

**6 JOHNSON ROAD LICENSES, INC.  
WJJR, WZRT, WSYB, WJEN, WDVT  
ANNUAL EEO PUBLIC FILE REPORT  
DECEMBER 1, 2015 –NOVEMBER 30, 2016**

6 Johnson Road Licenses, Inc. is the licensee of Stations WJJR, WJEN, WSYB, WZRT and WDVT, 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, 2015- NOVEMBER 30, 2016**

WJJR WJEN WZRT WSYB WDVT

<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)	CCV	0
Hired- (0)	VAB	0
Hired- (0)	Catamount Radio	0
Hired- (0)	North Country Helpwanted.com	0
Hired- (0)	VermontJobLink.com	0
Hired- (1)	Referral	2
Hired- (0)	All Access.Com	0
Hired- (0)	Monster.com	0

<b>(1) Production</b>		
Hired- (0)	CCV	0
Hired- (0)	VAB	0
Hired- (0)	North Country Helpwanted.com	0
Hired- (0)	Pamal.Com	0
Hired- (0)	All Access	0
Hired- (1)	Referral	2

**Job Recruitment Sources**  
**Pamal Broadcasting**  
**Catamount Radio**  
**DECEMBER 1, 2015- NOVEMBER 30, 2016**

WJJR WJEN WZRT WSYB WDVT

<b>Recruitment Source</b>	<b>Total # Interviewees provided during period</b>	<b>Full Time Positions this source utilized</b>
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<b>Vermont Association Of Broadcasters</b> Job Bank Web Site www.vab.org 15 W. Patterson St. Barre, Vermont 05641	0	Sales Associate
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<b>WJJR WZRT WJEN WDVT</b> <b>WSYB</b> Catamount Radio PO Box 30 Rutland, Vermont 05743 (On Air announcements)	0	Sales Associate
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<b>North Country Helpwanted.com</b>	0	Sales Associate
<b>CCV</b>	0	Sales Associate
<b>Referral</b>	2	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>	0	On Air
<b>Referral</b>	2	Production

## **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

**DECEMBER 1, 2015- NOVEMBER 30, 2016**

### **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 **May 4, 2016** with the Vermont Department of Labor-Employment and Training Division at the Reserve Center on Post Road, Rutland Town, Vermont from 1-4 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 (5) radio stations, WZRT, WJEN, WSYB, WJJR and WDVT ran announcements asking for local businesses, charities and no profit organizations who are interested in having a booth at the job fair to contact the VT Dept. of Labor. These announcements ran for a 10-12 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. At least four of our radio stations broadcast live from the job fair, interviewing employers and 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.

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