

**Full-Time Positions Filled**

**DECEMBER 1, 2017- NOVEMBER 30, 2018**

**WJJR WJEN WZRT WSYB WDTV**

<b>Job Title</b>	<b>Recruitment Source</b>	<b>Total # of Interviewees From All Sources</b>
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<b>(1) Sales Associate</b>		
Hired-	(0) Community College of Vermont	0
Hired-	(0) VAB	0
Hired-	(0) Catamount Radio	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(0) Indeed	15
Hired-	(2) Referral	2
Hired-	(0) All Access.Com	0
Hired-	(0) Monster.com	0

<b>(1) Traffic/Production/Board Op</b>		
Hired-	(1) Castleton University	1
Hired-	(0) VAB	0
Hired-	(0) North Country Helpwanted.com	0
Hired-	(0) Pamal.Com	0
Hired-	(0) All Access	0
Hired-	(1) Referral-part time employee – made full time	1

## Job Recruitment Sources

### Pamal Broadcasting Catamount Radio

**DECEMBER 1, 2017- NOVEMBER 30, 2018**

#### WJJR WJEN WZRT WSYB WDVT

Recruitment Source	Total # Interviewees provided during period	Full Time Positions this source utilized
<b>Vermont Association Of Broadcasters</b> <b>Job Bank Web Site</b> <b>www.vab.org</b> <b>15 W. Patterson St.</b> <b>Barre, Vermont 05641</b>	0	Sales Associate
<b>WJJR WZRT WJEN WDVT WSYB</b> <b>Catamount Radio</b> <b>PO Box 30</b> <b>Rutland, Vermont 05743</b> <b>(On Air announcements)</b>	0	Sales Associate
<b>North Country Helpwanted.com</b>	0	Sales Associate
<b>Castleton University</b>	1	Board Op
<b>Indeed.com</b>	15	Sales Associate
<b>Monster.com</b>	0	Sales Associate
<b>Pamal.Com/Catamount Radio.com</b>	0	On Air
<b>All Access.com</b>	0	On Air
<b>Referral</b>	1	Production/Traffic

## **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

**DECEMBER 1, 2017- NOVEMBER 30, 2018**

### **LISTING OF EACH UPPER-LEVEL CATEGORY OPENING IN A JOB BANK OR NEWSLETTER OF MEDIA TRADE GROUPS WHO'S MEMBERSHIP INCLUDES SUBSTANTIAL PARTICIPATION OF WOMEN AND MINORITIES.**

The licensee advertised all upper-level job openings over the past year through the VAB Job Bank web site. Regular on-air announcements advise listeners of the web site and encourage job seekers interested in broadcasting careers to visit the site regularly.

### **JOB FAIR HOSTING**

The licensee co-hosted job fairs on **April 25<sup>th</sup>, 2018** with the Vermont Department of Labor- Employment and Training Division hosted at The Franklin Conference Center in Rutland, Vermont from 11-3 pm. Peter Colomb, Sales Manager attended, and was available to answer any questions on broadcasting careers in general and potential opportunities at Catamount Radio.

Prior to the event, all stations, WZRT, WJEN, WSYB, WJJR and WDVT ran announcements asking for local businesses, charities and nonprofit organizations who are interested in having a booth at the job fair to contact the VT Dept. of Labor. These announcements ran for a 20 day period. One week before the Job Fair, the announcements were changed to reflect those businesses and non-profits that would be there and the message was targeted at people who are looking for a job, full, part time or seasonal. Both Sales Manager and Operations Manager were on site conversing with job seekers during the 4 hour event.

### **PROGRAMS SPONSORED BY EDUCATION INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING**

During the reporting period, the licensee participated in a high-school program in which a student spent a day at one of the stations shadowing a staff member to learn about broadcasting and career opportunities. We had three different job shadows from three different area schools.

Terry Jarrosak, Operations Manager teaches Communications at Castleton State College.